APPENDIX 7: CULTURE SCAN SURVEY (ENGLISH)

Welcome to the survey. We are using this survey to determine the organizational culture at the department that you work in.

This survey is part of a study (INDUCE) that we are doing at a few organizations in Europe. The results of this study will be used to design trainings that aim to improve the energy efficiency at your organization. We will design the trainings using interviews with some of your colleagues, a literature study, workshops and this survey.

It is very important that as many of your colleagues as possible fill in this survey! This helps us to design trainings that fit well to you and to your organization. Examples of trainings are:

* How can I take energy into account in my daily work?
* How can you improve the success rate of investment applications for energy efficiency?
* How can you communicate about energy in a clear way?

The survey will take about 8 minutes to fill in completely. There are no wrong or right answers. Your answers are anonymous and will be treated confidentially.

I am …

* Male
* Female
* Other

What is the name of your organization?

At which of the organization’s locations do you work?

How many years have you worked at this organization, exclusively at this location?

How many years have you worked at this organization, including other locations?

Several statements are shown below. Read every statement and indicate to what degree the statement is applicable to your organization.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Strongly agree | Agree | Mildly agree | Mildly disagree | Disagree | Strongly disagree |
| In our organization, out-of-the-box ideas are valued. |  |  |  |  |  |  |
| Our organization is mainly focused on gradual improvement. |  |  |  |  |  |  |
| Our organization is mainly focused on radical change. |  |  |  |  |  |  |
| In our organization, it is permitted to deviate from procedures in case the end result is positively influenced. |  |  |  |  |  |  |
| In our organization, rules and procedures are sacred. |  |  |  |  |  |  |
| People in our organization are comfortable with taking risks. |  |  |  |  |  |  |
| In our organization, the majority decides. |  |  |  |  |  |  |
| In our organization, the manager decides. |  |  |  |  |  |  |
| In our organization, employees are part of decision making processes. |  |  |  |  |  |  |
| In our organization, the result is more important than the process. |  |  |  |  |  |  |
| In our organization, a diligent process is very important. |  |  |  |  |  |  |
| Our organization is more practically oriented as opposed to employees working according to a particular conviction. |  |  |  |  |  |  |
| In our organization, job competences are the only factor of importance when new employees are hired. |  |  |  |  |  |  |
| In our organization, employee wellbeing is just as important as the job at hand. |  |  |  |  |  |  |
| A typical manager in our organization is more task-oriented than employee-oriented. |  |  |  |  |  |  |
| In our organization, work and private life are strictly separate matters. |  |  |  |  |  |  |
| In our organization, good cooperation is just as important as individual achievements. |  |  |  |  |  |  |
| In our organization, competition between employees is normal. |  |  |  |  |  |  |

Several statements are shown below. Indicate to what degree these statements are applicable to you.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Very much like me | Like me | Somewhat like me | A little like me | Not like me | Not like me at all |
| Thinking up new ideas and being creative is important to him/her. He/She likes to do things his/her own original way. | € | € | € | € | € | € |
| It is important to him/her to be rich. He/She wants to have a lot of money and expensive things. | € | € | € | € | € | € |
| He/She thinks it is important that every person in the world be treated equally. He/She believes everyone should have equal opportunities in life. | € | € | € | € | € | € |
| It's very important to him/her to show his/her abilities. He/She wants people to admire what he/she does. | € | € | € | € | € | € |
| It is important to him/her to live in secure surroundings. He/She avoids anything that might endanger his/her safety. | € | € | € | € | € | € |
| He/She likes surprises and is always looking for new things to do. He/She thinks it is important to do lots of different things in life. | € | € | € | € | € | € |
| He/She believes that people should do what they're told. He/She thinks people should follow rules at all times, even when no-one is watching. | € | € | € | € | € | € |
| It is important to him/her to listen to people who are different from him/her. Even when he/she disagrees with them, he/she still wants to understand them. | € | € | € | € | € | € |
| It is important to him/her to be humble and modest. He/She tries not to draw attention to him/herself. | € | € | € | € | € | € |
| Having a good time is important to him/her. He/She likes to “spoil” him/herself. | € | € | € | € | € | € |
| It is important to him/her to make his/her own decisions about what he/she does. He/She likes to be free and not depend on others. | € | € | € | € | € | € |
| It's very important to him/her to help the people around him/her. He/She wants to care for their well-being. | € | € | € | € | € | € |
| Being very successful is important to him/her. He/She hopes people will recognize his/her achievements. | € | € | € | € | € | € |
| It is important to him/her that the government insures his/her safety against all threats. He/She wants the state to be strong, so it can defend its citizens. | € | € | € | € | € | € |
| He/She looks for adventures and likes to take risks. He/She wants to have an exciting life. | € | € | € | € | € | € |
| It is important to him/her always to behave properly. He/She wants to avoid doing anything people would say is wrong. | € | € | € | € | € | € |
| It is important to him/her to be in charge and tell others what to do. He/She wants people to do what he/she says. | € | € | € | € | € | € |
| It is important to him/her to be loyal to his/her friends. He/She wants to devote him/herself to people close to him/her. | € | € | € | € | € | € |
| He/She strongly believes that people should care for nature. Looking after the environment is important to him/her. | € | € | € | € | € | € |
| Tradition is important to him/her. He/She tries to follow the customs handed down by his/her religion or his/her family. | € | € | € | € | € | € |
| He/She seeks every chance he/she can to have fun. It is important to him/her to do things that give him/her pleasure. | € | € | € | € | € | € |

|  |  |
| --- | --- |
| Statements for male | Statements for female |
| Thinking up new ideas and being creative is important to him. He likes to do things his own original way. | Thinking up new ideas and being creative is important to her. She likes to do things her own original way. |
| It is important to him to be rich. He wants to have a lot of money and expensive things. | It is important to her to be rich. She wants to have a lot of money and expensive things. |
| He thinks it is important that every person in the world be treated equally. He believes everyone should have equal opportunities in life. | She thinks it is important that every person in the world be treated equally. She believes everyone should have equal opportunities in life. |
| It's very important to him to show his abilities. He wants people to admire what he does. | It's very important to her to show her abilities. She wants people to admire what she does. |
| It is important to him to live in secure surroundings. He avoids anything that might endanger his safety. | It is important to her to live in secure surroundings. She avoids anything that might endanger her safety. |
| He likes surprises and is always looking for new things to do. He thinks it is important to do lots of different things in life. | She likes surprises and is always looking for new things to do. She thinks it is important to do lots of different things in life. |
| He believes that people should do what they're told. He thinks people should follow rules at all times, even when no-one is watching. | She believes that people should do what they're told. She thinks people should follow rules at all times, even when no-one is watching. |
| It is important to him to listen to people who are different from him. Even when he disagrees with them, he still wants to understand them. | It is important to her to listen to people who are different from her. Even when she disagrees with them, she still wants to understand them. |
| It is important to him to be humble and modest. He tries not to draw attention to himself. | It is important to her to be humble and modest. She tries not to draw attention to herself. |
| Having a good time is important to him. He likes to “spoil” himself. | Having a good time is important to her. She likes to “spoil” herself. |
| It is important to him to make his own decisions about what he does. He likes to be free and not depend on others. | It is important to her to make her own decisions about what she does. She likes to be free and not depend on others. |
| It's very important to him to help the people around him. He wants to care for their well-being. | It's very important to her to help the people around her. She wants to care for their well-being. |
| Being very successful is important to him. He hopes people will recognize his achievements. | Being very successful is important to her. She hopes people will recognize her achievements. |
| It is important to him that the government insures his safety against all threats. He wants the state to be strong, so it can defend its citizens. | It is important to her that the government insures her safety against all threats. She wants the state to be strong, so it can defend its citizens. |
| He looks for adventures and likes to take risks. He wants to have an exciting life. | She looks for adventures and likes to take risks. She wants to have an exciting life. |
| It is important to him always to behave properly. He wants to avoid doing anything people would say is wrong. | It is important to her always to behave properly. She wants to avoid doing anything people would say is wrong. |
| It is important to him to be in charge and tell others what to do. He wants people to do what he says. | It is important to her to be in charge and tell others what to do. She wants people to do what she says. |
| It is important to him to be loyal to his friends. He wants to devote himself to people close to him. | It is important to her to be loyal to her friends. She wants to devote herself to people close to her. |
| He strongly believes that people should care for nature. Looking after the environment is important to him. | She strongly believes that people should care for nature. Looking after the environment is important to her. |
| Tradition is important to him. He tries to follow the customs handed down by his religion or his family. | Tradition is important to her. She tries to follow the customs handed down by her religion or her family. |
| He seeks every chance he can to have fun. It is important to him to do things that give him pleasure. | She seeks every chance she can to have fun. It is important to her to do things that give her pleasure. |

Do you have any remarks about the survey?