

## The Organizational Climate Inventory

The Organizational Climate Inventory (OCI) gauges eight distinct contributors that are known to impact and predict three different dimensions that matter greatly in the workplace. These are:

- Employees' capability to tolerate stress at present
- The organization's likelihood to retain the most valuable employees at the moment
- Employees' current readiness for change

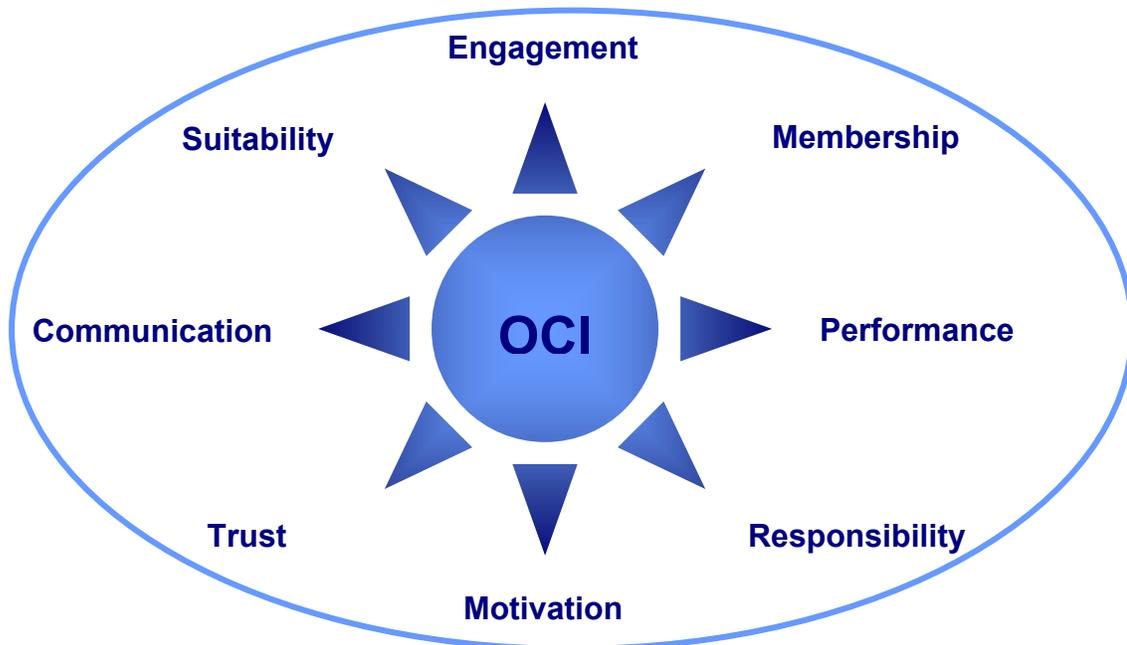
The OCI is a Level B assessment. This means that the tool adheres to strict psychometric and statistical standards, and requires some level of professional training to use.

Several validity indices are built into the survey to highlight and adjust for possible response inflation and inconsistency outside of natural fluctuation within the norm group.

The OCI measures organizational climate in eight distinct ways. These are shown in the model below:

~ John Lilly

Our only security is our ability to change.



Grant me the serenity to accept the people I cannot change,  
the courage to change the one I can, and the wisdom to know it's me.

~ Author Unknown

## Engagement

A show of principled agreement, active involvement and commitment with a high degree of pleasure wherein a free obligation is felt and attention is interlocked.

Neither a wise man nor a brave man lies down on the tracks of history to wait for the train of the future to run over him.

~ Dwight D. Eisenhower

## Membership

Distinct participation in a group in which collective acknowledgement is given, and through which a sense of belonging is felt and shown.

Because things are the way they are, things will not stay the way they are.

~ Bertold Brecht

## Performance

An outward presentation of work to others displaying functioning, behaviour, accomplishment, or fulfilment in accordance to a particular way or standard deemed to be effective, which may or may not include mastery.

## Responsibility

A state or position of being accountable and taking personal liability while having the ownership and authority to act upon it and make independent decisions about the best means to ensure reliable results.

Things alter for the worse spontaneously, if they be not altered for the better designedly.

~ Francis Bacon

## Motivation

An act of will or intent based on want, reason, want, affect, or incentive that reveals interest or enthusiasm, drawing from biological, cognitive, emotional and/or social forces.

The only man I know who behaves sensibly is my tailor; he takes my measurements anew each time he sees me. The rest go on with their old measurements and expect me to fit them.

~ George Bernard Shaw

## Trust

Consistently being fair, while showing honor, care, reliance, and safekeeping, which instill confidence, credit, faith, and hope in others.

## Communication

Being accessible to speak, write, or gesture to achieve mutual understanding, rapport, and a feeling of connectedness.

## Suitability

Being equipped, compatible, appropriate, compatible, or fit for demands in the workplace by showing a readiness to agree with, or be in accordance with what is deemed worthy, deserving, or healthy.