

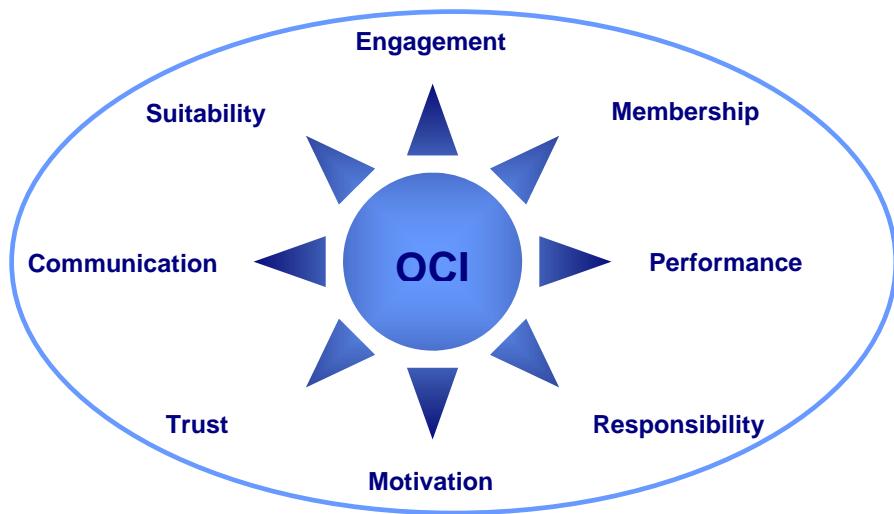
The Organizational Climate Inventory

Regular forecasting with the OCI

The Organizational Climate Inventory (OCI) gauges the current conditions or “temperature” in your organization. It is a snapshot in time; a barometer of how to best prepare for *inclement weather* in your organization. Augustus William Hare and Julius Charles Hare aptly stated that sudden resolutions, like the sudden rise of the mercury in the barometer, indicate nothing but the changeableness of the weather (*Guessees at Truth, by Two Brothers*, 1827). A number of such weather snapshots from the collective perspective of your employees will show a weather pattern that reveals the climate within your organization with a high degree of accuracy.

Short-term forecast

The OCI starts simple: As a baseline, it shows where employees feel the work situation stands overall, expressed as a percentage. This metric can best be considered against the conditions that are expected within the challenges that your organization faces at present. Eight climate contributors shed light on the overall work situation, namely:



Long-term forecast

Just like the right amount of precipitation and sunshine in the air viewed at a particular angle can produce a rainbow, eight reported climate contributors together produce a perspective on three job outcomes that matter greatly in the workplace. These are:

High tolerance for stress

Employees with a high tolerance for stress can withstand adverse events in the workplace without falling apart.

Retaining those valued most

With the high cost of recruiting and training top talent, organizations are smart to go to considerable lengths to retain their most valuable employees.

Change for the better

In today's taxing times where both speed and quality matter in the workplace, initiatives to develop employees must ideally be met with their readiness to change and grow.

Unlike weather forecasting where the accuracy is known to drop significantly beyond ten days, the strong structural foundation and psychometric properties of the OCI ensure much better results. Because the OCI is a B-level assessment, two validity indices are built into the survey to help ensure that the statistics reported here are reliable and valid.

We know that the eight contributors underlie the overall work situation. By further developing the climate contributors, we can impact employees' stress tolerance, retention, and their readiness for change. **The OCI report shows exactly where and how much.** If desired, management can track the weather conditions within your organization on a regular basis to determine and steer the climate in your workplace in a desirable direction.