

Pre-Evaluation Survey Packet

Please answer the following questions as honestly and thoroughly as possible. There are no right or wrong answers to any questions, and your responses will be kept confidential. Your candid perceptions are critically important to this study. *Thank you for your participation!*

Perceptions of Evaluation

For the purposes of this survey, “**evaluation**” refers to *a process of systematic inquiry that provides information for decision-making within an organization*. Think about your **current organization** as you answer each question.

PART A: For each of the statements below, circle the number on a 1-5 scale (1=“strongly disagree,” 5=“strongly agree”) that best represents your opinion based on your experiences.

	<i>Strongly Disagree</i>			<i>Strongly Agree</i>	
1. It would be worthwhile to integrate evaluation activities into our daily work practices.	1	2	3	4	5
2. Evaluation would help us provide better services.	1	2	3	4	5
3. There would be support among organization staff and partners if we tried to do more evaluation work.	1	2	3	4	5
4. <i>Please briefly elaborate on your response to question 3: What if any types of resistance might hinder future evaluation efforts within your organization?</i>					

PART B: For each pair of statements below (statement 1a versus 1b, etc.), circle the letter of the statement that comes closest to what you believe.

1a. One must first examine an organization’s context to understand what is occurring in it.	1b. An organization can be investigated without concern for the specific context.
2a. Every action is “caused” by an infinite number of factors that may never be known.	2b. Every action has a primary cause that can be identified.
3a. Evaluation helps us predict behavior.	3b. Evaluation helps increase understanding.
4a. Solutions to problems in one organization should be applicable to other organizations.	4b. Solutions to organizational problems are unique unto themselves.
5a. Systematic collection of statistical data provides the most meaningful information.	5b. Obtaining beliefs through interviews provides the most meaningful information.

Pre-Evaluation Survey Packet

Ways of Knowing

In this section, you will be given an envelope with 30 numbered statements related to different “ways of knowing” in the workplace. You will be asked to sort these statements on the grid below according to how well they describe your typical beliefs and behavior while you are at work (-4=“Least like me,” 0=“Neutral,” and +4= “Most like me”). Please follow these steps:

1. Read each statement. If anything does not make sense to you, ask the facilitator.
2. Sort the statements into **three piles**: the first for statements most like you, the second for statements least like you, and the third for remaining statements you're unsure about.
3. For the **first pile of statements most like you**, write the numbers corresponding to each statement into the boxes on the right-hand side of the grid (one number per box). The statements you feel strongest about should be placed in the column marked +3, then +2, and so on until all statements are placed in the grid.
4. Repeat this step for the **second pile of statements least like you**, this time starting from the column marked -3 on the left-hand side of the grid.
5. Place the **remaining statements** in the neutral (0) column or adjacent columns as needed.
6. Review the grid to make sure that all 30 statements are placed in a box, ranging from least (left) to most (right) like you at work, and each box contains exactly one statement number.

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Pre-Evaluation Survey Packet

- A. Select **one statement** from the -3 column that you would move to a -4 column (not shown) because it is the very least like you. Which number statement did you choose and why?
- B. Select **one statement** from the +3 column that you would move to a +4 column (not shown) because it is the very most like you. Which number statement did you choose and why?
- C. To what degree do the preferences you expressed in your sort match the types of beliefs and behaviors **typically encouraged within your current organization** (e.g., by organizational leaders and supervisors)? Circle the appropriate number on the 1-5 scale below (1="not at all", 5= "a great deal").

Not at all

A great deal

1

2

3

4

5

Please briefly explain your response:

- D. To what degree do the preferences you expressed in your sort match the types of beliefs and behaviors **typically exhibited by the co-workers with whom you work most closely** (e.g., your department or team)? Circle the appropriate number on the 1-5 scale below (1="not at all", 5= "a great deal").

Not at all

A great deal

1

2

3

4

5

Please briefly explain your response:

Pre-Evaluation Survey Packet

About You

Listed below are a few statements about **your relationships with others**. How much is each statement **TRUE** or **FALSE** for you (circle the appropriate number on the 1-5 scale below)?

	<i>Definitely False</i>	<i>Mostly False</i>	<i>Don't Know</i>	<i>Mostly True</i>	<i>Definitely True</i>
1. I am always courteous to people who are disagreeable.	1	2	3	4	5
2. There have been occasions when I took advantage of someone.	1	2	3	4	5
3. I sometimes try to get even rather than forgive and forget.	1	2	3	4	5
4. I sometimes feel resentful when I don't get my way.	1	2	3	4	5
5. No matter who I'm talking to, I'm always a good listener.	1	2	3	4	5

Finally, please tell me a little bit more about yourself.

Name: _____ Sex: _____

Job Title/Affiliation: _____

Highest Degree Completed: _____ # Years with Current Organization: _____

If you would like to receive the results of this survey, please provide your email address:

Any comments you would like to add about your responses or the survey?

Thanks again for your participation!