

Is Your Organization a Learning Organization?

Objectives:

To gain familiarity with the characteristics of the learning organization.

To identify whether your organization is a learning organization.

Introduction:

Systems Thinking and a learning organization is one that actively creates, acquires, and transfers new knowledge. Learning organizations are places in which new ideas and patterns of thinking are nurtured and in which people are allowed to continually expand their abilities to achieve desired results. Most important, a learning organization is a place in which the organization and individuals in it are continually learning in order to achieve its goals. The purpose of this exercise is to identify whether the organization in which you work is a learning organization.

Instructions:

The following survey was created to assess the extent to which an organization follows the principles of a learning organization. If you are currently working, you should answer the questions in regard to this organization. If you are not currently working, but have worked in the past, use a past job in completing the survey. If you never had a job, you can use your school as a reference or use an organization you might be familiar with. Read each statement and use the following scale to indicate which answer most closely matches your response: 1 = strongly disagree; 2 = disagree; 3 = neither agree nor disagree; 4 = agree; 5 = strongly agree.

1. Management uses rewards, praise and recognition to get what they want done.	1	2	3	4	5
2. The company promotes teamwork.	1	2	3	4	5
3. People are recognized and rewarded on the basis of what they do rather than who they know.	1	2	3	4	5
4. I see more examples of optimistic attitudes/ behaviors than negative and cynical ones.	1	2	3	4	5
5. I have a clear picture of the organization's vision and my role in helping accomplish it.	1	2	3	4	5
6. This organization relies more on team-based solutions than individual ones.	1	2	3	4	5
7. This organization tends to look at the big picture rather than analyzing problems from a narrow perspective.	1	2	3	4	5
8. People have an open mind when working with others.	1	2	3	4	5
9. This company looks for root causes of a problem rather than a "quick fix".	1	2	3	4	5
10. I have the skills and knowledge to continuously improve the way I do my job.	1	2	3	4	5
TOTAL	41				

Scoring:

To get your score, add up the numbers that correspond to your responses. The range will be from 10 to 50. Comparative norms for learning organizations are as follows:

Total Score of 10-23 = Low Learning Organization

Total Score of 24-36 = Moderate Learning Organization

Total Score of 37-50 = High Learning Organization