

SAMPLE REPORT

ORGANIZATIONAL SURVEY RESULTS

RESULTS BASED ON 8 RESPONSES

SURVEY AVERAGE SCORES

1 = We Exemplify **5 = We Operate Contrary**

Q1: Mission & Vision – our organization has a vision and mission that provides a clear and compelling understanding of what we aspire to become or achieve and it is broadly understood within the organization	2.1
Q2: Strategy – our organization has a clear, coherent medium- to long-term strategy that is actionable and linked to overall mission/vision	3.0
Q3: Goals – our strategy is translated into clear goals that the organization aims to achieve and the goals are broadly known within organization	3.0
Q4: Financial Planning – our organization develops an annual budget based on our strategy/goals and objectively allocates resources based on those priorities and needs	3.0
Q5: Strategic Partnerships – our organization builds, leverages, and maintains strong relationships with variety of relevant parties (e.g. local, state, federal entities as well as for-profit, other nonprofit, and community groups)	2.4
Q6: Community Presence – our org is widely known within the communities we serve and perceived as actively engaged with and responsive to them. Many members of larger community are actively & constructively involved with our work (e.g. fundraising)	3.0
Q7: Governance – our governing entity (board, university license holder, etc.) provides strong support, direction, and accountability to our organization’s leadership	2.6
Q8: Organizational Structure – Roles and responsibilities of all parts of our organization are clear and complement each other. There is constructive coordination between different departments	2.5
Q9: Staffing Levels – Positions within and peripheral to our organization (e.g., staff, volunteers, student interns, etc) are all fully and appropriately staffed to enable long-term success	3.5
Q10: Staff Diversity – our staff are drawn from diverse backgrounds, bring a broad range of skills, and are committed to our mission and to continuous learning	2.6
Q11: Shared Values – our organization has a common set of values that provides staff with a sense of identity and clear direction. These beliefs are embodied by station leaders and clearly support the overall purpose of the organization	2.1

SURVEY VARIANCE

Level of Variation in Individual Scores Higher Number = More Variation

Q1: Mission & Vision – our organization has a vision and mission that provides a clear and compelling understanding of what we aspire to become or achieve and it is broadly understood within the organization	0.4
Q2: Strategy – our organization has a clear, coherent medium- to long-term strategy that is actionable and linked to overall mission/vision	1.7
Q3: Goals – our strategy is translated into clear goals that the organization aims to achieve and the goals are broadly known within organization	1.7
Q4: Financial Planning – our organization develops an annual budget based on our strategy/goals and objectively allocates resources based on those priorities and needs	1.6
Q5: Strategic Partnerships – our organization builds, leverages, and maintains strong relationships with variety of relevant parties (e.g. local, state, federal entities as well as for-profit, other nonprofit, and community groups)	0.8
Q6: Community Presence – our org is widely known within the communities we serve and perceived as actively engaged with and responsive to them. Many members of larger community are actively & constructively involved with our work (e.g. fundraising)	0.6
Q7: Governance – our governing entity (board, university license holder, etc.) provides strong support, direction, and accountability to our organization’s leadership	1.6
Q8: Organizational Structure – Roles and responsibilities of all parts of our organization are clear and complement each other. There is constructive coordination between different departments	2.0
Q9: Staffing Levels – Positions within and peripheral to our organization (e.g., staff, volunteers, student interns, etc) are all fully and appropriately staffed to enable long-term success	1.1
Q10: Staff Diversity – our staff are drawn from diverse backgrounds, bring a broad range of skills, and are committed to our mission and to continuous learning	0.6
Q11: Shared Values – our organization has a common set of values that provides staff with a sense of identity and clear direction. These beliefs are embodied by station leaders and clearly support the overall purpose of the organization	0.4

SURVEY AVERAGES BY DEPT (1)

Question	Administration	Content & Development
Q1: Mission & Vision – our organization has a vision and mission that provides a clear and compelling understanding of what we aspire to become or achieve and it is broadly understood within the organization	2.0	2.3
Q2: Strategy – our organization has a clear, coherent medium- to long-term strategy that is actionable and linked to overall mission/vision	3.3	2.8
Q3: Goals – our strategy is translated into clear goals that the organization aims to achieve and the goals are broadly known within organization	3.3	2.8
Q4: Financial Planning – our organization develops an annual budget based on our strategy/goals and objectively allocates resources based on those priorities and needs	2.5	4.0
Q5: Strategic Partnerships – our organization builds, leverages, and maintains strong relationships with variety of relevant parties (e.g. local, state, federal entities as well as for-profit, other nonprofit, and community groups)	2.5	2.3
Q6: Community Presence – our org is widely known within the communities we serve and perceived as actively engaged with and responsive to them. Many members of larger community are actively & constructively involved with our work (e.g. fundraising)	3.0	3.0

1 = We Exemplify; 5 = We Operate Contrary To This

SURVEY AVERAGES BY DEPT (2)

Question	Administration	Content & Development
Q7: Governance – our governing entity (board, university license holder, etc.) provides strong support, direction, and accountability to our organization’s leadership	2.5	2.7
Q8: Organizational Structure – Roles and responsibilities of all parts of our organization are clear and complement each other. There is constructive coordination between different departments	2.3	2.8
Q9: Staffing Levels – Positions within and peripheral to our organization (e.g., staff, volunteers, student interns, etc) are all fully and appropriately staffed to enable long-term success	3.3	3.8
Q10: Staff Diversity – our staff are drawn from diverse backgrounds, bring a broad range of skills, and are committed to our mission and to continuous learning	2.8	2.5
Q11: Shared Values – our organization has a common set of values that provides staff with a sense of identity and clear direction. These beliefs are embodied by station leaders and clearly support the overall purpose of the organization	2.5	1.8

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Q12: In one sentence, how would you describe your organization?

- Written responses from all participants summarized here

Q13: Who does your organization serve?

- Written responses from all participants summarized here

Q14: What impact does your organization strive to have on those you serve?

- Written responses from all participants summarized here

Q15: What are the most important decisions facing your organization over the next 2 years?

- Written responses from all participants summarized here

Other Comments that would help improve PMC understanding of your organization

- Written responses from all participants summarized here