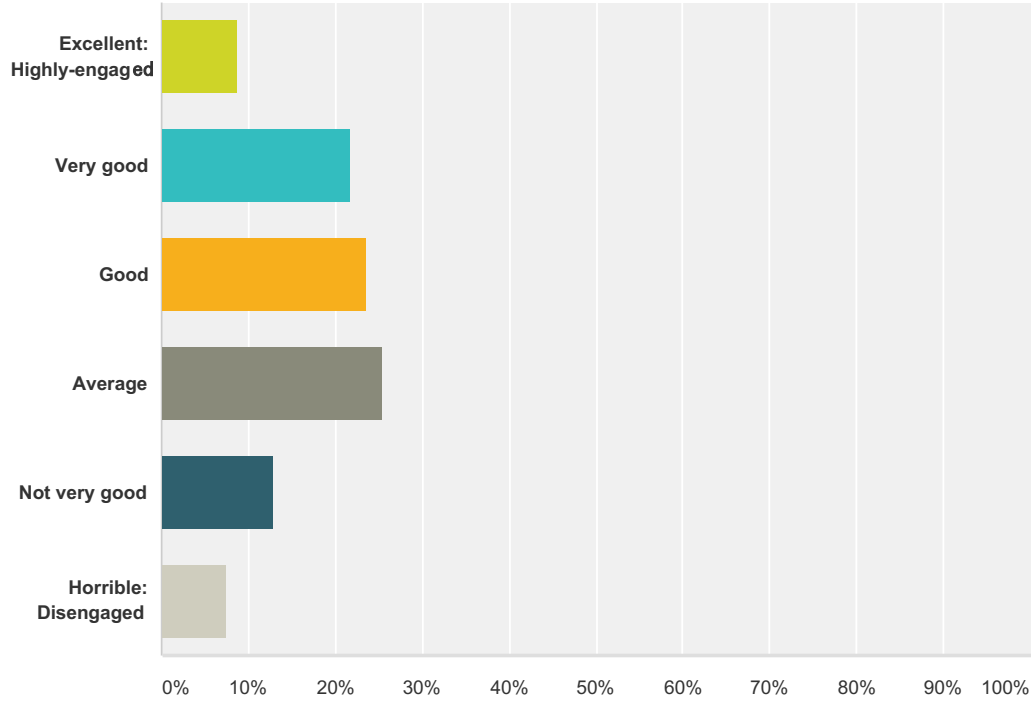
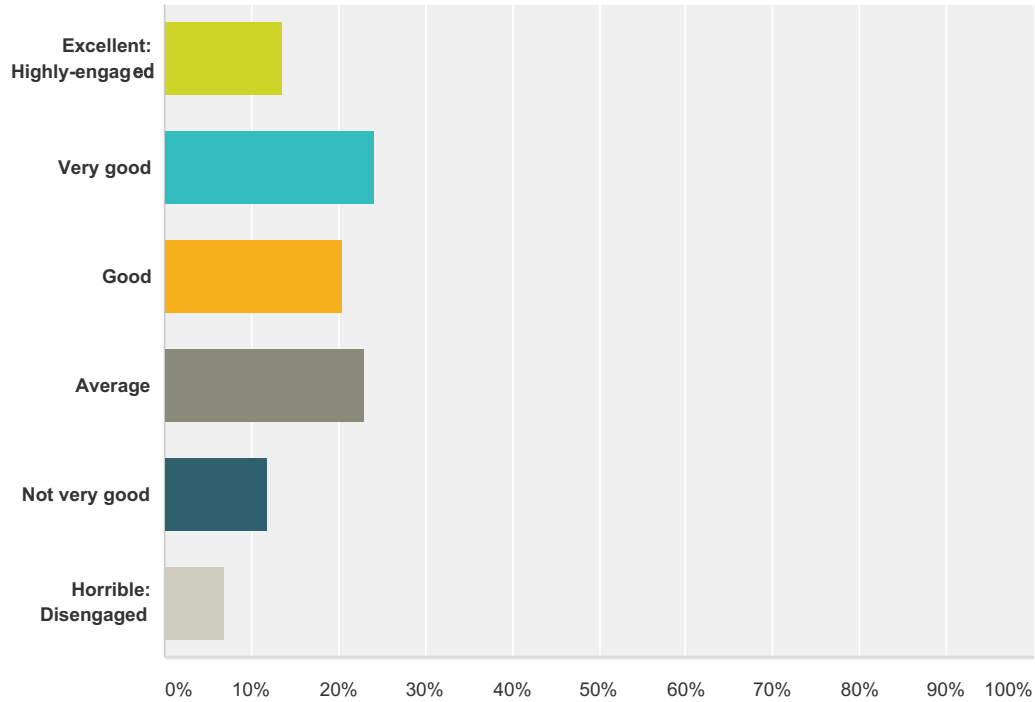


Q1 Please rate the QUALITY and EFFECTIVENESS of the LEADERSHIP CULTURE in your organization



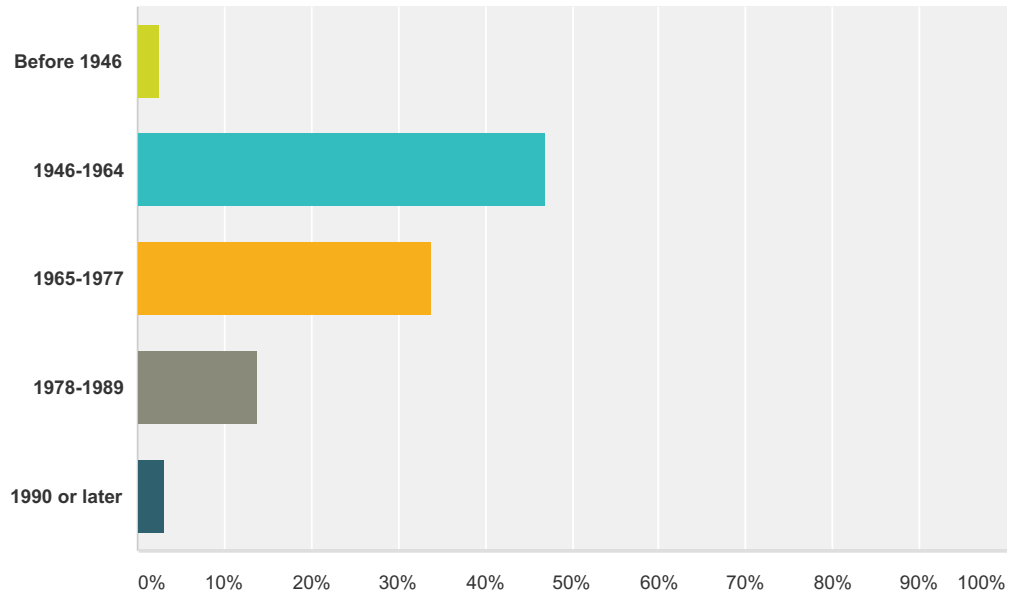
Answer Choices	Responses
Excellent: Highly-engaged, regular, consistent, clear, and well-calibrated guidance, direction, support and coaching; with rewards that are fair and in proportion to the contributions and performance level of employees	8.70%
Very good	21.74%
Good	23.60%
Average	25.47%
Not very good	13.04%
Horrible: Disengaged, low-structure, inconsistent, unclear, and poorly calibrated communication; with rewards that are not fairly proportionate to the contributions or performance level of employees	7.45%

Q2 Please rate the QUALITY and EFFECTIVENESS of your IMMEDIATE LEADER, MANAGER, OR SUPERVISOR



Answer Choices	Responses
Excellent: Highly-engaged, regular, consistent, clear, and well-calibrated guidance, direction, support and coaching; with rewards that are fair and in proportion to the contributions and performance level of employees	13.66%
Very good	24.22%
Good	20.50%
Average	22.98%
Not very good	11.80%
Horrible: Disengaged, low-structure, inconsistent, unclear, and poorly calibrated communication; with rewards that are not fairly proportionate to the contributions or performance level of employees	6.83%

Q3 What year were you born? (Optional)



Answer Choices	Responses
Before 1946	2.50%
1946-1964	46.88%
1965-1977	33.75%
1978-1989	13.75%
1990 or later	3.13%