



LATEST DEVELOPMENTS IN ONLINE SURVEYS FOR MEASURING HIGH WORKPLACE PERFORMANCE!

The Bernard Group in collaboration with one of Australia’s leading information technology organisations, Strategic Data, is pleased to announce the release of a suite of on-line high performance surveys developed by Professor Michael E. Bernard, Melbourne Graduate School of Education, Melbourne University.

- These high performance surveys can be used to:
 1. pinpoint performance strengths and needs of employees (leaders, managers, employees) at all levels in your organisation and
 2. evaluate before and after impact of professional development programs designed to boost work performance.
- Items contained in the different surveys can be customised so that they reflect your organisation’s values, ‘high impact’ leadership behaviours, tough work situations and indicators of high performance.
- Targeted groups of employees, different departments or all members of your organisation anonymously complete one or more surveys online.



SURVEY: INDICATORS OF HIGH PERFORMING ORGANISATIONS. Examines employee perceptions of indicators of high performing workplaces revealed in latest organisational development research: Productivity, Innovation, Leadership, Teamwork-Relationships, Quality of Employee Experience, Fairness, Customer-Focus.

SURVEY: THE HIGH PERFORMANCE MINDSET AT WORK. Based on positive psychology and leadership research, this signature survey completed by 1,000s of employees at all levels assesses employee perception of their work commitments, supporting work beliefs, behavioural strengths as well as intrinsic work performance barriers.

SURVEY: ORGANISATIONAL VALUES IN ACTION. This survey evaluates the extent to which employees model in their behaviour the core values of your organisation.

SURVEY: ‘HIGH IMPACT’ LEADERSHIP BEHAVIOURS (LEADING TEAMS, INDIVIDUALS). This survey measures the extent to which your leaders effectively and frequently engage in ‘high impact’ behaviour.

SURVEY: TOUGH WORK SITUATIONS (LEADERSHIP; EMPLOYEE). Items on these surveys reflect specific tough situations identified by your organisation related to: challenging work demands, relationship difficulties, unproductive organisational practices, change, personal work performance issues and team performance issues.

Indicators of High Performance	Total Organisation (354 employees)	
	Mean	SD
Teamwork- Relationships	4.08	4.33
Customer - Focus	4.00	4.35
Productivity	3.87	3.97
Employee Experience	3.90	3.88
Fairness	2.89	3.63
Leadership	2.85	4.15
Innovation	2.64	3.93

HIGH PERFORMANCE AUDIT

After surveys are completed, an audit is provided to your organisation enabling areas for improvement over the coming year(s) to be identified. The audit is also available for organisations that wish to examine the impact of a learning and development program on workplace performance.