



# **Establish a Culture of Sales**

## **Handout 2**

# **Ethical Climate in Organisation Questionnaire**

Answer the following questions by writing down the number that best describes an organization for which you have worked:

<b>Disagree</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>Agree</b>
-----------------	----------	----------	----------	----------	----------	--------------

	1. Whatever is best for everyone in the company is a major consideration here
	2. Our major concern is always what is best for the other person
	3. People are expected to comply with the law and professional standards over and above other considerations
	4. In this company, the first consideration is whether a decision violates any law
	5. It is very important to follow company rules and procedures here
	6. People in this company strictly obey company policies
	7. In this company, people are mostly out for themselves
	8. People are expected to do anything to further the company's interests, regardless of the consequences
	9. In this company, people are guided by their ethics
	10. Each person in this company decides for himself or herself what is right and wrong.
	<b>Score</b>

Add up your score.

Questions 1 and 2 measure caring for people, questions 3 and 4 measure lawfulness, questions 5 and 6 measure rules adherence, questions 7 and 8 measure emphasis on financial and company performance, and questions 9 and 10 measure individual independence.

Question 7 and 8 are reverse scored. (That is, if you answered "five", your actual score to write down is "one", a "four" really a "two", etc.)

A total score above 40 indicates a very positive ethical climate in your organization.

Copyright Peritum Agri Institute®

A score from 30 – 40 indicates an above-average ethical climate.

A score from 20 – 30 indicates a below-average ethical climate, and a score below 20 indicates a very poor ethical climate.

Go back to the questions and think about changes that you could have made to improve the ethical climate in the organization. Discuss with other participants what you could do as a manager to improve ethics in future companies you work for.