CHURCH STAFF QUESTIONNAIRE

Please check the one response that most nearly expresses your true thoughts and feelings. Please check only one response.

1. **I think the climate of trust among the staff is:**
   - Non-existent
   - Exists basically between individuals
   - Exists with all members

2. **I think the staff is:**
   - United in spirit and purpose
   - Works as a team
   - Divided in purpose and spirit
   - Lacks team spirit

3. **I think the communication process within the staff is:**
   - Open and authentic
   - Clear and caring
   - Confusing and fragmented
   - Closed and selective

4. **I think the decisions made by the staff are made:**
   - Democratically by all members
   - Primarily by agreed representation
   - Individually apart from others
   - Influentially by outside pressures

5. **I think the job descriptions among the staff are:**
   - Clear and equitable
   - Reasonable and realistic
   - Unfair and unbalanced
   - Lacking in clarity and accountability

6. **I think the process of resolving conflict among the staff is:**
   - Non-existent
   - Followed according to procedures
   - By avoidance and withdrawal
   - By assertive confrontation

7. **I think the personal relationships among the staff are:**
   - Positive in attitude
   - Harmonious and caring
   - Strained and detached
   - Autocratic and manipulative

If you could change anything in the staff at the present time, what would you choose as the most important thing to change? __________________________________________________________
   __________________________________________________________