



## PRE-EXISTING CONDITIONS FOR ORGANIZATIONAL HEALTH (PECOH)

Which of the following pre-existing conditions occur in your organization?

**Please rate each condition on a scale of 1-5, 5 being “most likely.”**

- \_\_\_\_\_ The workforce is committed and connected to the organization, understanding the critical role they play.
- \_\_\_\_\_ Departments work collaboratively with management to solve problems and make decisions.
- \_\_\_\_\_ Leadership regularly solicits and utilizes feedback from employees.
- \_\_\_\_\_ The organization has a low turnover of employees.
- \_\_\_\_\_ Employees are highly satisfied with organization.
- \_\_\_\_\_ Organizational culture is free of gossip, back-biting, conflict and tension.
- \_\_\_\_\_ Morale within your organization is high.
- \_\_\_\_\_ Diversity of thinking is valued and encouraged
- \_\_\_\_\_ Creativity and creative thinking is seen as a skill to develop and is highly supported.
- \_\_\_\_\_ Employees are willing to stay after hours to complete a project to meet a deadline.
- \_\_\_\_\_ Overtime is compensated in additional salary or comp time.
- \_\_\_\_\_ You consider your organization to be highly innovative and at the cutting edge of your industry.

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**For survey key: 812-219-4493**

[ladi@successworkonline.com](mailto:ladi@successworkonline.com)

[www.successworkonline.com](http://www.successworkonline.com)