

ORGANIZATIONAL SURVEYS: TAKING ACTION

Created by the SIOP United Nations Committee

WHAT SHOULD I DO WITH ORGANIZATIONAL SURVEY DATA?

Focus on taking action, not only action planning

A survey with no visible action is worse than no survey at all. Below are some tips for ensuring you are able to effectively act on the results of your survey.¹

Identify 1-3 top priorities for taking action

Keeping your focus narrow and centered on the most important next steps will help to ensure that action is taken.

SMART goals are one approach

Within these priorities, ensure your next steps are SMART: specific, measurable, achievable, relevant, and time-bound.

Evaluate if actions are having an effect

Have the results improved in the areas in which you are taking actions? Communicate and celebrate wins. (Be patient- some actions may take many months to be reflected in survey results.) Have any new issues emerged? If so, consider adding, or replacing, a SMART goal. Continue open discussions and brainstorming with your team.²

Organizational surveys provide a look at the current state of an organization by identifying strengths and areas for improvement.

THE SIOP UN COMMITTEE IS AVAILABLE TO IDENTIFY AND ORGANIZE EXPERTS TO:

1. Participate as speakers and panelists on best practices in organizational surveys
2. Lead brainstorming sessions on taking-action approaches to use with teams, including in different countries
3. Share trusted scientific publications to educate your leaders on the benefits of taking action on surveys

Visit our website for references and more information on organizational surveys, including our “Organizational Surveys: Design and Administration” info sheet: www.siop.org/United-Nations



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