



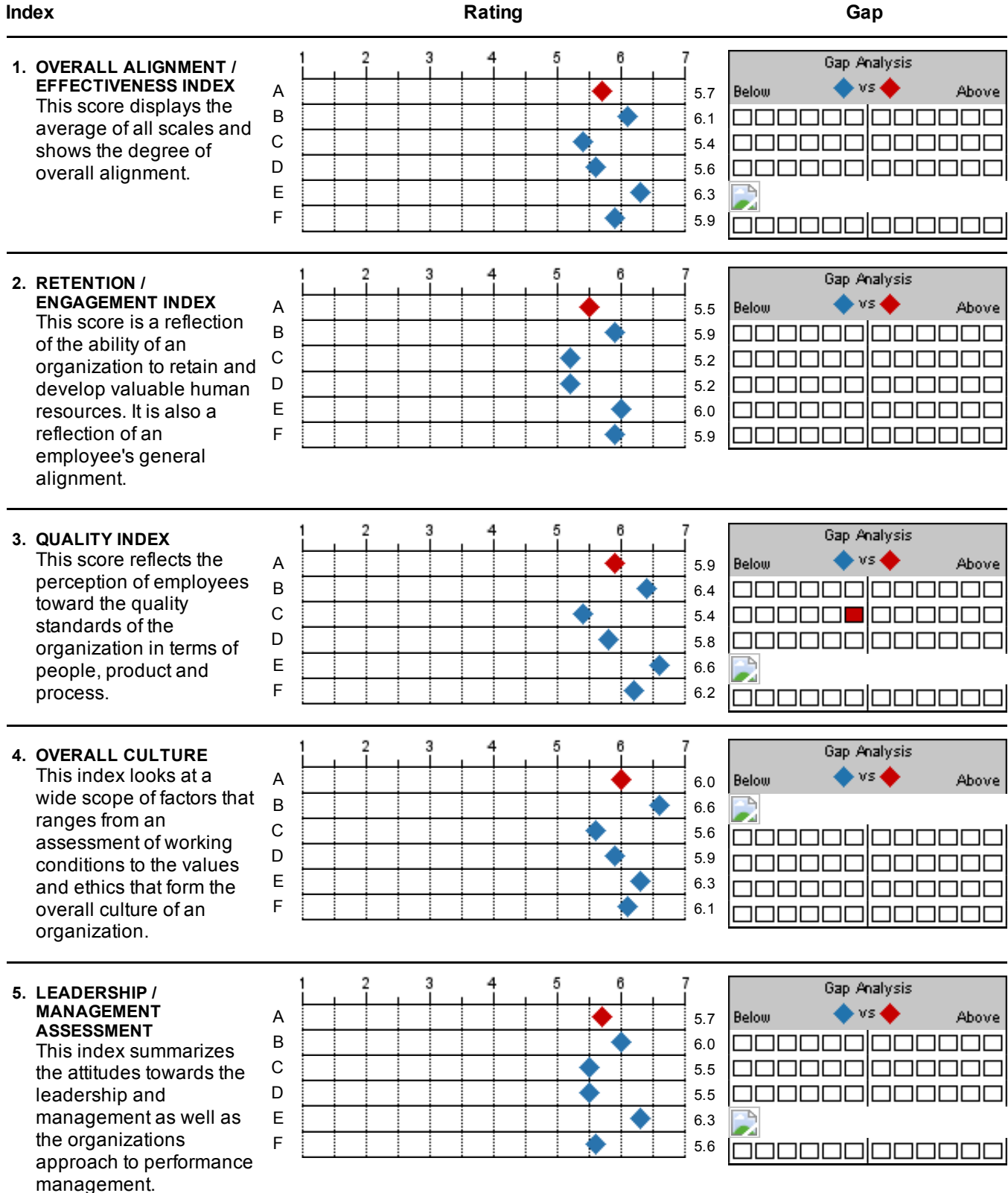
OES Executive Summary Report on 2004/02/04

This report contains the results from a number of respondents that were surveyed regarding their perceptions, attitudes and opinions about your organization. The information contained within this report can be used to strengthen and improve the effectiveness of your organization. You may wish to contact your Self Management Group representative to assist you in interpreting this report as well as in designing a course of action.

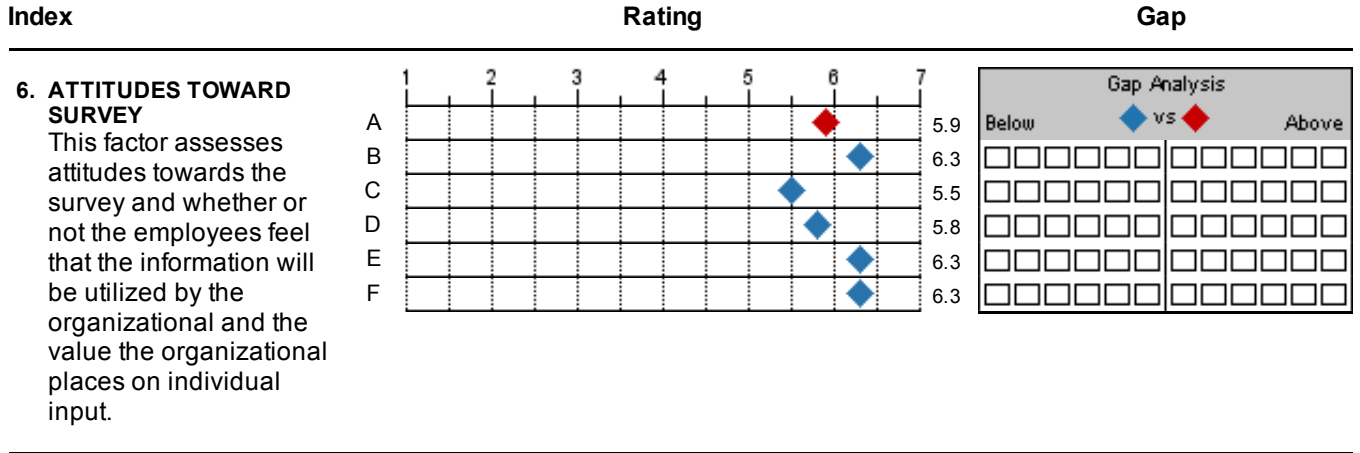
Contents

- ▶ Executive Overview
- ▶ Overview of Scales
- ▶ Overview of Items

Executive Overview

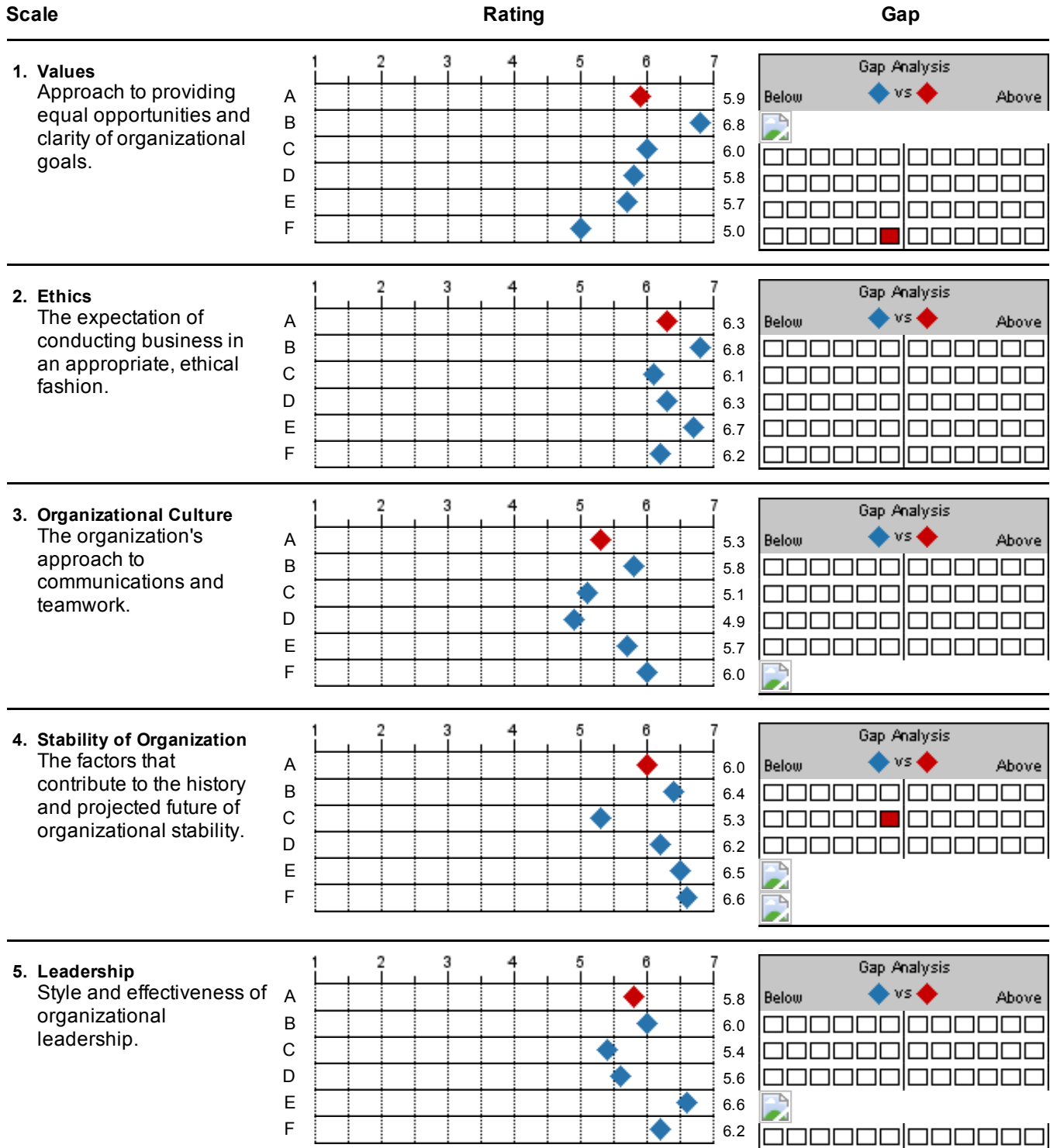


Legend: A=ALL ; B=Executive/Management ; C=Sales Representative ; D=Office Admin/Staff ; E=Technical ; F=Other
 ©2003, Self Management Group

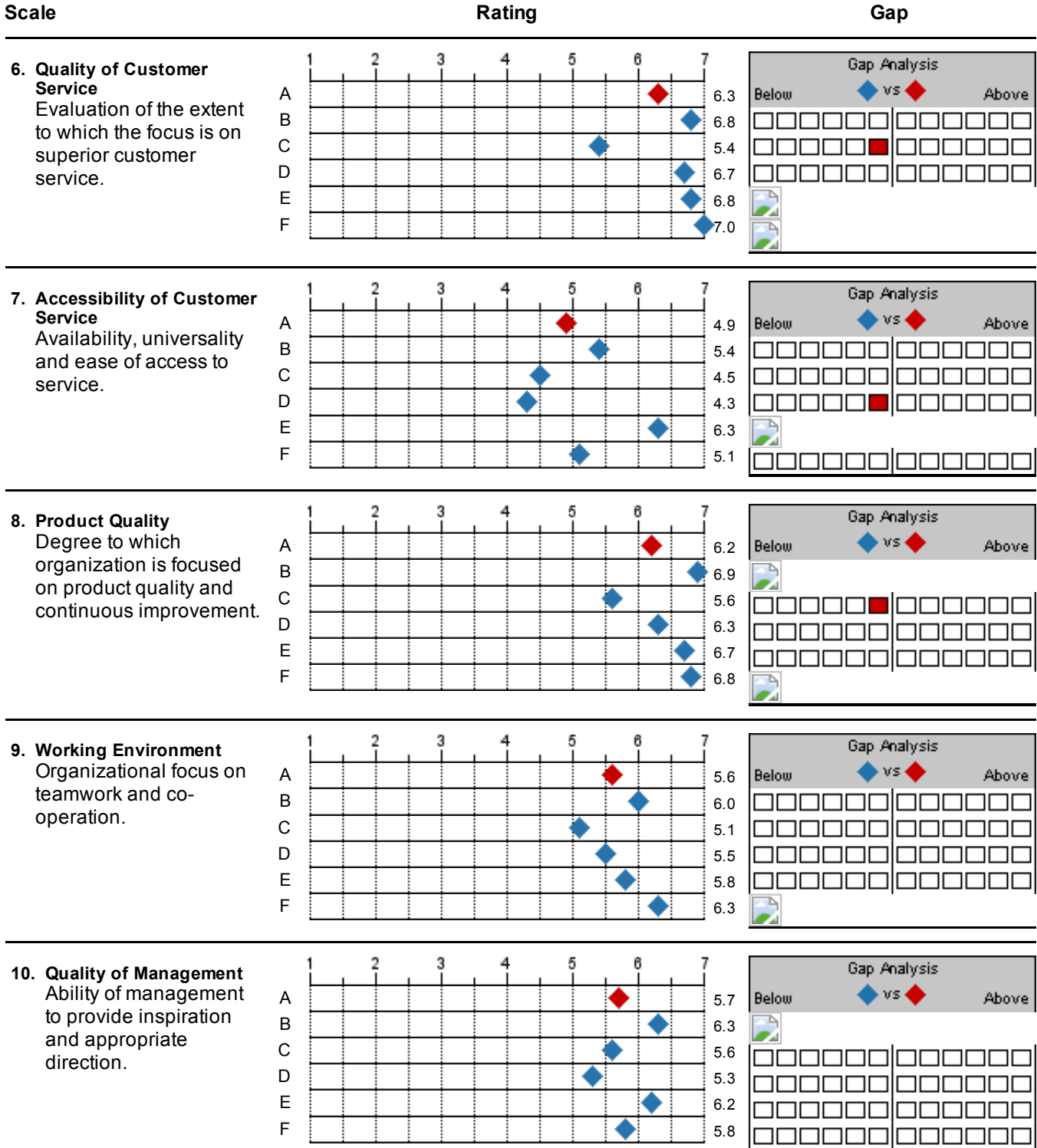


Legend: A=ALL ; B=Executive/Management ; C=Sales Representative ; D=Office Admin/Staff ; E=Technical ; F=Other

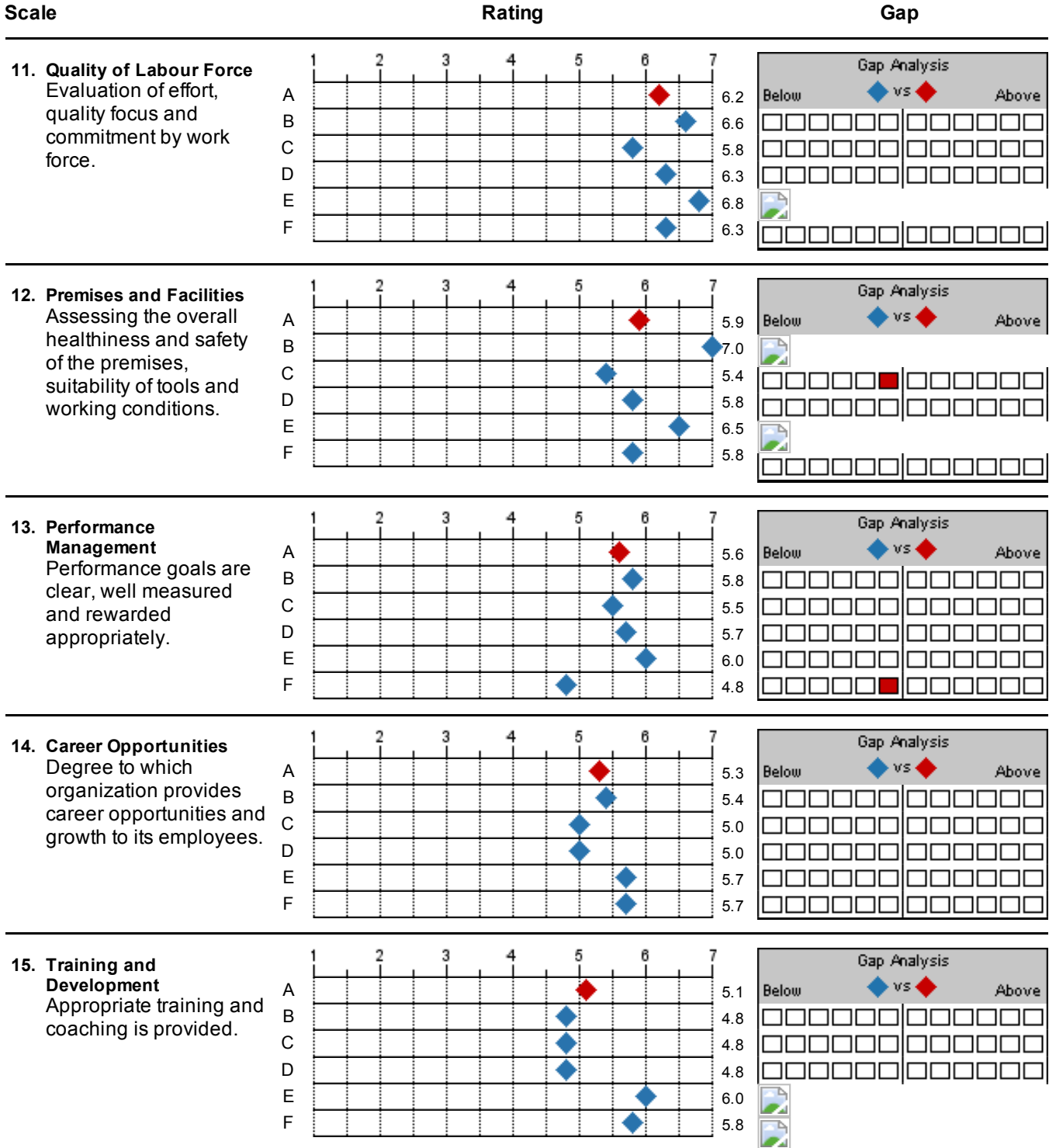
Overview of Scales



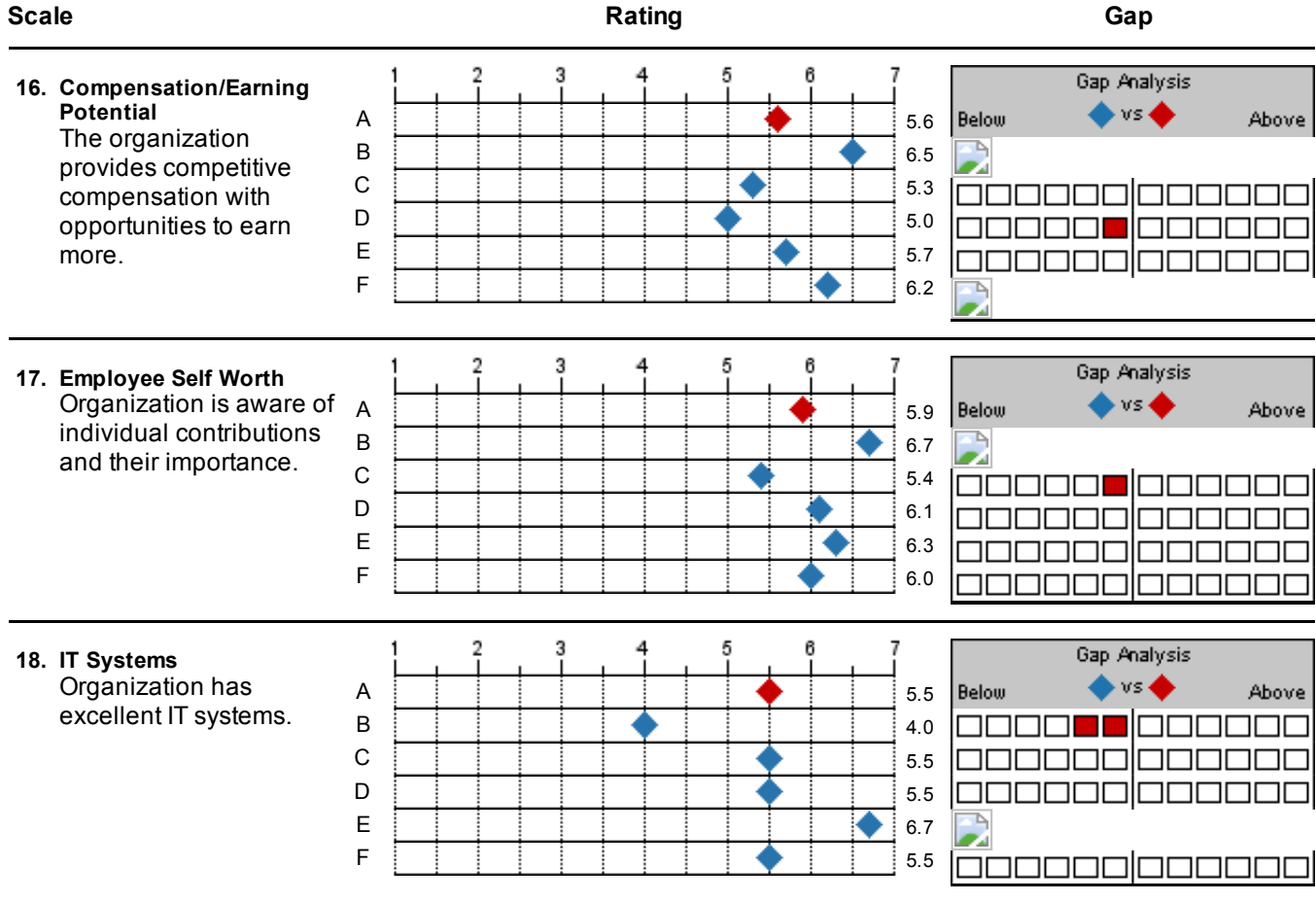
Legend: A=ALL ; B=Executive/Management ; C=Sales Representative ; D=Office Admin/Staff ; E=Technical ; F=Other



Legend: A=ALL ; B=Executive/Management ; C=Sales Representative ; D=Office Admin/Staff ; E=Technical ; F=Other

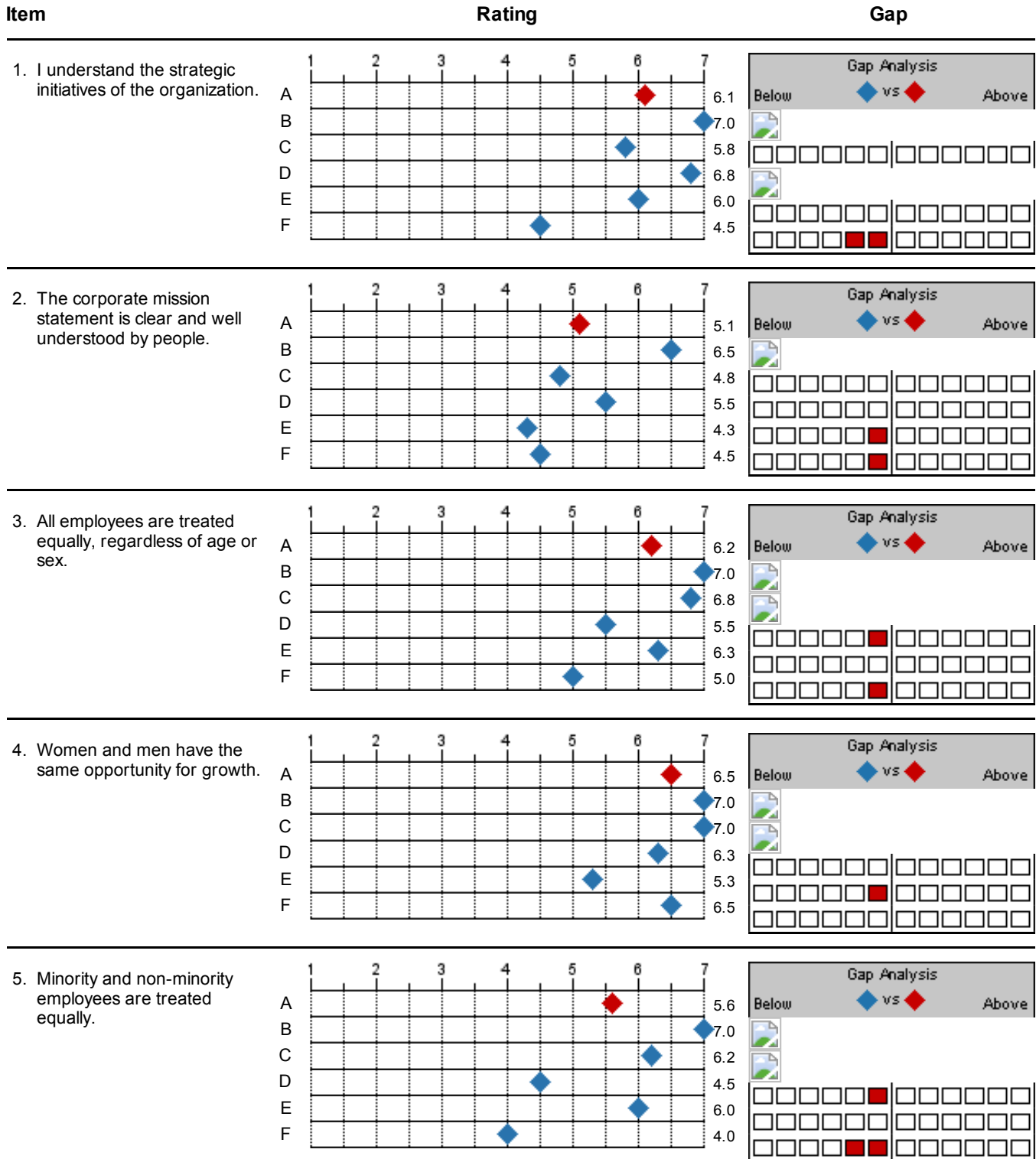


Legend: A=ALL ; B=Executive/Management ; C=Sales Representative ; D=Office Admin/Staff ; E=Technical ; F=Other

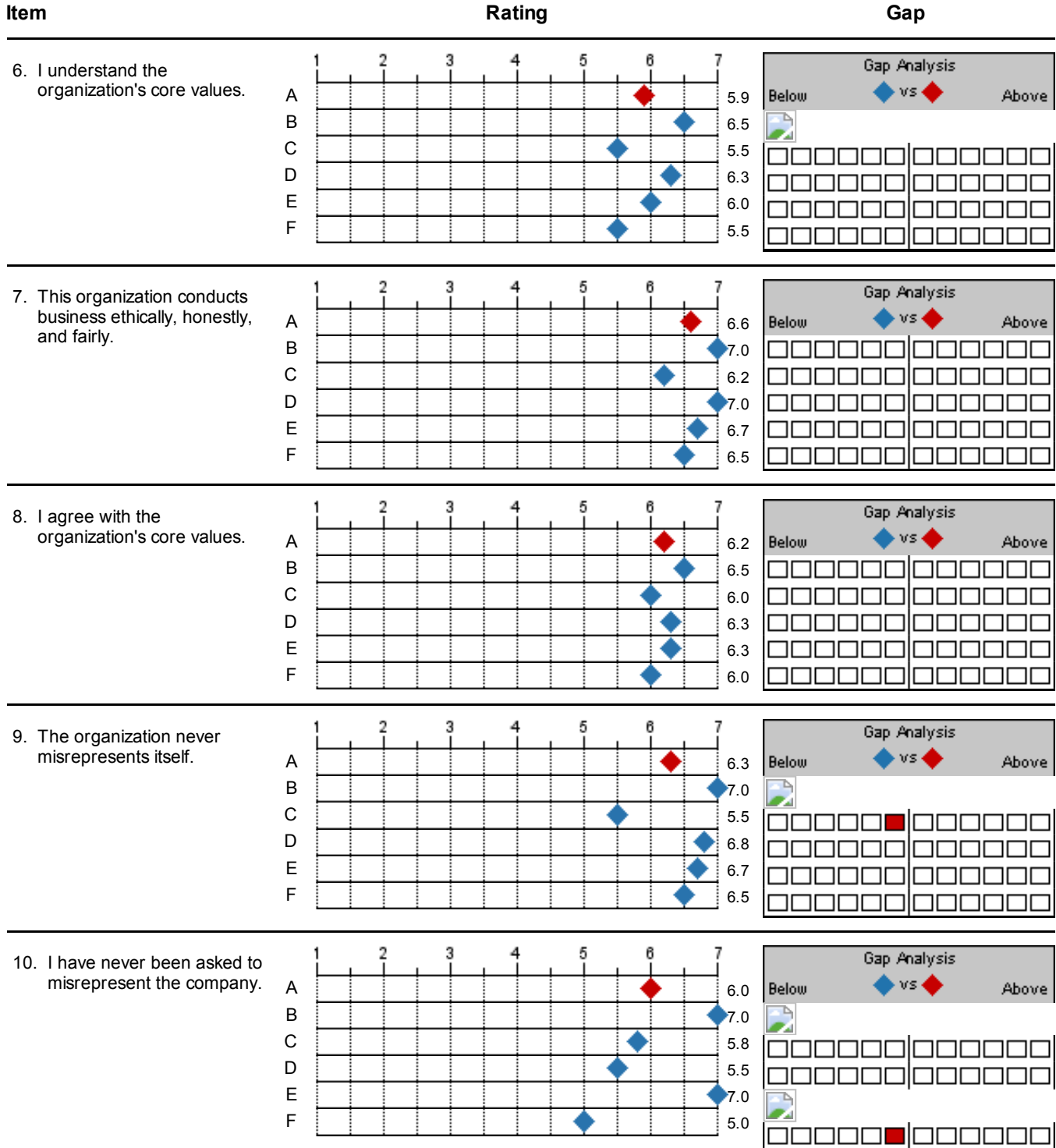


Legend: A=ALL ; B=Executive/Management ; C=Sales Representative ; D=Office Admin/Staff ; E=Technical ; F=Other

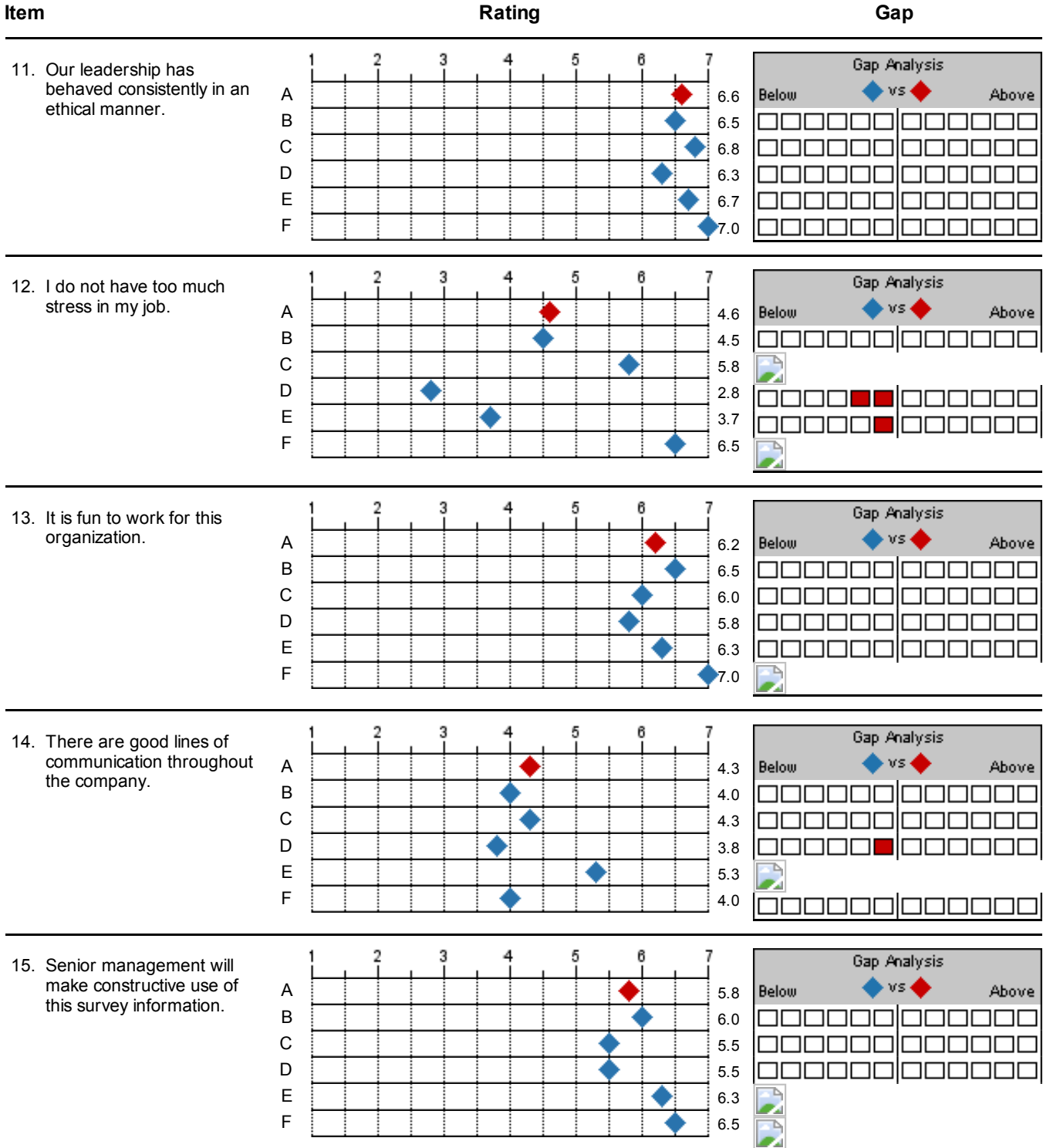
Overview of Items



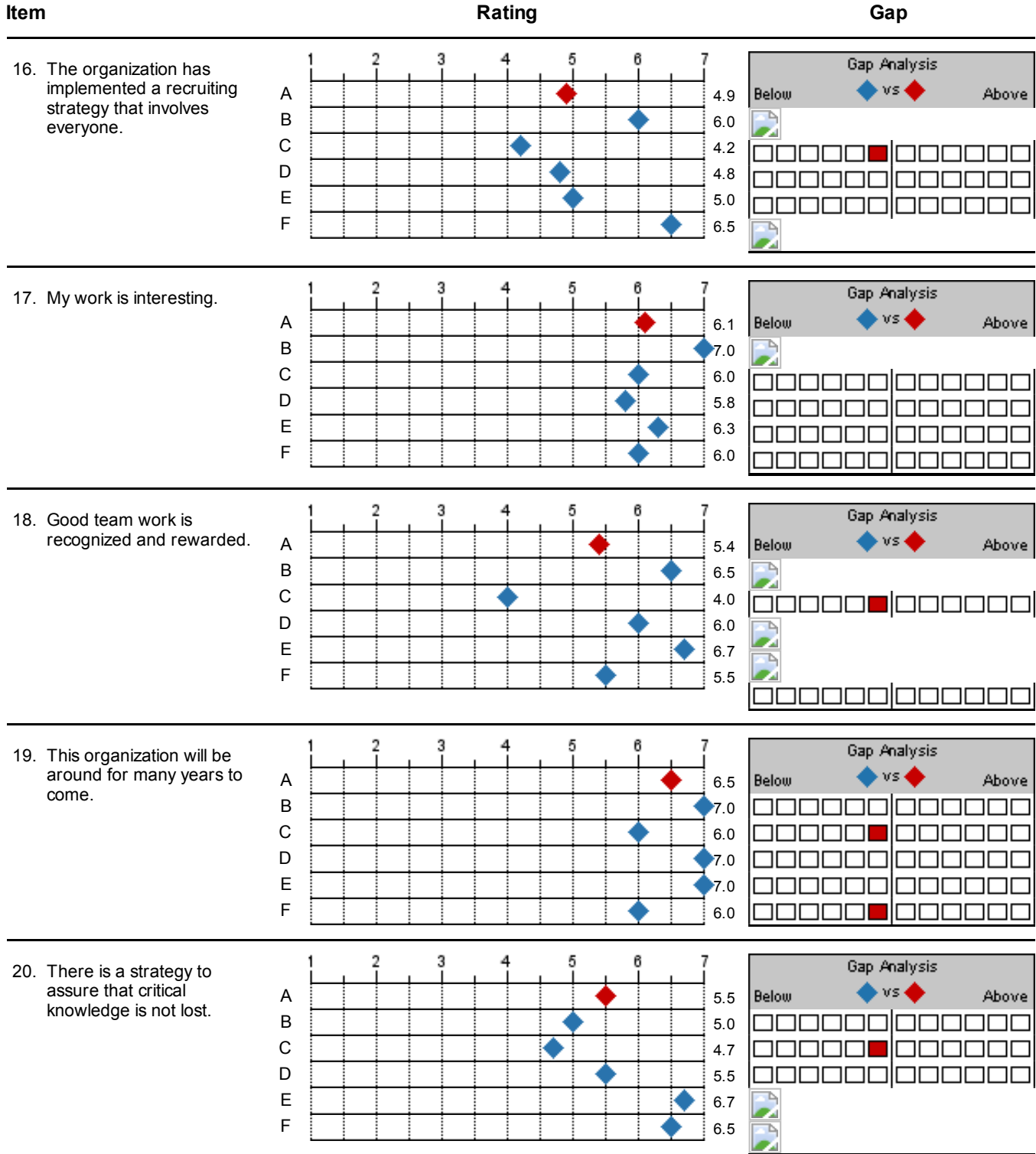
Legend: A=ALL ; B=Executive/Management ; C=Sales Representative ; D=Office Admin/Staff ; E=Technical ; F=Other



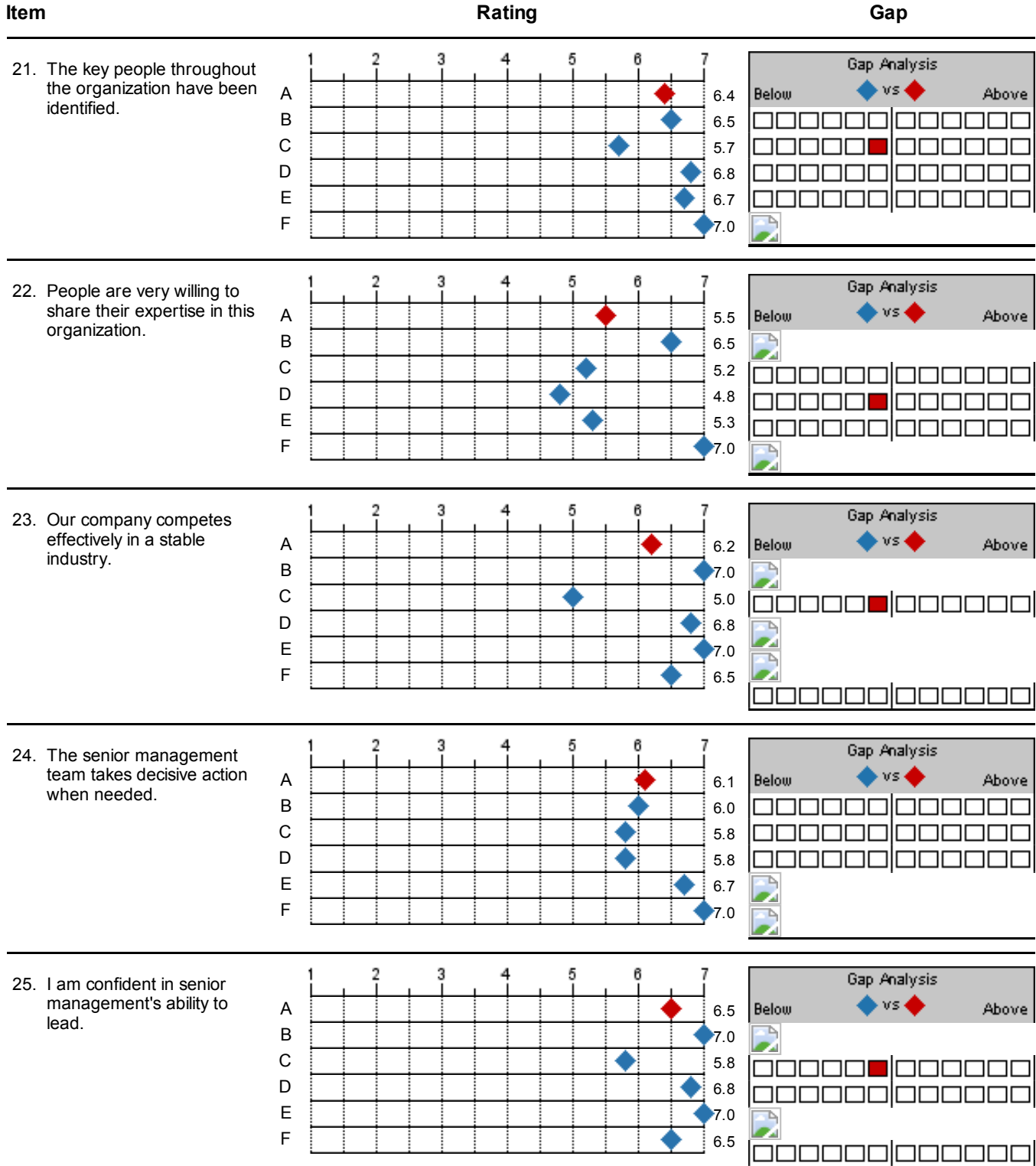
Legend: A=ALL ; B=Executive/Management ; C=Sales Representative ; D=Office Admin/Staff ; E=Technical ; F=Other



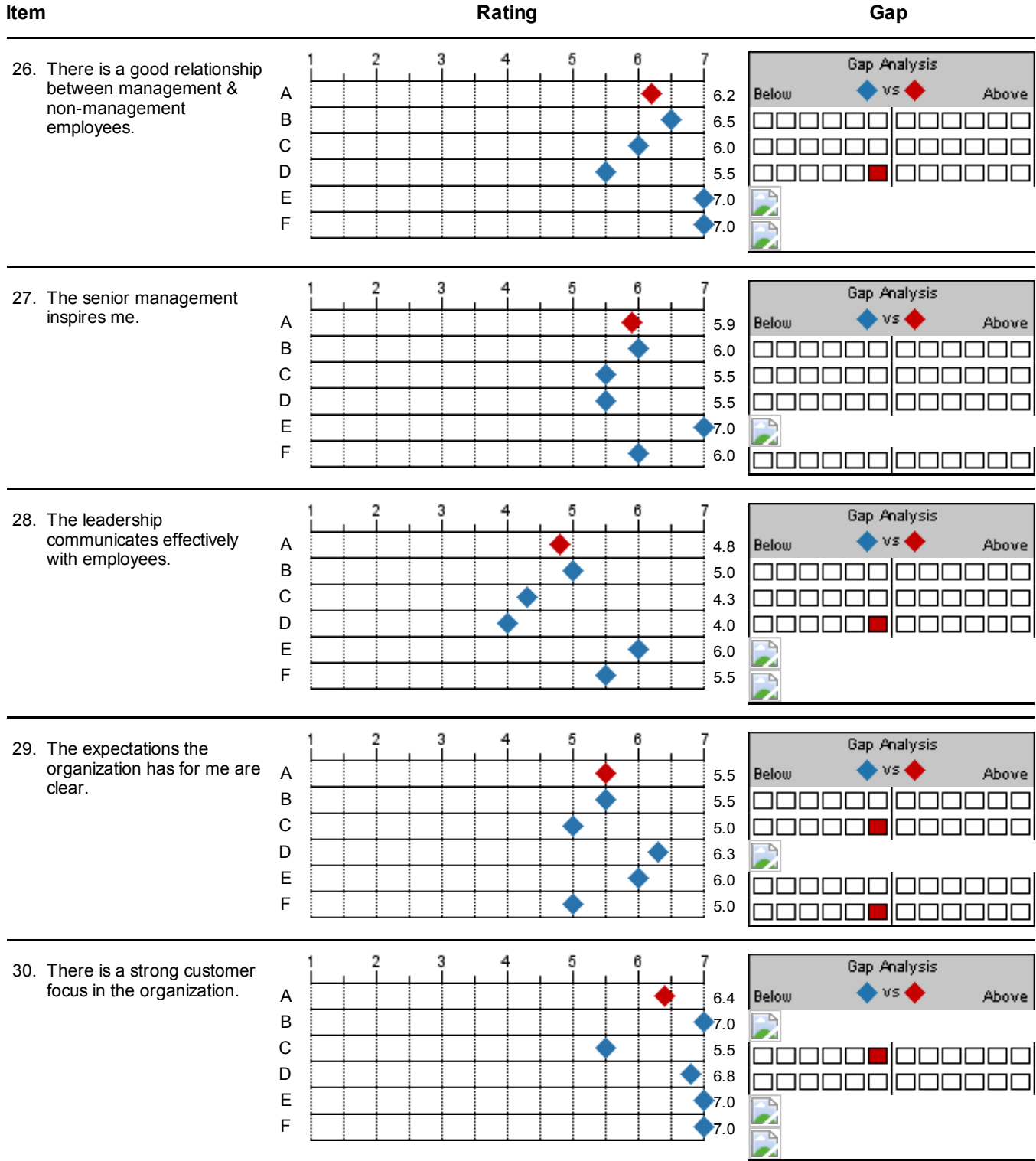
Legend: A=ALL ; B=Executive/Management ; C=Sales Representative ; D=Office Admin/Staff ; E=Technical ; F=Other



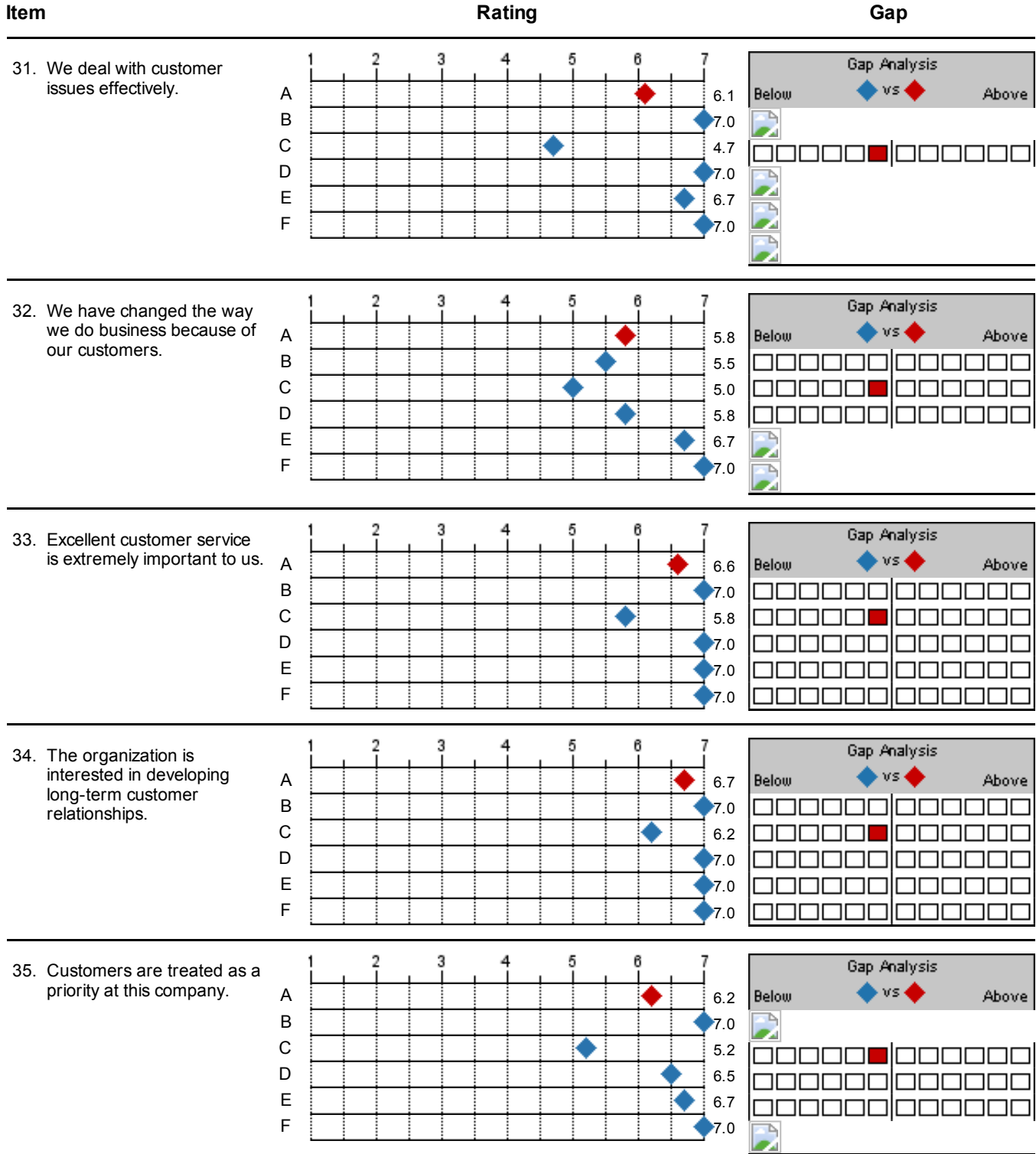
Legend: A=ALL ; B=Executive/Management ; C=Sales Representative ; D=Office Admin/Staff ; E=Technical ; F=Other



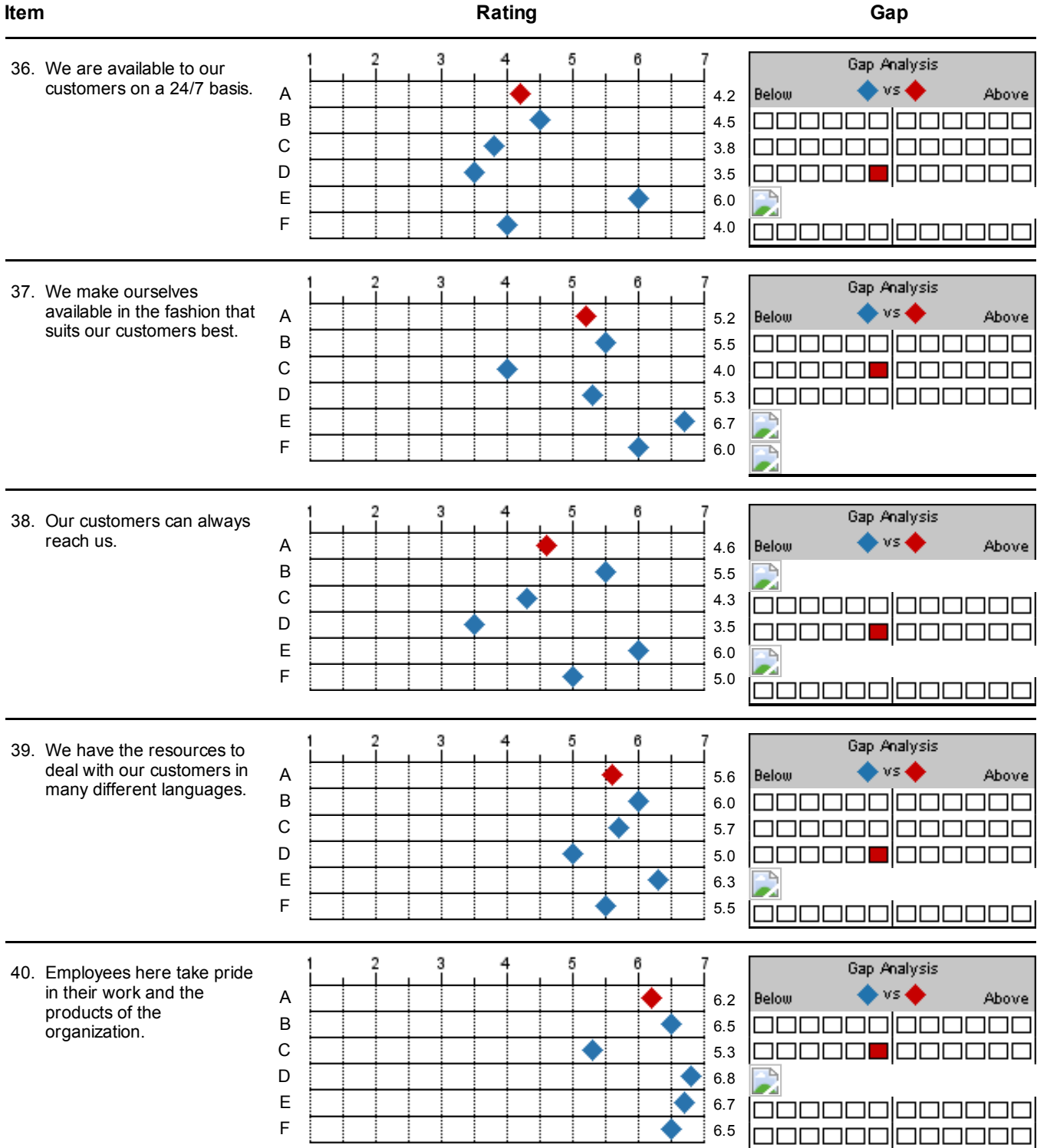
Legend: A=ALL ; B=Executive/Management ; C=Sales Representative ; D=Office Admin/Staff ; E=Technical ; F=Other



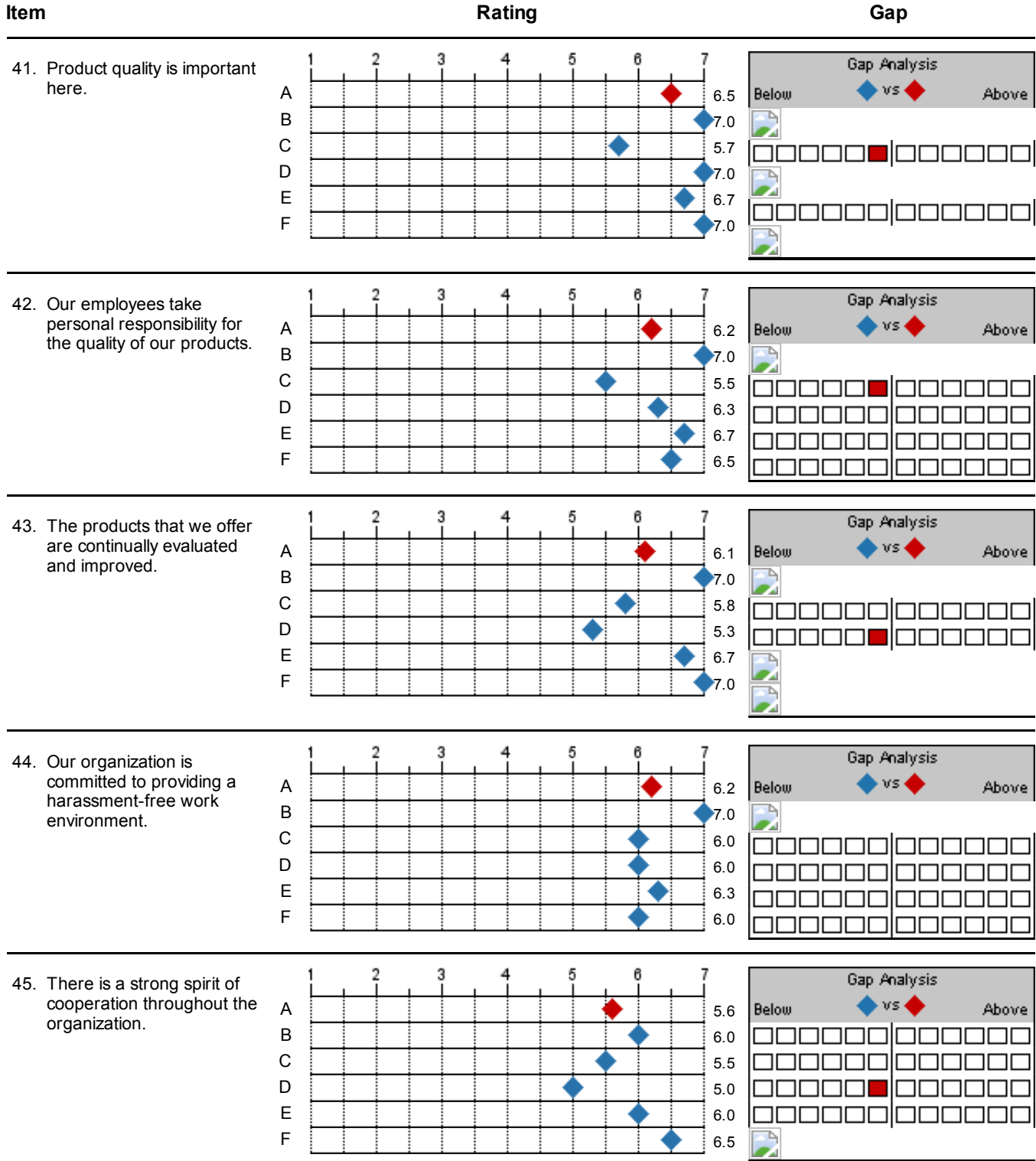
Legend: A=ALL ; B=Executive/Management ; C=Sales Representative ; D=Office Admin/Staff ; E=Technical ; F=Other



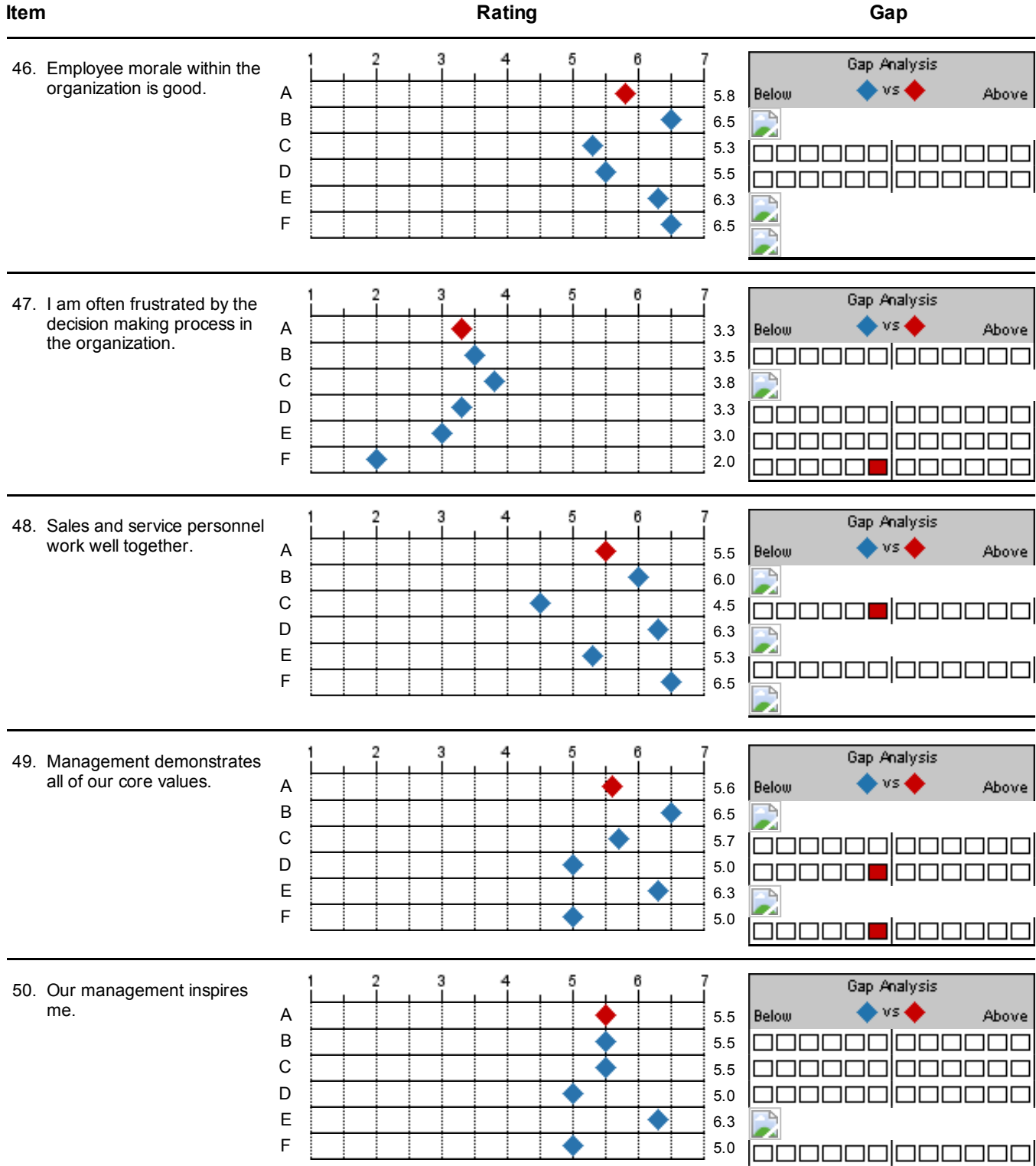
Legend: A=ALL ; B=Executive/Management ; C=Sales Representative ; D=Office Admin/Staff ; E=Technical ; F=Other



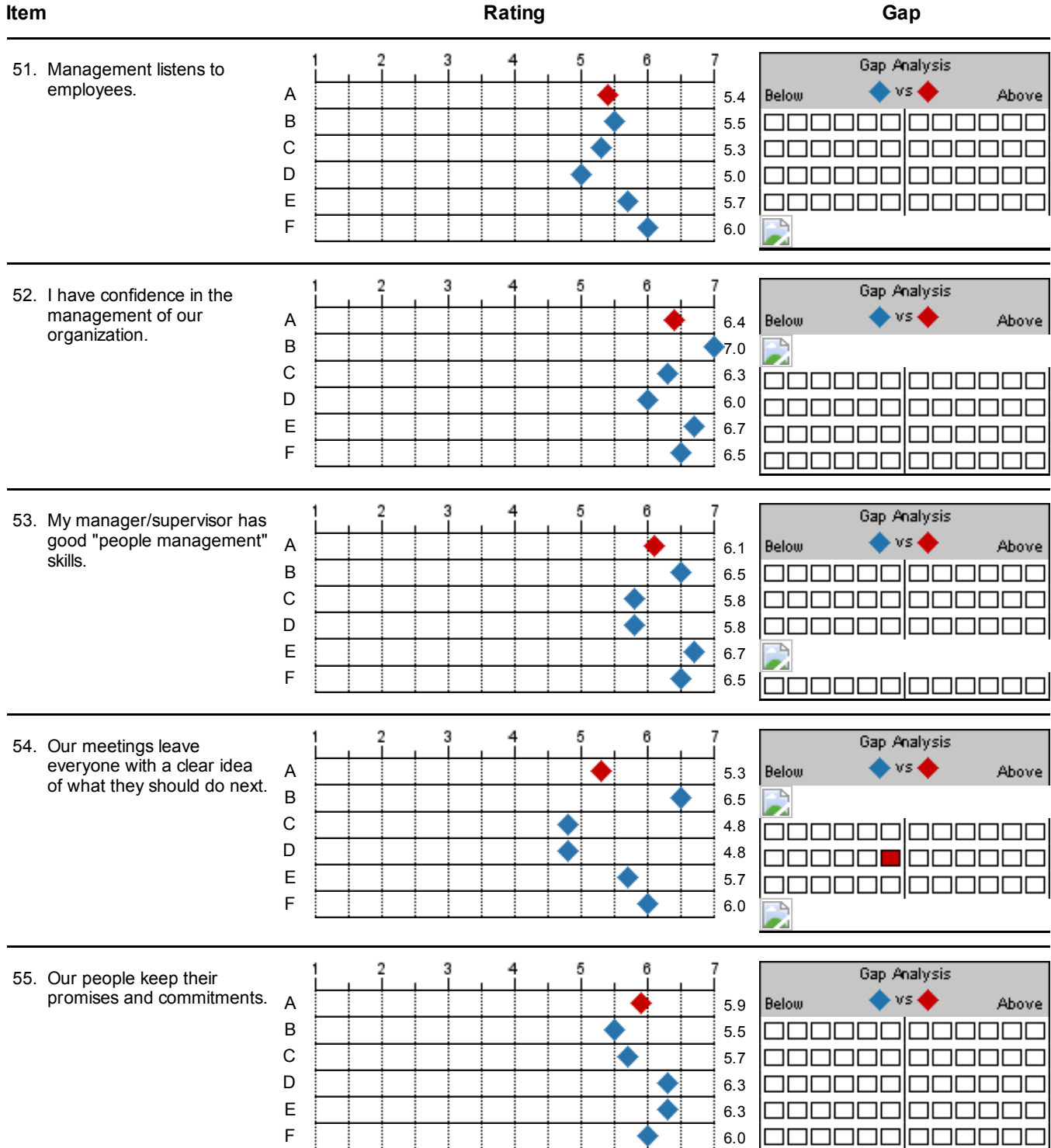
Legend: A=ALL ; B=Executive/Management ; C=Sales Representative ; D=Office Admin/Staff ; E=Technical ; F=Other



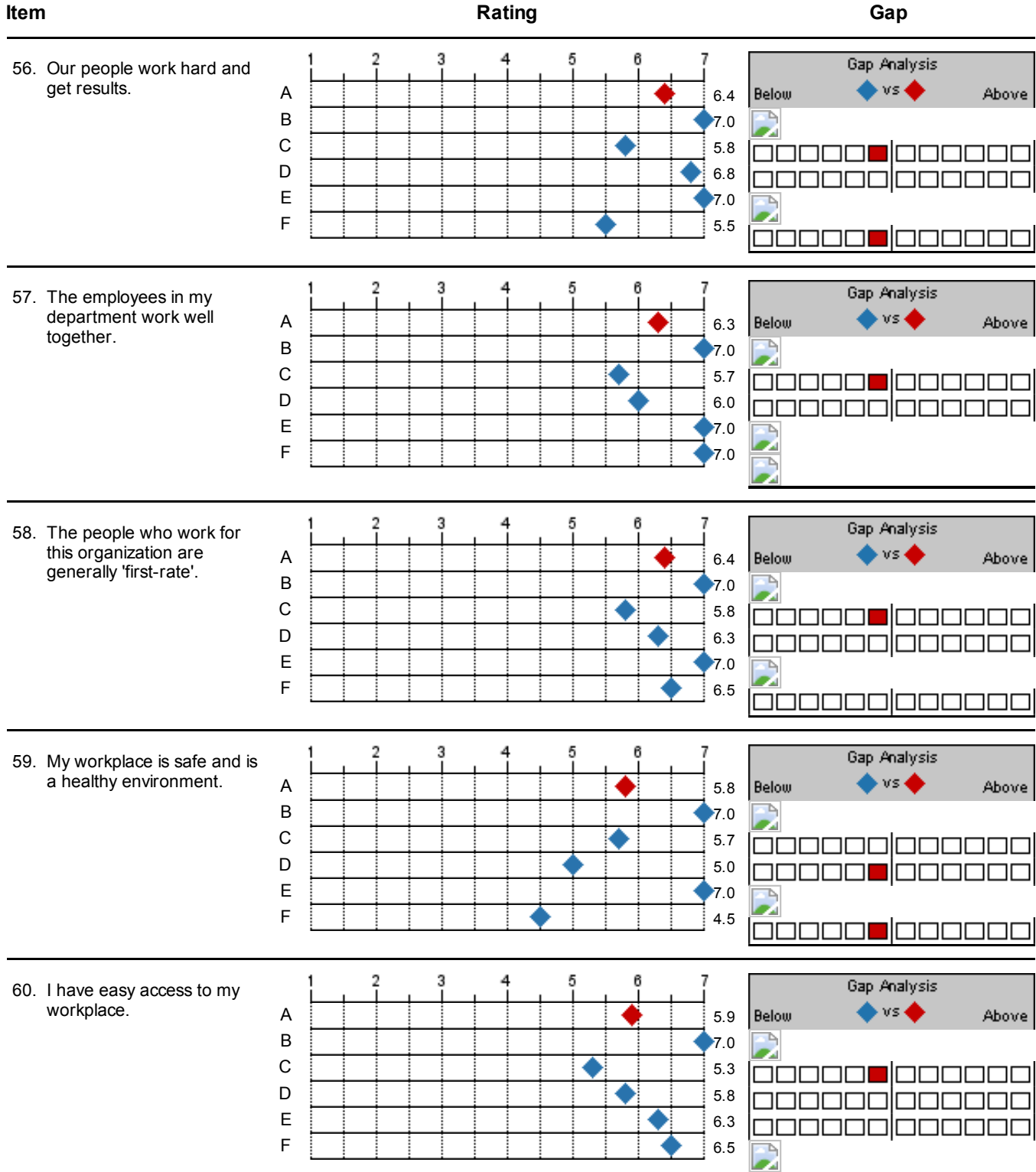
Legend: A=ALL ; B=Executive/Management ; C=Sales Representative ; D=Office Admin/Staff ; E=Technical ; F=Other



Legend: A=ALL ; B=Executive/Management ; C=Sales Representative ; D=Office Admin/Staff ; E=Technical ; F=Other



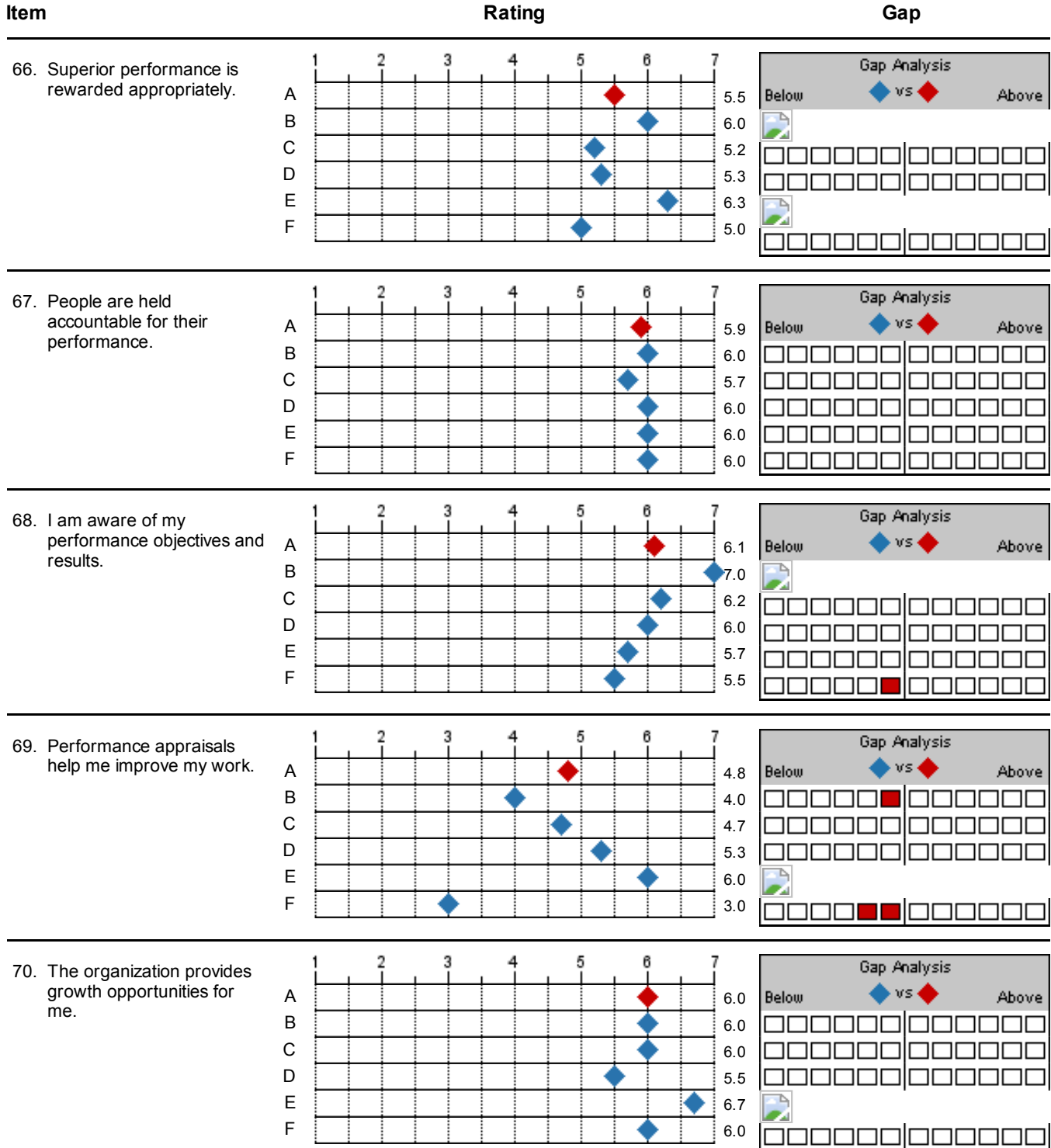
Legend: A=ALL ; B=Executive/Management ; C=Sales Representative ; D=Office Admin/Staff ; E=Technical ; F=Other



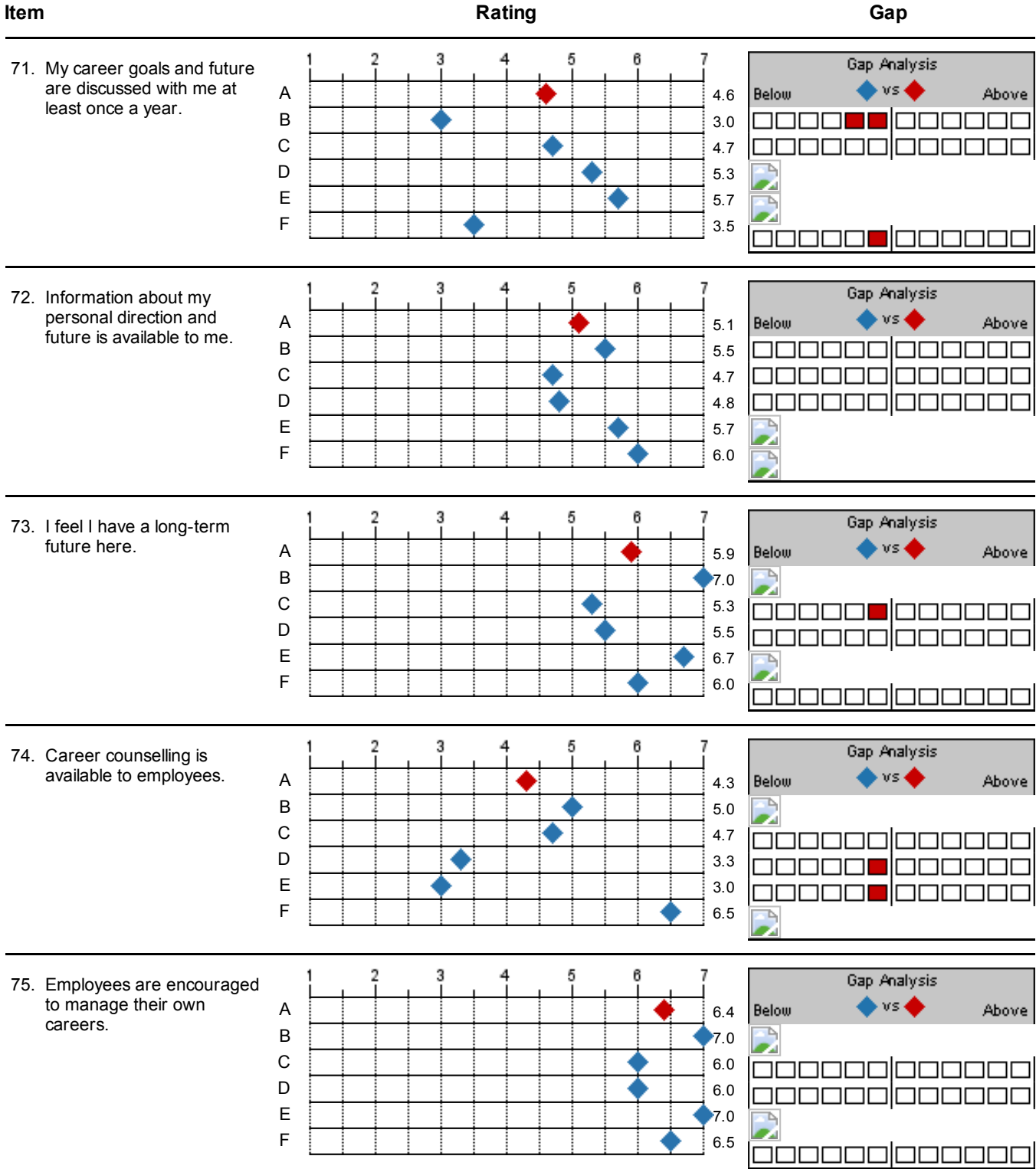
Legend: A=ALL ; B=Executive/Management ; C=Sales Representative ; D=Office Admin/Staff ; E=Technical ; F=Other

Item	Rating	Gap
61. We have been provided with sufficient space and the tools that are necessary to do our jobs effectively.	A	6.3
	B	7.0
	C	5.8
	D	6.8
	E	6.3
	F	6.0
62. I am proud to bring customers and colleagues to our workplace.	A	5.9
	B	7.0
	C	5.2
	D	5.5
	E	6.7
	F	6.5
63. This organization uses state-of-the-art equipment wherever possible.	A	5.8
	B	7.0
	C	5.2
	D	6.0
	E	6.3
	F	5.5
64. This organization focuses on high performance.	A	6.6
	B	7.0
	C	6.2
	D	7.0
	E	7.0
	F	6.5
65. My performance is regularly measured and reviewed.	A	4.7
	B	4.5
	C	5.2
	D	4.8
	E	5.0
	F	3.0

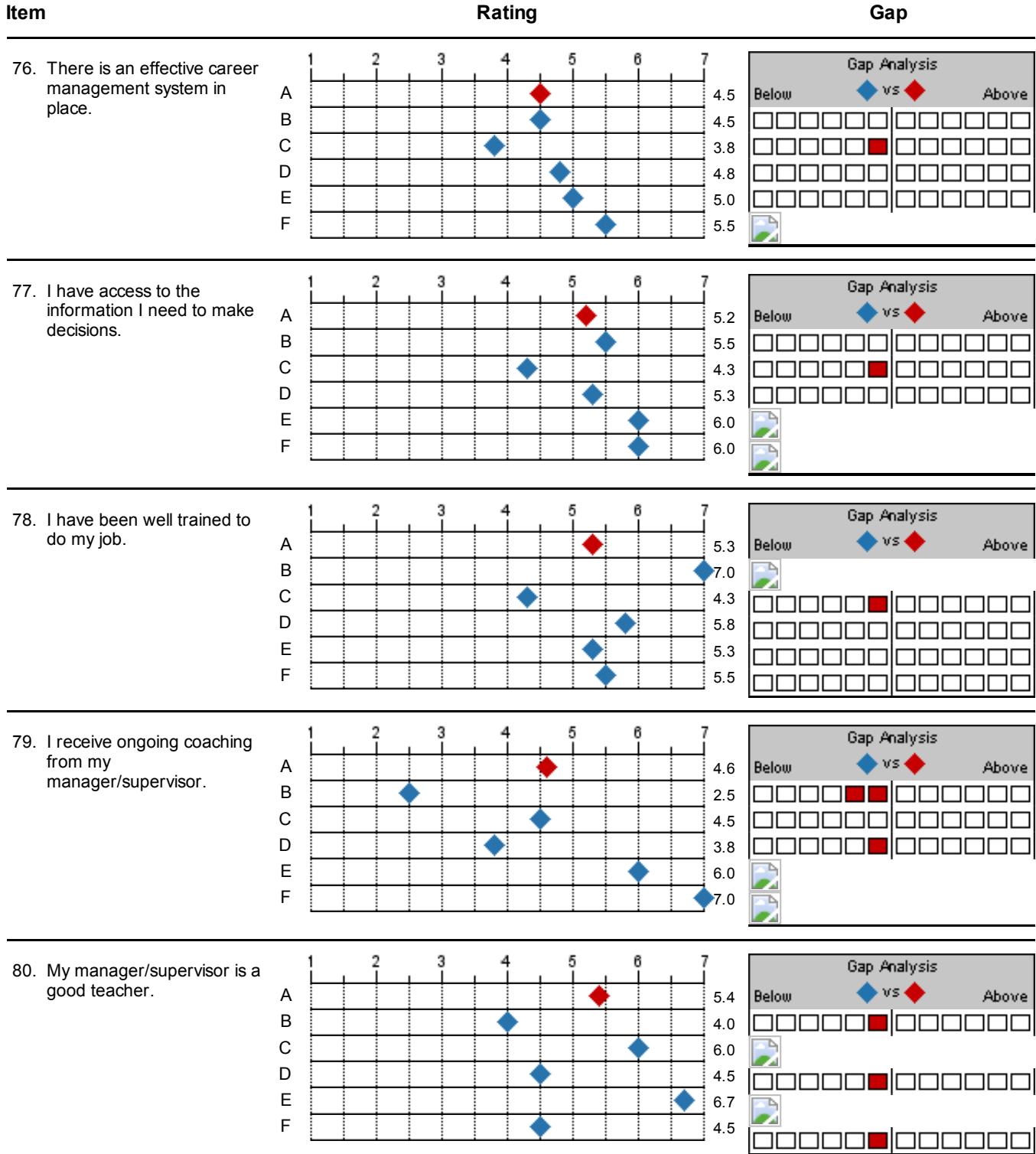
Legend: A=ALL ; B=Executive/Management ; C=Sales Representative ; D=Office Admin/Staff ; E=Technical ; F=Other



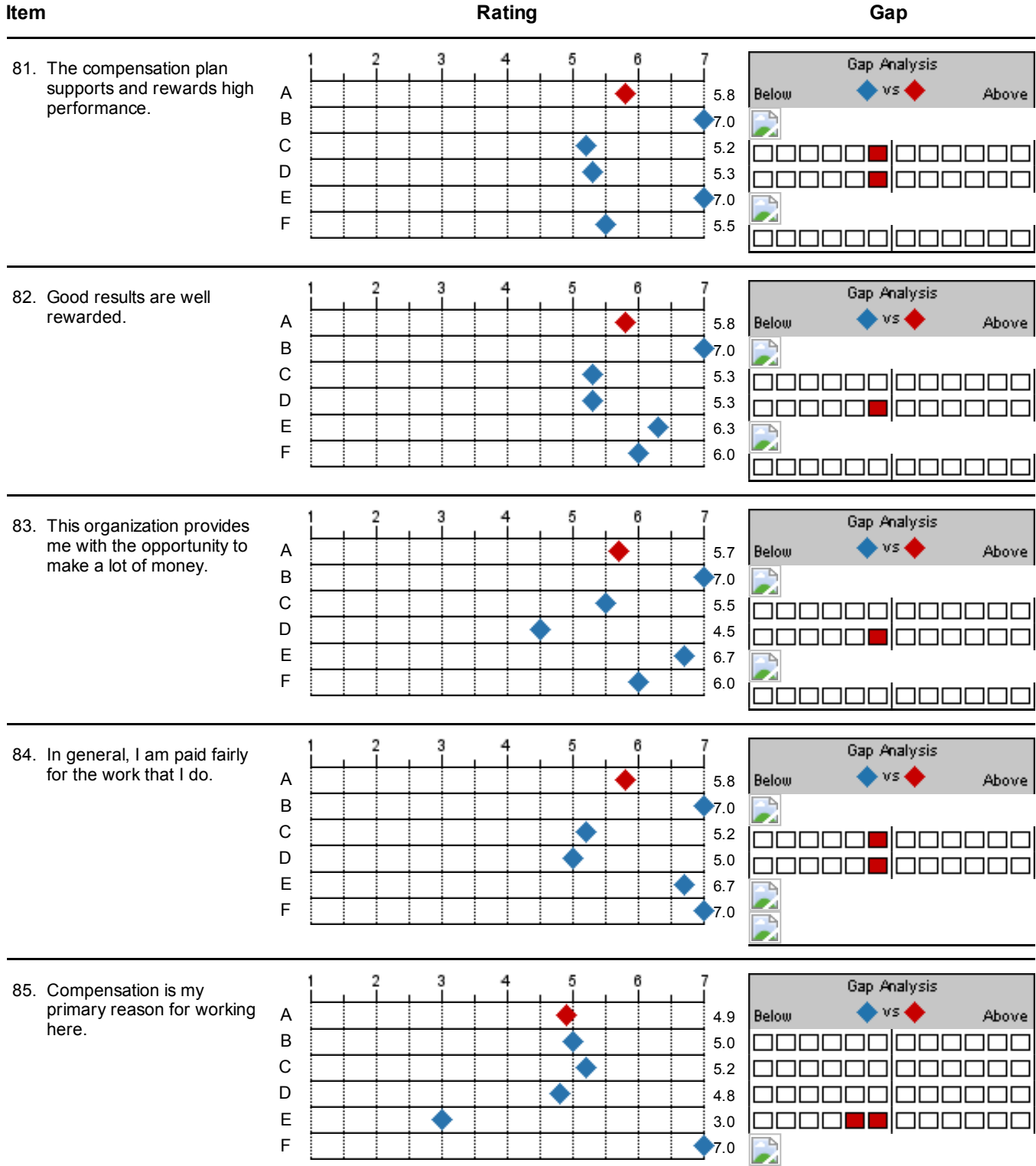
Legend: A=ALL ; B=Executive/Management ; C=Sales Representative ; D=Office Admin/Staff ; E=Technical ; F=Other



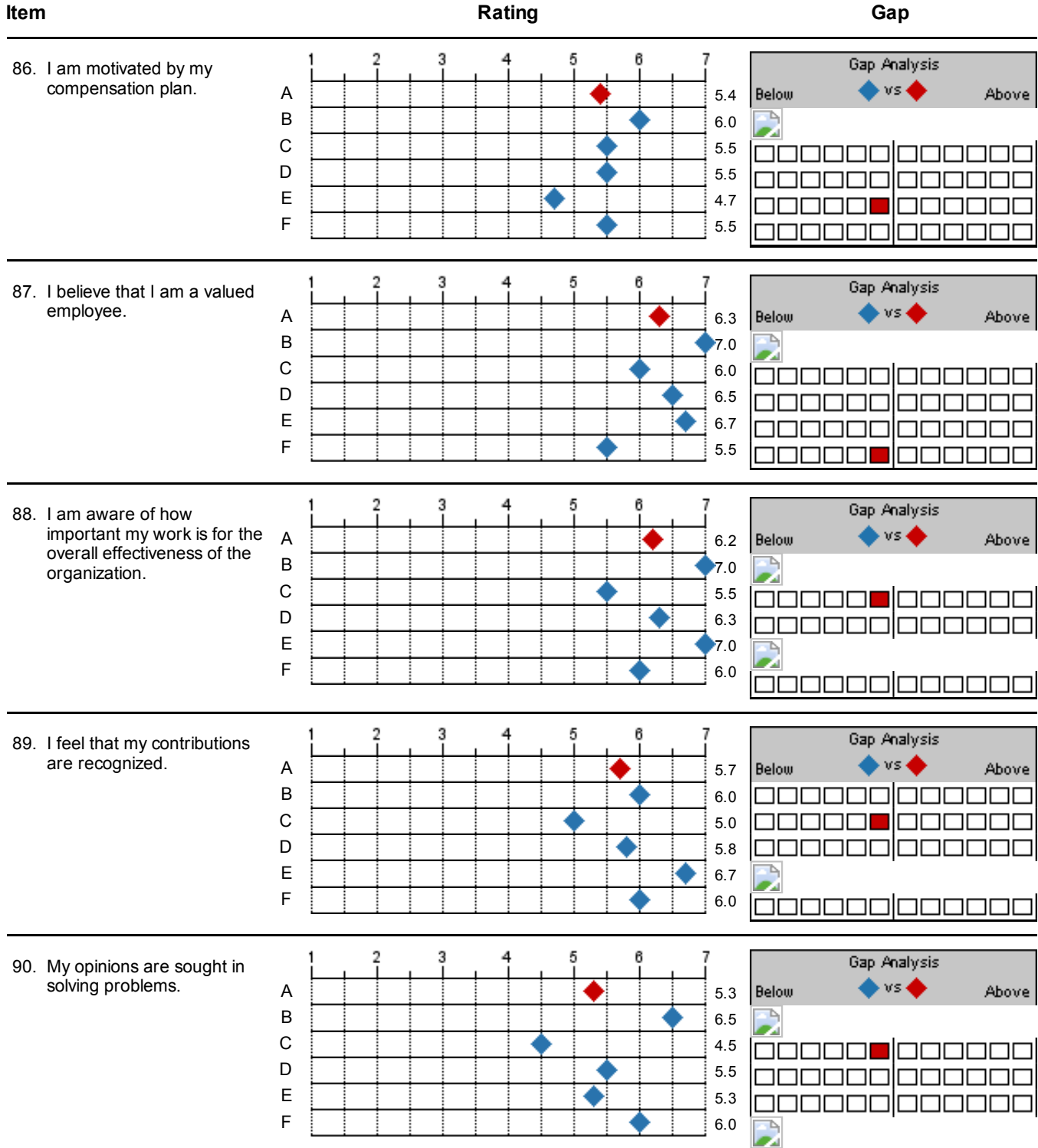
Legend: A=ALL ; B=Executive/Management ; C=Sales Representative ; D=Office Admin/Staff ; E=Technical ; F=Other



Legend: A=ALL ; B=Executive/Management ; C=Sales Representative ; D=Office Admin/Staff ; E=Technical ; F=Other



Legend: A=ALL ; B=Executive/Management ; C=Sales Representative ; D=Office Admin/Staff ; E=Technical ; F=Other



Legend: A=ALL ; B=Executive/Management ; C=Sales Representative ; D=Office Admin/Staff ; E=Technical ; F=Other

Item	Rating	Gap
91. I feel empowered to take initiative and make decisions about my work.	A	6.2
	B	7.0
	C	6.2
	D	6.3
	E	5.7
	F	6.5
92. Our informations technology systems are excellent.	A	5.5
	B	4.0
	C	5.5
	D	5.5
	E	6.7
	F	5.5
93. Our organization depends on the internet.	A	5.5
	B	4.0
	C	5.5
	D	5.5
	E	6.7
	F	5.5
94. When something goes wrong with our systems, it is corrected quickly.	A	5.5
	B	4.0
	C	5.5
	D	5.5
	E	6.7
	F	5.5
95. Our business systems are easy to understand.	A	5.5
	B	4.0
	C	5.5
	D	5.5
	E	6.7
	F	5.5

Legend: A=ALL ; B=Executive/Management ; C=Sales Representative ; D=Office Admin/Staff ; E=Technical ; F=Other