

How Does **your** Company Rate?

If your company didn't make the "Best Book Publishing Companies to Work For" list, take our (unscientific) test to see how your workplace fares on an employee-friendly scale. Benefits are great, but a nurturing corporate culture is what often makes or breaks a company's employee satisfaction and morale.

1. I have confidence in the leadership of this organization.

5 Strongly agree

4 Agree

3 Neutral

2 Disagree

1 Strongly disagree

2. There is adequate planning, communication and follow through of corporate objectives.

5 Strongly agree

4 Agree

3 Neutral

2 Disagree

1 Strongly disagree

3. I feel I can trust what this organization tells me.

5 Strongly agree

4 Agree

3 Neutral

2 Disagree

1 Strongly disagree

5. My supervisor acknowledges when I do my work well.

5 Strongly agree

4 Agree

3 Neutral

2 Disagree

1 Strongly disagree

6. If I do very good work, I can count on being promoted.

5 Strongly agree

4 Agree

3 Neutral

2 Disagree

1 Strongly disagree

8. This organization provides training and mentoring to help advance my career.

5 Strongly agree

4 Agree

3 Neutral

2 Disagree

1 Strongly disagree

9. Changes that affect me are discussed prior to being implemented.

5 Strongly agree

4 Agree

3 Neutral

2 Disagree

1 Strongly disagree

10. The leaders of this organization are open to input from employees.

5 Strongly agree

4 Agree

3 Neutral

2 Disagree

1 Strongly disagree

4. My supervisor gives me the tools I need to succeed and allows me to use them.

5 Strongly agree

4 Agree

3 Neutral

2 Disagree

1 Strongly disagree

7. My supervisor supports my efforts to balance my work and personal life.

5 Strongly agree

4 Agree

3 Neutral

2 Disagree

1 Strongly disagree

Making the Grade

Each answer has a point score; add them up and find out how your company rates.

A 43 to 50 points

Your organization has a clear mission and disciplined plan to make sure employees are treated as the foundation for business success. On your last day of vacation, you may actually look forward to going back to work.

B 35 to 42 points

Higher-ups genuinely understand that your happiness and career growth are

the essential ingredients for revenue growth, though the system to make sure employees flourish is not foolproof. When your alarm clock goes off, you don't grimace.

C 26 to 34

Your organization values your work, but hasn't made issues, such as employee retention, a top priority. It believes in a positive work culture, but lacks a systematic approach to foster-

ing your career growth and balancing your work life with your home life. It's a job.

D 18 to 25

Your organization is old school. The business model here is that they give you a paycheck, and you give them your time. Feedback is typically negative, and you don't buy into the company's mission, whatever that is. You definitely

grimace and hit snooze a few times when the alarm clock sounds.

F 10 to 17

It's time to update your résumé. After wooing you to work for it, this company hardly gives you the time of day. It fails to equip you for your job, then chastises you because you "fail." Your alarm clock? You want to smash it into tiny pieces.

NOTE: A true workplace analysis would use scores of questions to evaluate an organization's culture. This test, while comprised mostly of questions from the Best Companies Group's extensive survey, is intended only to give you an idea of your company's culture and a taste of the survey process used to determine the "2009 Best Book Publishing Companies to Work For." The test was reprinted (with minor changes) with permission from *Hawaii Business*' "Best Places to Work" issue (April 2008).