



Organizational Assessment Questionnaire for Grow Strong Foundation (GSF)

Instructions: Please answer the following questions honestly and to the best of your ability. Your responses will be kept confidential and used to improve organizational effectiveness and capacity at GSF.

Section 1: Leadership

Question	Excellent	Good	Fair	Poor
1. How would you rate the effectiveness of leadership within your department?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Do you feel that leaders within GSF effectively communicate organizational goals and priorities?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Sometimes	
3. Do you have opportunities for professional development and mentorship within GSF?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Sometimes	
4. How would you describe the decision-making process within GSF?	<input type="checkbox"/> Transparent	<input type="checkbox"/> Inclusive	<input type="checkbox"/> Top-down	<input type="checkbox"/> Other
5. Do you feel comfortable providing feedback and suggestions to your supervisors?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Sometimes	

Section 2: Organizational Culture

Question	Collaborative	Supportive	Competitive	Siloed	Other
1. How would you describe the overall culture of GSF?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Do you feel valued and respected as a member of the GSF team?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Sometimes		
3. Do you feel that GSF promotes a culture of diversity and inclusion?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Sometimes		
4. Are you satisfied with the work-life balance at GSF?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Sometimes		
5. Do you feel that GSF effectively addresses issues of workplace conflict and harassment?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Sometimes		

Section 3: Teamwork and Collaboration

Question	Excellent	Good	Fair	Poor
1. How would you rate the effectiveness of teamwork and collaboration within your department?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Do you feel that there are effective communication channels for collaboration across departments?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Sometimes	
3. Are there opportunities for knowledge sharing and learning from colleagues within GSF?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Sometimes	
4. How are conflicts typically addressed within your team or department? (Please elaborate in the space below)				
5. Do you feel that teamwork is valued and rewarded within GSF?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Sometimes	

Section 4: Communication

Question	Excellent	Good	Fair	Poor
1. How would you rate the overall effectiveness of communication within GSF?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Do you feel that information flows effectively from management to staff?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Sometimes	
3. Are you satisfied with the channels used for internal communication (e.g., email, meetings, intranet)?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Sometimes	
4. Do you feel comfortable communicating with staff from other departments?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Sometimes	
5. Do you feel that GSF effectively communicates its mission and achievements to external stakeholders?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Sometimes	

Section 5: Professional Development

Question	Yes	No	Sometimes
1. What types of professional development opportunities would be most beneficial for you? (Technical skills training, Leadership development, Gender-sensitive programming, Other)			
2. Are you satisfied with the opportunities for professional development currently offered by GSF?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Do you feel that GSF supports your career growth and development?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Are there any specific skills or knowledge areas that you would like to develop further?	<input type="checkbox"/>	<input type="checkbox"/>	
5. Do you feel that GSF provides adequate support for staff to attend external training and conferences?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 6: Program Management

Question	Excellent	Good	Fair	Poor
1. How would you rate the effectiveness of program planning and implementation processes within GSF?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Do you feel that programs are effectively monitored and evaluated to track progress and impact?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Sometimes	
3. Are program activities aligned with GSF's strategic goals and donor requirements?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Sometimes	
4. Are there adequate resources and support for program implementation?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Sometimes	
5. Do you feel that program staff are adequately involved in decision-making processes?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Sometimes	

Section 7: Financial Management

Question	Excellent	Good	Fair	Poor
1. How would you rate the transparency and accountability of financial management practices within GSF?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Do you feel that financial resources are used efficiently and effectively?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Sometimes	
3. Are you satisfied with the budgeting and reporting processes within GSF?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Sometimes	
4. Do you have access to the financial information you need to perform your job effectively?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Sometimes	
5. Do you feel that GSF's financial management practices comply with donor regulations and internal policies?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Sometimes	

Section 8: Risk Management

Question	Excellent	Good	Fair	Poor
1. How would you rate GSF's overall risk management framework?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Are potential risks to project implementation and organizational sustainability effectively identified and assessed?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Sometimes	
3. Are there adequate mitigation measures in place to address identified risks?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Sometimes	
4. Do you feel that staff are adequately trained and informed about risk management procedures?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Sometimes	
5. Are there any specific risks that you feel are not adequately addressed by GSF's current risk management framework?	<input type="checkbox"/> Yes	<input type="checkbox"/> No		

Thank you for taking time to fill this questionnaire, your responses will remain anonymous and highly confidential.
Your responses shall be evaluated to improve the organizations' systems.

Regards,
Management

