

Ten Dimensions of Organizational Climate

Dimension	Definition
Collegiality	The extent to which staff are friendly, supportive, and trusting of one another. The peer cohesion and esprit de corps of the group.
Professional growth	The degree of emphasis placed on staff's professional growth. The availability of opportunities to increase professional competence.
Supervisor support	The degree of facilitative leadership providing encouragement, support, and clear expectations.
Clarity	The extent to which policies, procedures, and responsibilities are clearly defined and communicated.
Reward system	The degree of fairness and equity in the distribution of pay, fringe benefits, and opportunities for advancement.
Decision making	The degree of autonomy given to staff and the extent to which they are involved in centerwide decisions.
Goal consensus	The extent to which staff agree on the philosophy, goals, and educational objectives of the center.
Task orientation	The emphasis placed on good organizational effectiveness and efficiency, including productive meetings, program outcomes, and accountability.
Physical setting	The extent to which the spatial arrangement of the center helps or hinders staff in carrying out their responsibilities. The availability of supplies and materials.
Innovativeness	The extent to which the center adapts to change and encourages staff to find creative ways to solve problems.

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