Organizational Culture, Burnout, Leadership and Employee Satisfaction at DevScope

The survey will take approximately 4 minutes to complete.

As part of my internship, I'll be conducting a comprehensive analysis of various aspects related to software delivery performance within the company. This analysis will include examining metrics such as DORA metrics, Westrum culture, burnout, employee Net Promotor Score and more.

I'm committed to respecting your privacy and ensuring that your participation in this survey is completely confidential, your answers will not be linked to your name or any other identifying information. Thank you for taking the time to complete this survey and for providing me with your valuable insights.

Note que também está disponível uma versão em Português.

Note que também est	u disponivei d	irria versao ei	II Fortagues.				
* Required							
1. Which of the foll	lowing team	ns are you a	part of? *				
Product							
ВІ							
Portals							
◯ AI							
DevOps/Opera	ations						
Integration							
Research							
Other							
2. Organizational Please rate each of "Strongly Agree":				7, where 1 m	eans "Strongly [Disagree" and	d 7 means
	Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Strongly Agree
On my team, information is	\bigcirc	\bigcirc	0	\bigcirc	\bigcirc	\bigcirc	\bigcirc

	Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Strongly Agree
actively sought.							
Messengers are not punished when they deliver news of failures or other bad news.	0	0	0	0	0	\circ	0
On my team, responsibilitie s are shared.	0	\circ	\bigcirc	\circ	\bigcirc	0	\circ
On my team, cross-functional collaboration is encouraged and rewarded.	0	0	0	0	0	\circ	0
On my team, failure causes inquiry.	\circ	0	\bigcirc	\circ	\circ	\bigcirc	\circ
On my team, new ideas are welcomed.	\circ	\circ	\circ	\circ	\bigcirc	\bigcirc	\bigcirc

3. **Burnout**

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Please rate each of the following statements on a scale of 1 to 6, where 1 means "Never" and 6 means "Always":

	Never	Rarely	Sometimes	Ocasionally	Frequently	Always
How often do you feel exhausted or drained after work?	0	0	0	0	0	0
How often do you lack the energy to work?	\circ	0	0	\circ	\circ	0
How often do you feel cynical or negative	0	0	0	0	0	0

	Never	Rarely	Sometim	nes Oc	asionally	Frequent	ly	Always
about your work?								
How often do you feel a sense of detachment from your work or your colleagues?		\circ	\circ		\circ	0		\circ
Do you feel you have enough time for yourself outside of work?	\circ	0	0		\bigcirc	0		\circ
Do you feel that your workload is unmanageabl e or excessive?	0	0	0		\circ	0		0
How often do you feel that your work is not appreciated or recognized?	0	0	0		0	0		0
nployee Net P	o recommend you	ur COMPANY as						
0 1	2	3 4	5	6	7	8	9	10
ot at all likely								Very Likely
mployee Net P	romotor Sco	e (eNPS)						
ow likely are you to	o recommend you	ur TEAM as a pla	ace to work	to a friend	or colleag	ue?		
0 1	2	3 4	5	6	7	8	9	10
ot at all likely	1 1	I			ı	<u> </u>		Very Likely

6. Job Satisfaction and Identity

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Please rate each of the following statements on a scale of 1 to 7, where 1 means "Strongly Disagree" and 7 means "Strongly Agree":

	Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Strongly Agree
I am glad I chose to work for this organization instead of another company		0	0	0	0	0	0
I mention this organization to my friends as a great company to work for	0	0	0	0	0	0	\circ
I am willing to go to great lengths beyond what is normally expected to help my organization succeed		0		\circ	0	0	
I consider that my values and the values of my organization contribute to the same goal		0		\circ	0	0	0
In general, the people who work for my organization work toward the same goal		0	0	0	0	0	0
I feel that my organization cares about me	0	0	0	\circ	0	\circ	\circ

$7. \ \textbf{Transformational Leadership}$

Please rate each of the following statements on a scale of 1 to 7, where 1 means "Strongly Disagree" and 7 means "Strongly Agree":

My leader/manager

	Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Strongly Agree
has a clear idea of the direction the TEAM is taking.	\bigcirc	\circ	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\circ
has a clear idea of the direction the COMPANY is taking.	\circ	\circ	\circ	\circ	\circ	\circ	\circ
says things that make employees proud to be part of this organization	\circ	0	0	0	0	0	0
challenges me to think about old problems in new ways	0	0	0	0	0	0	0
has challenged me to rethink some of my basic assumptions about my work.		0	\circ	0	0	0	0
has ideas that have forced me to rethink some things that I have never questioned before.		0		0	0	0	0
considers my personal feelings before acting	0	\circ	\circ	\circ	\circ	\circ	\circ
behaves in a manner which is thoughtful of	0	\bigcirc	\circ	0	0	0	0

	Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Strongly Agree
my personal needs.							
sees that the interests of employees are given due consideration	0	0	0	0	0	0	0
personally compliments me when I do outstanding work.	0	0	0	0	0	0	0
acknowledge s improvement in my quality of work	0	0	0	0	0	0	0
encourages people to see changing environments as situations full of opportunities	0	0	0	0	0	0	0

8. Comments/Sugestions

Enter your answer

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