

Dimensions of Organizational Climate

From *A Great Place to Work* by Paula Jorde Bloom

1. **Collegiality** – the extent to which staff are friendly, supportive, and trust one another; peer cohesion and “spirit” of the group.
2. **Professional Growth** – the degree of emphasis placed on personal and professional growth
3. **Supervisor support** – the degree of facilitative leadership that provides encouragement, support, and clear expectations
4. **Clarity** – the extent to which policies, procedures, and responsibilities are clearly defined and communicated
5. **Reward system** – the degree of fairness and equity in the distribution of pay, benefits, and opportunities for advancement
6. **Decision making** – the degree of autonomy given to staff and the extent to which they are involved in program-wide decisions
7. **Goal Consensus** – the degree to which staff agree on the philosophy, goals, and objectives of our work together
8. **Task Orientation** – the emphasis placed on good planning, efficiency, and getting the job done
9. **Physical Setting** – the extent to which the spatial arrangement of our offices and classrooms helps or hinders staff in carrying out their responsibilities
10. **Innovativeness** – the extent to which we adapt to change and encourage each other to find creative ways to solve problems
11. **Cultural Humility*** – the extent to which we are able to both hear and act on ideas that may not resonate with our own cultural norms and values

*The first ten of these dimensions are identified by Paula Jorde Bloom in her, *A Great Place to Work*. The 11th one is an addition based on the training, “Supporting Conversations about Race and Culture in Early Childhood Settings.”