



Organizational Performance

The perception that the organization operates well to accomplish goals and deliver high-quality output when pressured by demanding deadlines.

*Note: The following questions are the actual DEOCS questions.

1. When short suspense/tasks arise, people in my organization do an outstanding job in handling these situations.
 2. My organization's performance, compared to similar organizations, is high.
 3. My organization makes good on available resources to accomplish its mission.
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The following questions can assist in conducting focus groups and interviews.

- How well does this organization perform in comparison to similar organizations?
 - What accounts for these differences?
- How do members perform when pressured by demanding deadlines/short suspense tasks?
- Do members know and understand unit expectations? How are key elements communicated to all?
 - Mission
 - Vision
 - Tasks
 - Priorities
- Describe how leaders establish a priority of tasks to prevent conflicting demands.
- What do leaders do to ensure all members make valuable contributions when completing tasks?
- In what ways do members makes good use of available resources?
- What do leaders do to ensure individuals are properly trained to carry out assigned tasks?
- What do you suggest be implemented to strengthen the organization's performance?