

Tool 3.2 Organizational Learning Self-Audit

Indicate to what extent you agree with each of the statements listed below. Check the response option on the right that is closest to what you believe about your organization.

<i>Organizational Learning Statement</i>	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree Nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
1. This organization is constantly learning how to improve its own performance.					
2. Gathering feedback and reflecting on that information is commonly done in this organization.					
3. Managers who support individual and team learning are rewarded for doing so.					
4. We are constantly trying to learn how to have more effective meetings, events, and projects.					
5. Experimentation and risk taking for the purpose of learning are supported and not punished.					
6. Physical spaces of offices and service areas are designed for optimum learning among individuals and teams.					
7. Individuals understand what they need to learn in order to help the organization be successful.					
8. Individuals are encouraged to enhance their ability to help the organization be successful.					
9. Managers, coaches, and mentors help individuals develop and implement learning plans.					

<i>Organizational Learning Statement</i>	<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree Nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
10. Training programs are designed to help individuals achieve their learning goals.					
11. Individuals receive frequent formal and informal feedback on their job performance.					
12. Individuals discuss with their supervisors what they need to learn to improve their performance.					
13. Team members help each other learn from their successes and failures.					
14. Information is constantly shared among team members.					
15. Training programs are designed to help teams achieve their learning goals.					
16. Teams are constantly developing new, more effective ways of working as a group.					
17. The organization gathers feedback from its customers and stakeholders for the purpose of learning.					
18. Each department/unit informs other departments about what is being learned.					
19. The organization as a whole works at developing more effective ways to solve problems and make decisions.					
20. The organization is open to learning from the wider community that it serves.					