

Leadership Environment Assessment Survey

Think about your place of employment or a professional organization in which you are involved (e.g., your state nurses' association, your clinical specialty group, your local honor society). With that organization in mind, consider each of the following questions about the nature of the general environment or "culture." **Yes** responses to most questions suggest that the organization supports, encourages, and expects leadership among its members. **No** responses to most questions may suggest that the organization's priorities do not include leadership development.

Question	Yes	No
Is this organization open to new ideas and new ways of doing things?	_____	_____
Do members of the organization feel free to raise questions about what is being done? How things are being done? Why things are being done at all? Why things are done in a particular way?	_____	_____
Is a questioning attitude accepted, encouraged, and expected in the organization?	_____	_____
Does the organization prevent putting individuals into "boxes"?	_____	_____
Does the organization push members to strive for excellence?	_____	_____
Is competition among group members healthy and productive?	_____	_____
Are the strengths and talents of individual members recognized?	_____	_____
Are the strengths and talents of individual members built upon?	_____	_____
Are group members expected to guide, encourage, and support each other as they continue to grow?	_____	_____
Are leaders allowed to emerge in the organization?	_____	_____
Are followers seen as valuable, contributing members of the group?	_____	_____
Are individual group members encouraged to take risks and try new things?	_____	_____
Are mistakes accepted as part of the learning process for group members?	_____	_____
Are different group members given opportunities to develop as leaders?	_____	_____
Are channels of communication clear and open?	_____	_____
Are group members allowed and encouraged to address issues that are of significance to them and the profession?	_____	_____
Is information shared?	_____	_____
Are accomplishments of group members acknowledged and rewarded?	_____	_____