
Cultural Integrator

Summarized Results for Formal Survey

Interpretation of Results

The results for a properly completed survey have been summarized below. The right-hand column titled "Responses" shows how participants responded to each of the survey's twenty-three questions. The "Overall Rating" provides an index that indicates the level of satisfaction survey participants feel toward the way this organization conducts business in areas described by the survey's questions.

Scale

Score	Definition
1	Very Poor
2	Poor
3	Adequate
4	Good
5	Very Good

Legend for Summarized Scores Table

SL Scores from SENIOR LEADERSHIP

OP Scores from OPERATIONS

AD Scores from ADMINISTRATION

% Diff Percentage difference, in the average scores, of "Focus Group A" versus "Focus Group B". A percentage difference of 100% indicates a 4 points difference in the average scores for the two Focus Groups and a percentage difference of 0% indicates that average score from the two Focus Groups are equal.

Note: It is important to realize that the "% of Diff" column is a key indicator of the difference in opinion or cultural gap that exists between these two focus groups.

Processed Results

Cultural Integrator Survey Results

Date: **22-Feb-02**

Status:

Session ID **CIF02053L**

Focus Group - A - company 1

Focus Group - B - company 2

Summarized Score Table (Rank Ordered by Overall)

Cultural Integrator Survey Questions	Focus Group -A-				Focus Group -B-				"Ranked"	
	SL	OP	AD	Overall	SL	OP	AD	Overall	Overall	% Diff
22. The strength and quality of formal leadership is ...				2.5	1.7	3.0	4.0	2.8	2.2	-65%
21. Compatibility of operational needs and computer support is ...				2.5	1.7	3.0	4.0	2.8	2.2	-65%
23. The strength and quality of informal leadership is ...				2.5	1.7	5.0	4.0	3.3	2.5	-88%
11. The integration of decision making processes is ...				3.0	2.0	4.0	4.0	3.0	2.5	-50%
20. When required technical support is ...				3.0	2.0	4.0	4.0	3.0	2.5	-50%
19. Recognizing and supporting individual effort is ...				3.0	2.0	4.0	4.0	3.0	2.5	-50%
18. Performance assessment systems are ...				3.0	2.0	4.0	4.0	3.0	2.5	-50%
17. Emphasis on individual professional development is ...				3.0	2.0	4.0	4.0	3.0	2.5	-50%
16. Employee orientation to the new company and change is ...				3.0	2.0	4.0	4.0	3.0	2.5	-50%
14. Company-wide verbal communications are ...				4.0	2.7	3.0	4.0	2.8	2.7	-
12. The integration of problem solving processes is ...				3.5	2.3	5.0	4.0	3.3	2.8	-39%
15. Openness and adaptability to change are ...				4.0	2.7	4.0	4.0	3.0	2.8	-11%
13. Company-wide written communications are ...				4.0	2.7	4.0	4.0	3.0	2.8	-11%
1. Consistency of work behaviors with corporate mission is ...	4.0	3.5	3.7	3.7	3.0	3.0	2.3	2.3	2.9	41%
6. Individual and fellow employee morale is ...	3.0	3.5	3.3	3.3	4.0	4.0	3.0	3.0	3.2	9%
9. Decision making in the new culture is ...	3.0	4.0	3.7	3.7	4.0	4.0	3.0	3.0	3.3	19%
3. Letting go of past attitudes and old company culture is ...	5.0	3.5	4.0	4.0	3.0	4.0	2.8	2.8	3.3	30%
4. The desire to support a new company-wide culture is ...	4.0	4.0	4.0	4.0	4.0	4.0	3.0	3.0	3.5	25%
7. Working relationships across both companies are ...	5.0	4.0	4.3	4.3	3.0	4.0	2.8	2.8	3.5	35%
2. Consistency of managerial behaviors with corporate values is ...	3.0	4.0	3.7	3.7	4.0	5.0	3.5	3.5	3.6	-
8. Relationships with pre-merger fellow employees are ...	4.0	4.5	4.3	4.3	4.0	4.0	3.0	3.0	3.6	30%
5. Willingness to expand beyond old relationships is ...	4.0	4.0	4.0	4.0	4.0	5.0	3.5	3.5	3.7	13%
10. The handling of conflicts between cultures is ...	4.0	4.5	4.3	4.3	5.0	4.0	3.3	3.3	3.8	26%

Overall Rating **2.9**

Comments
