

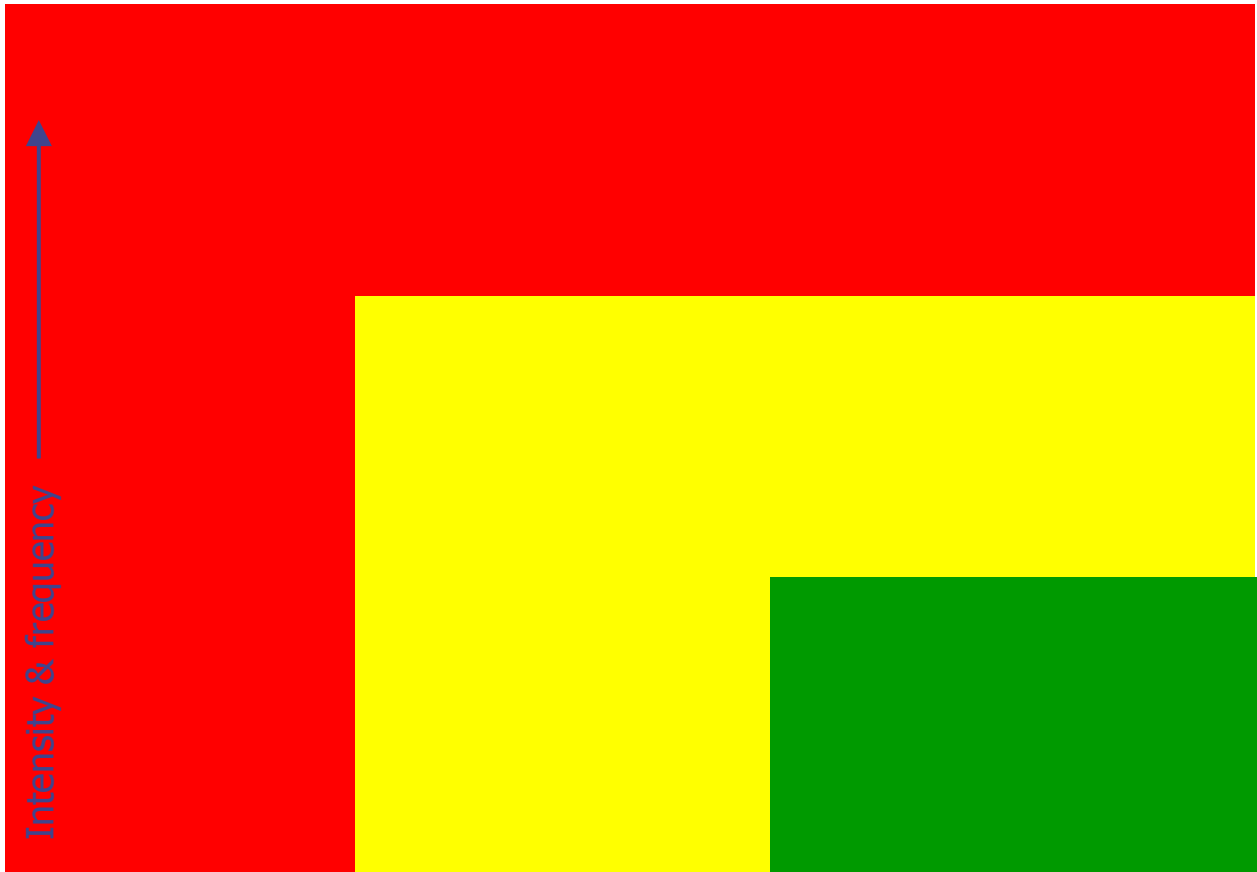
# Spirit and Will 'O-Meter

from the Institution's Perspective

## Spirit



- ◆ Not enough resources to address the requirements
- ◆ Buck does not stop with the supervisor.
- ◆ No support from upper management
- ◆ Indecision
- ◆ Not following through with a promise
- ◆ Having unilateral, unreasonable goals set without input.
- ◆ Being accountable but not in control.
- ◆ Choosing which category of chewing/reaming to absorb (production vs. OT)
- ◆ Micromanagement
- ◆ Not asked to provide input. Kicking bull.
- ◆ Ignorance to suggestions, comments, ideas brought forward.
- ◆ No appreciation of "work" performed, can't recognize value of our work.
- ◆ Focus on failures not achievements.



- Considering an opportunity outside this company
- Creating an opportunity outside this company
- Making it to my pension date
- Meeting my personal development goals through this company
- Doing what it takes to stay employed in this company
- Meeting my professional goals through this organization
- Pushing organizational bounds to enable business improvements
- Meeting my financial targets through this company