

A large iceberg floating in the ocean, with a significant portion submerged below the waterline. The sky is a mix of blue and orange, suggesting a sunset or sunrise. The water is dark blue.

# Climate Survey

## THE PURPOSE

Horizon's Climate Survey tool is designed to measure and assess the client's organizational climate. Our Climate Survey can be used with any team, group, or level within your organization. At its core, climate is how people in the organization perceive the organization – through the lenses of policies, practices, etc. Whereas organizational culture is the roots of the trees, climate is the leaves – that change with the season. With our Climate Survey tool, we will provide you with a clear picture and key guidance regarding both your climate's strengths and the areas in which it needs to improve.

## THE PROCESS

**Step 1.** Conduct an analysis of the organizational chart to identify work teams and direct supervisors.

**Step 2.** Email each survey participant a link to provide anonymous feedback at the organization, team, and supervisor level.

**Step 3.** Horizon's organizational psychologists and behavioral scientists analyze the results to identify key findings, trends, and focus areas.

**Step 4.** Your Horizon partner provides a written report and/or in-person presentation of findings and recommendations.

## THE RESULT

Climate is an integral part of your organizational health. Climate is what your employees **see** and **feel**. Learn what you need to sustain and critical areas to focus attention. The hallmark of a learning organization is the pursuit of growth, and Horizon's Climate Survey tool allows you to know your organization better and thus be able to help it to perform better.

**Our Purpose**  
Harness the power of **TEAMS**,  
by, with, and through their **LEADERS**.

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