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Bartell & Bartell LTD

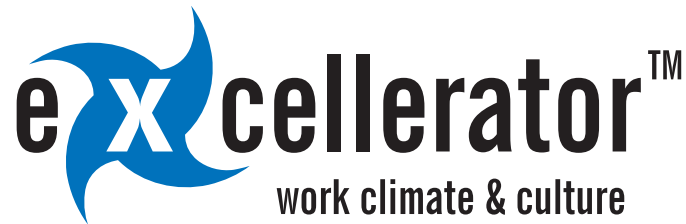
Center for Executive Assessment and Development
Organization Diagnostic Systems

Pioneers in Organizational & Leadership Technologies™

432 Rolling Ridge Drive, State College, PA 16801

Phone: (814) 861-6606 Fax: (814) 861-4473 Email: info@bartellbartell.com

www.bartellbartell.com



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The following Excellerator™ report has been generated from the responses provided by the selected individuals of this work group/organization. The content and specific findings of this report may only be used to benchmark, establish development needs, and track progress, when compared with former Excellerator™ reports, as available. These results cannot be used as the sole basis for taking adverse action against this individual or used as the basis for any disciplinary action.

I. Introduction

Excellerator™ is a web-based software program for assessing organizational culture and work climate. It is the result of Bartell & Bartell's more than 35 years of research and experience, examining the relationship between leadership, culture, and organizational effectiveness.

Participants confidentially respond to a series of questions about the organization, provide their expectations and observations, and are prompted to select organizational descriptors to clarify their ratings. Excellerator™ measures 30 different aspects of organizational culture. These dimensions are reported as easy-to-understand indices, providing quantifiable measurement of the organization's culture. The report is designed to be easily read and provide easy reference in the future, to compare scores, track progress, and celebrate future success.

After all participants have completed their Excellerator™ assessments, the Bartell & Bartell diagnostics lab scores, analyzes, and produces this report.

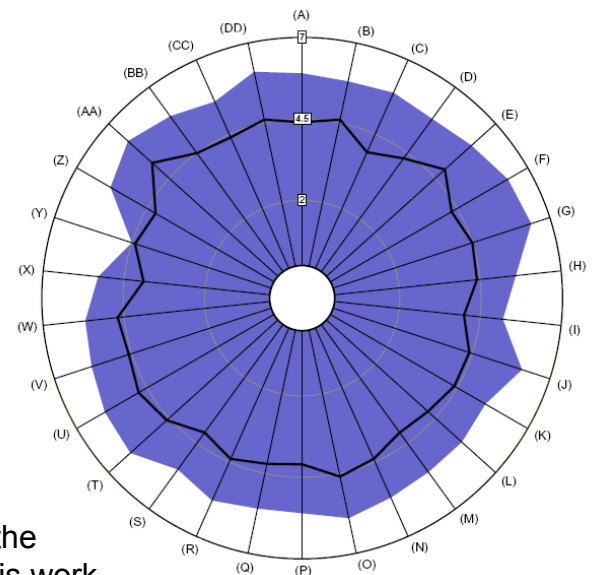
Excellerator™ is designed to be administered at intervals, in order to track the workgroup and/or the organization's development in terms of type, direction, and rate of change. Results of this assessment can be used several ways. Some of these applications include:

- 1) Bench marking the development level of the work group/organization so that further development can be monitored.
- 2) Identifying key organizational issues that, if not addressed, could negatively affect operations.
- 3) Establishing the importance and priority of the issues to be addressed, and the specific points of intervention that would offer the greatest promise for organizational change-effort effectiveness.

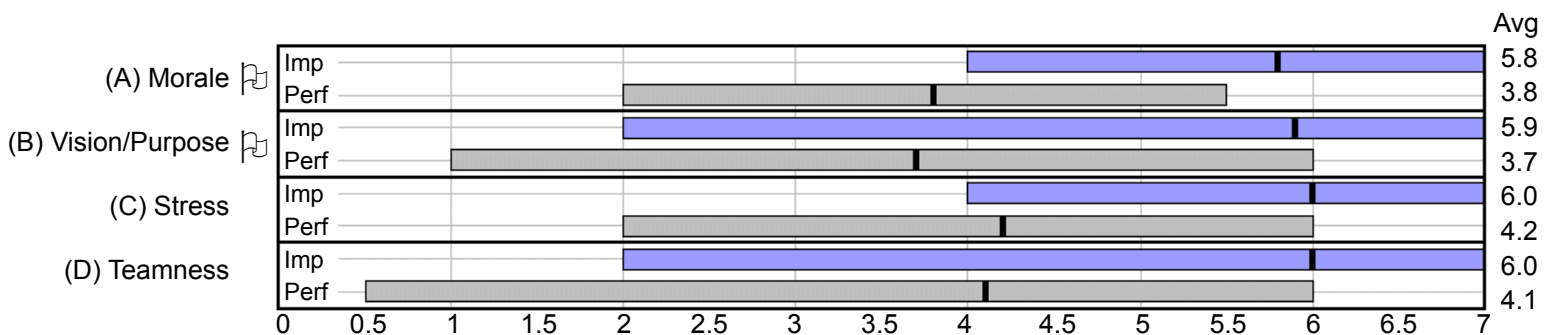
II. Understanding The Results

The circle graph on page 4 gives a quick overview of the results. To read this chart, the blue area shows how the participants rated the "Importance" of each dimension for the work group. The black line indicates the work group's average "Performance" score for each dimension.

The graph is read starting at the top with (A) Morale and follows around the circle to (DD) Climate. The numbers beside the dimensions prioritize the areas that need to be addressed for this work group/organization. Dimensions that have a flag icon indicate scores that are lower than acceptable. A single flag symbol indicates that further assessment is recommended and a double flag symbol denotes that immediate intervention is required. You may also see asterisks beside some of the dimensions which indicate additional areas that need development. The organization's or workgroup's areas of exceptional performance are shown with a smiley face.



A summary of the results can be found on the chart labeled Excellerator™ Summary, with a more in depth analysis of each dimension on the following pages. To understand your results, please refer to the sample dimension below. Each dimension has been evaluated on a scale of 0-7 and the Excellerator™ report indicates respondents' ratings of both the "Importance" (blue) and "Performance" (grey) of each dimension. The "Importance" bar graph represents how important this dimension is perceived to be the work group's/organization's success. The bar graph labeled "Performance" is how well the work group/organization is performing on this dimension.



The colored bar scale represents the range of participants' responses, while the average is indicated by the black line inside and described numerically by the number at the right hand side. When there is no bar scale but only a solid vertical line, this means all respondents were in agreement or only one respondent is represented. The longer the bar scale the greater the range of opinion about the importance and/or performance of this dimension.

Following the Excellerator™ Summary is a separate page expanding upon each of the measured dimensions. These are read in the same manner; however, the scores are broken down into separate categories of participants. Each group is listed on the left side of the bar scale.

At the bottom of the page is a summary evaluation of each dimension, shown with boxes. The box on the far right marked "Exceptional Performance," is the best score possible. The boxes progress to the extreme left with the most significant concern labeled "Immediate Intervention Required." Any dimension with a darkened box for either "Intervention Recommended" or "Immediate Intervention Required" should be targeted for further pro-active development.

☐ Immediate Intervention Required
 ☐ Intervention Recommended
 ☒ Functionally Adequate
 ☐ Exceptional Performance

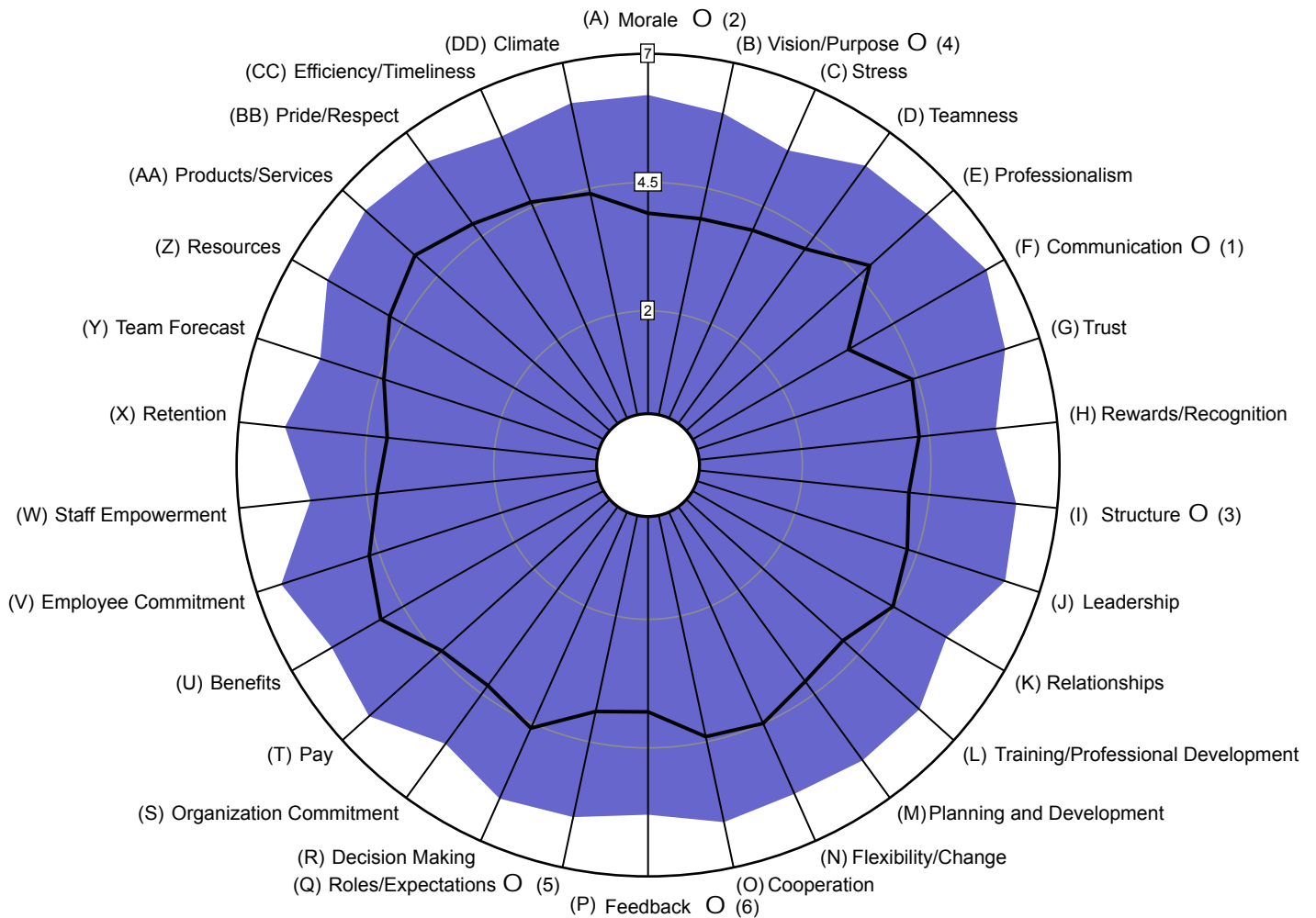
The last section of the report labeled "Additional Feedback" is a summary of all the responses given to the open response questions Excellerator™ asked at the end of the assessment. The responses are reported just as they were entered.

Excellerator Summary

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P/I Index
72.2

Cumulative Avg.
4.3



J Exceptional (0)

O Development Opportunity (6)

OO Current Concern (0)

* Additional Areas for Development

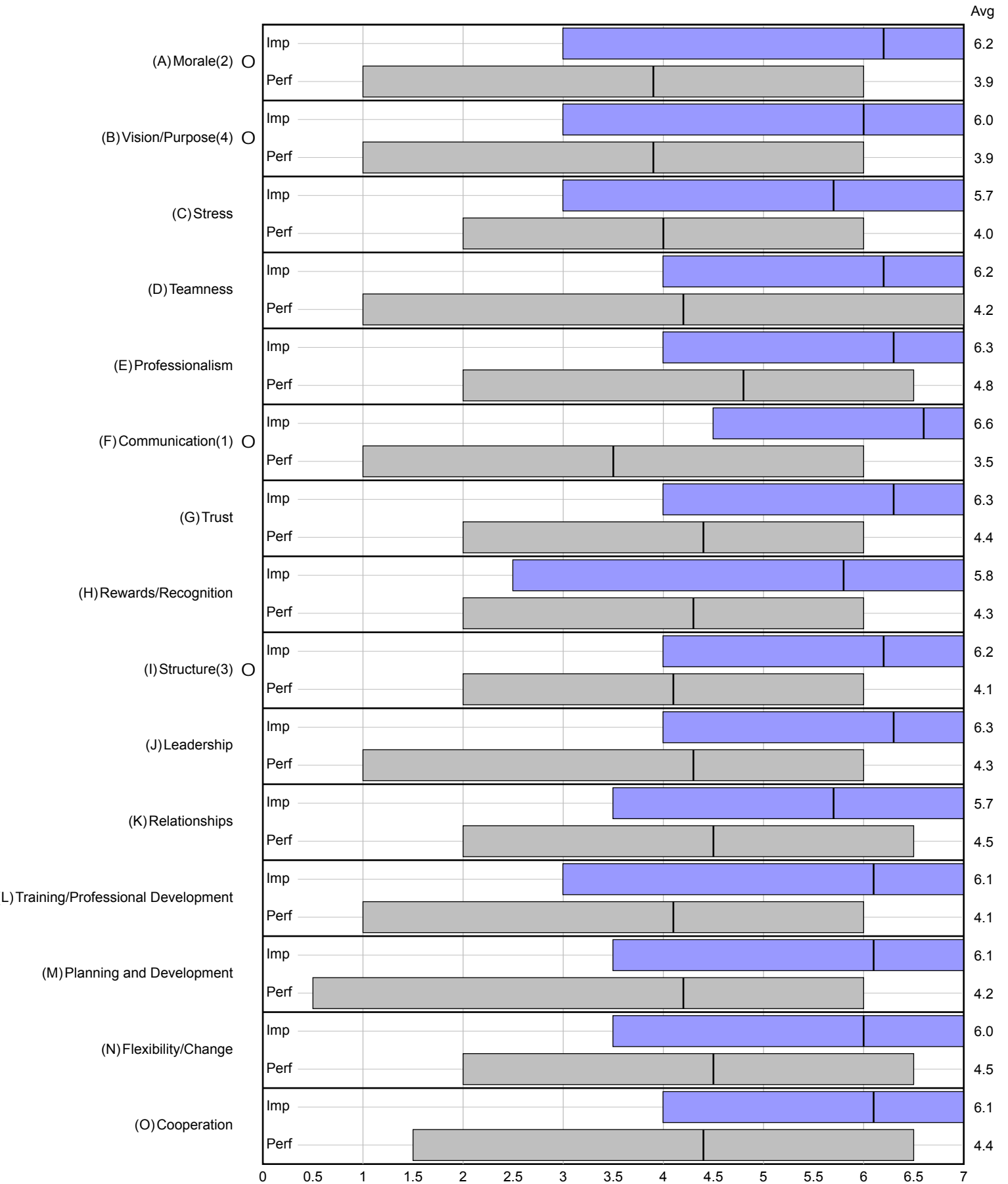
P/I Index: Job performance in relation to job importance.

Group Importance Rating

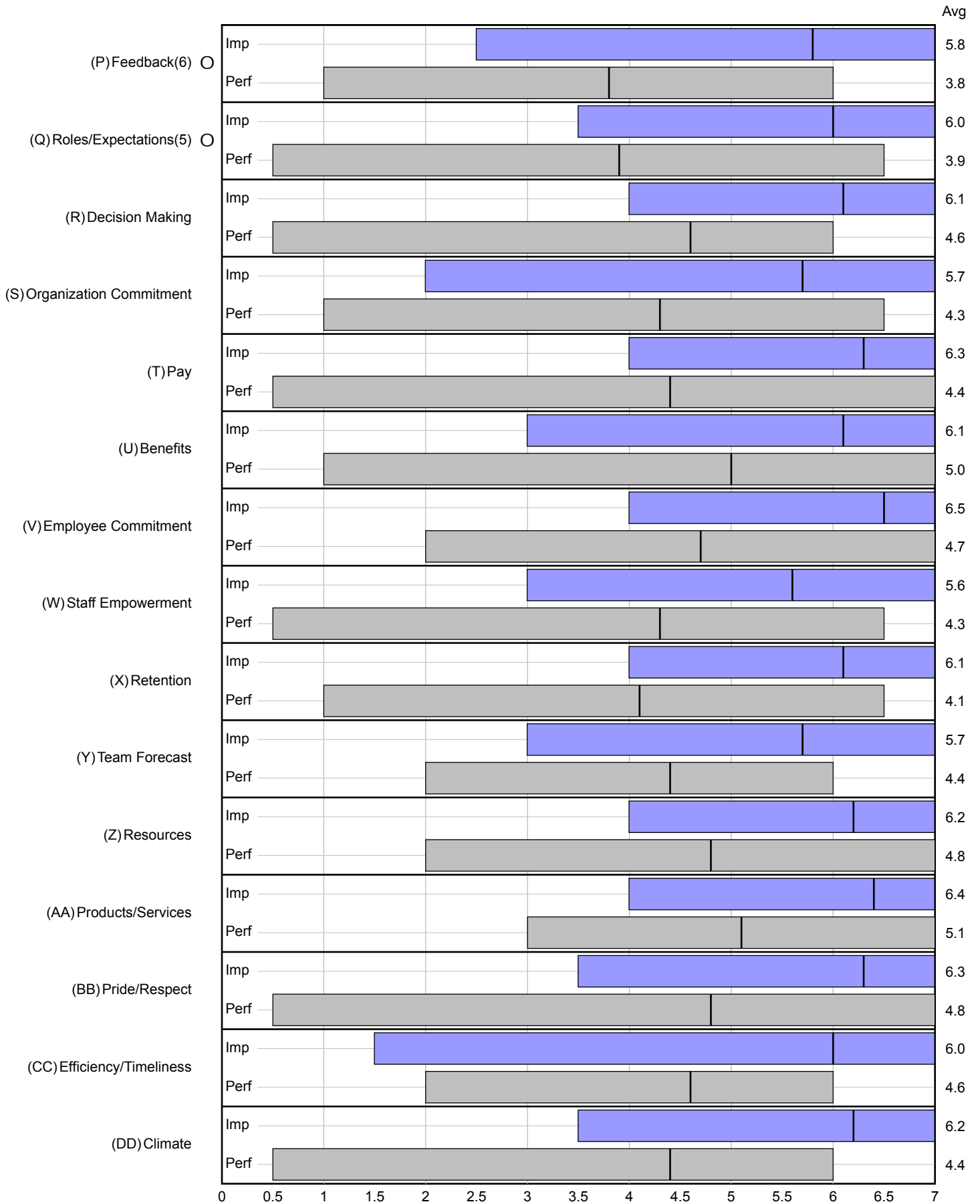
Group Performance Rating

Denotes Development Priority

Excellerator Composite Results

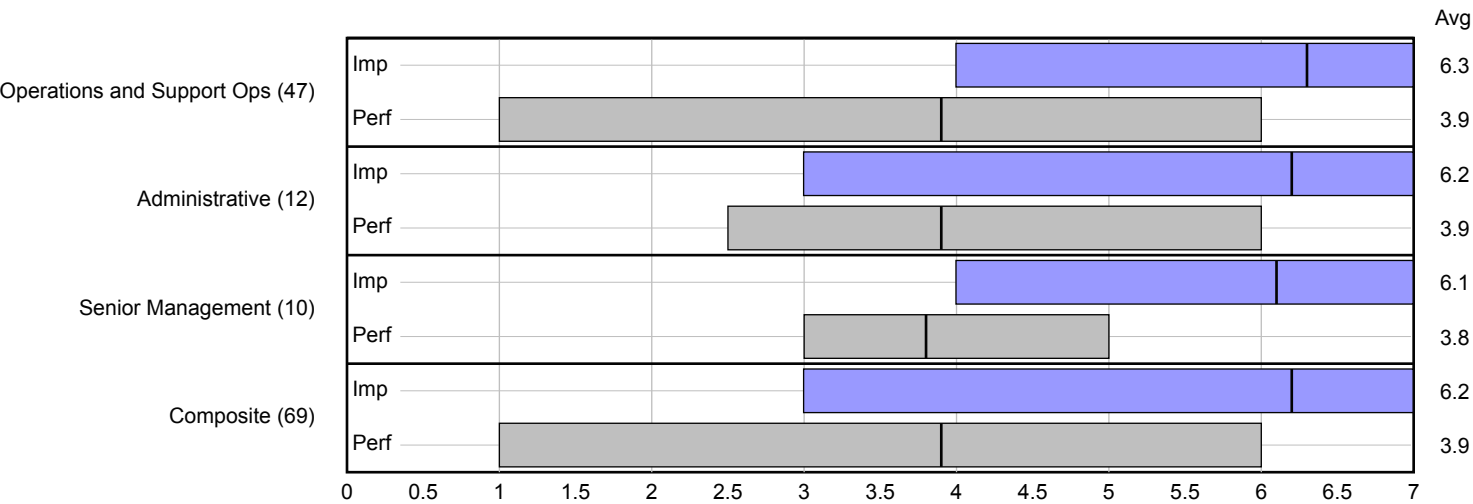


Excellerator Composite Results



A) Morale (2)

Morale - this company's mood or emotional tone is high. People feel good about their jobs, energized, and high spirited.



Positive Comments:

- 22 I feel positive about my work most of the time
- 21 My morale is higher than the morale of others I work with
- 18 Management understands the need for good morale
- 12 Morale is something my work group works at
- 9 My morale is usually high
- 6 My work group feels optimistic
- 3 Morale among employees is consistently high
- 2 Morale in this company is increasing

Negative Comments:

- 27 Management seldom pays attention to morale
- 24 Morale is decreasing somewhat
- 18 My workgroup feels discouraged
- 10 Most employees have low morale
- 9 Sometimes it is difficult to come to work
- 9 Morale is decreasing rapidly
- 6 Morale is not a concern of management
- 5 My morale is usually low
- 2 My workgroup most often feels depressed

Immediate Intervention Required

Intervention Recommended

Functionally Adequate

Exceptional Performance

A) Morale

Additional Comments

It is sometimes difficult for me to come to work due to the small work load I receive, I would prefer to work instead of constantly looking for work or waiting for something to come across my desk.

I believe morale is a concern of managements, but it is difficult to boost morale with employee turnover being high and a below average economy.

although management seems to understand to how to maintain morale they lack in the ability to follow through

When low morale is experienced I feel it is a product of the owners of the given projects worked on, more so than our company.

I believe that we understand the need for keeping morale high but we fail to understand the triggers that keep it high.

Morale seems to be lower within the company than it was several years ago.

As morale lowers it makes it difficult to stay focused at work.

There are a couple members of management that are very negative and cause morale to suffer.

With change in upper management and not much work, people are concerned.

Don't think management intentionally disregards morale, but they don't realize how their actions affect employees' morale.

I think morale is low due to the lack of clear communication and direction. Many people have voiced frustration due to the lack of consistency from management. We do not have consistent policies or procedures in place to support our workforce. Standards of communication are poor. Things may change and no one clearly communicates why the change is taking place and what, if anything, it means to the workgroup. We also are inconsistent from hire, we let people struggle unnecessarily and this causes low morale. Not only due to turnover, but to the other experienced workers who constantly have to complete fire drills and plug holes. Without consistency and direction we can't progress in the same direction which inevitably deflates morale.

With all of the employee layoffs, cut backs and a decrease in backlog, employees are somewhat discouraged and unsure of the future