

Organizational Work Factors Profile

The Workplace Alignment Assessment (WAA) measures the degree of alignment between what a is looking for in their ideal employer and what the organization provides. Candidates are more likely to be committed to their employer and put in extra effort at work when their most valued needs and preferences are emphasized by the organization.

Instructions

Please rank the 20 statements below from Most Important to Least Important, in terms of what you feel is emphasised by your organisation for employees in the position/s you've been asked to evaluate. The rankings you provide will be used to help identify candidates who are more likely to be committed and satisfied in relevant position/s. Place the number for each statement on the left in the most appropriate category on the right.

In the context of the role/s, how much importance does your organization place on making sure that workers...

Statement	Number
Are able to work alone	1
Are able to try out their own ideas	2
Are able to plan their work with little supervision	3
Make use of their abilities	4
Do work that can give them a feeling of accomplishment	5
Are able to make decisions on their own	6
Have good working conditions	7
Are provided with steady employment	8
Are paid at a rate that compares well with other workers	9
Are able to do something different every day	10
Are provided with enough work to be busy all the time	11
Receive recognition for the work they do	12
Are able to give directions to others	13
Are provided with opportunities for advancement	14
Are never pressured to do things that go against their sense of right and wrong	15
Get along with each other	16
Are able to do things for other people	17
Have supervisors who will back them up in discussions with management	18
Have supervisors who are good at training	19
Are treated fairly	20

Most important	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Very important	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Somewhat important	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Little importance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Least important	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>