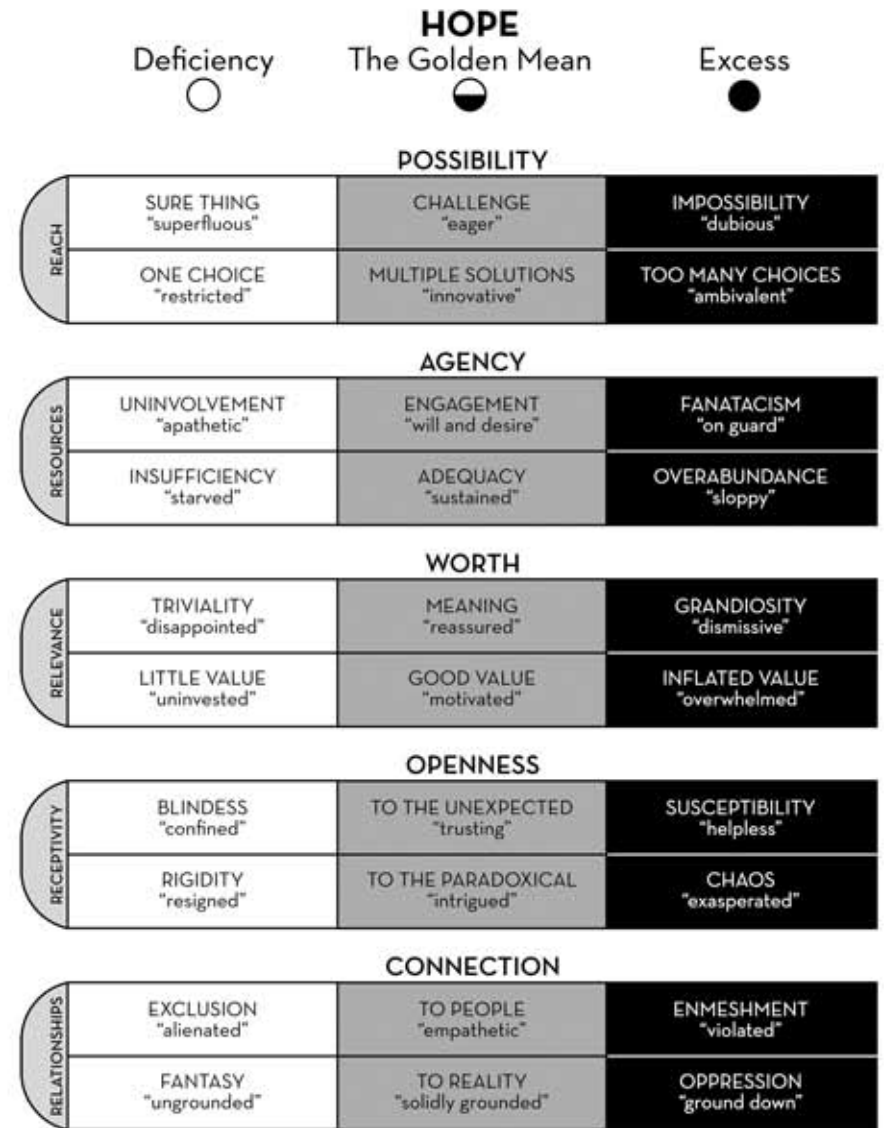


# Organizational Action Survey

- How much of a challenge are your work objectives?  
SURE THING 1 — 2 — 3 — 4 — 5 — 6 — 7 — 8 — 9 — 10 IMPOSSIBLE
- How many different ways do you have to meet your objectives?  
JUST ONE 1 — 2 — 3 — 4 — 5 — 6 — 7 — 8 — 9 — 10 TOO MANY TO COUNT
- To what degree do you feel engaged at work?  
UNINVOLVED 1 — 2 — 3 — 4 — 5 — 6 — 7 — 8 — 9 — 10 FANATICAL
- How many resources do you have to accomplish what's needed?  
NOT ENOUGH 1 — 2 — 3 — 4 — 5 — 6 — 7 — 8 — 9 — 10 MORE THAN I NEED
- How much does your job mean to you?  
IT'S TRIVIAL 1 — 2 — 3 — 4 — 5 — 6 — 7 — 8 — 9 — 10 IT MEANS EVERYTHING
- How important is the output of your work?  
IT'S OF LITTLE VALUE 1 — 2 — 3 — 4 — 5 — 6 — 7 — 8 — 9 — 10 IT'S LIFE OR DEATH
- How do you face unexpected events when they occur?  
I BARELY NOTICE 1 — 2 — 3 — 4 — 5 — 6 — 7 — 8 — 9 — 10 I LOSE CONTROL
- How do you handle problems that appear to be unsolvable?  
I JUST DON'T CHANGE 1 — 2 — 3 — 4 — 5 — 6 — 7 — 8 — 9 — 10 I DO WHAT I'M TOLD
- To what degree do you feel in touch with other people at work?  
I'M EXCLUDED 1 — 2 — 3 — 4 — 5 — 6 — 7 — 8 — 9 — 10 I BARELY HAVE A LIFE OF MY OWN
- To what degree do you feel things are being handled realistically?  
IT'S A FANTASY-LAND 1 — 2 — 3 — 4 — 5 — 6 — 7 — 8 — 9 — 10 THINGS ARE MADE ALL TOO REAL



Organizational surveys can be analyzed, interpreted, and acted upon in many ways that are true to the five principles of hope. We've created an Organizational Action Survey to help gain focus.

From the book [Putting Hope to Work](#) by Harry Hutson and Barbara Perry (published by Praeger, 2006)

The organizational hope scale summarizes the five principles. The middle column – The Golden Mean – lists the principles with two defining criteria for each. The end-caps on the left side are shorthand explanations of the principles. When leaders and their organizations are working between the extremes, the result is additive to hopefulness – a good thing. When there is deficiency or excess, it's not a good thing.