





18. Maintains a clear perspective between the overall picture and the details.

**Champions Change**

Outstanding Strength   Strength   Competent   Needs Some Improvement   Needs Significant Improvement   Don't Know/NA

19. Quickly recognizes situations where change is needed.

**Connects the Group to the Outside World**

Outstanding Strength   Strength   Competent   Needs Some Improvement   Needs Significant Improvement   Don't Know/NA

20. Helps people understand how meeting customers' needs is central to the mission and goals of the organization.

**Outcomes**

**Employee Commitment Index - The following questions ask about your attitudes regarding the organization, *not* your perceptions about your manager.**

Strongly Agree   Agree   Neutral   Disagree   Strongly Disagree   Don't Know/NA

21. I feel confident that this organization will achieve its strategic goals.

22. My work environment is a place where people want to go the extra mile.

23. I would recommend this organization as a good place to work.

24. I rarely think about quitting my job to go to a different organization.

25. All in all, I'm satisfied with this organization as a place to work.

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