



EXCELLENCE
WITH INTEGRITY™

ASSESSMENTS

**ATHLETIC
DEPARTMENT
CULTURE
SURVEY**

Sample Report

SUMMARY

2023





Survey Data Summary

Sample Athletic Department (2023)

1. Performance Culture Among Members of the Department				
1.1	Department Members' Performance: Performance Excellence	<div><div></div></div>	3.37	!
		<div><div></div></div>	3.35	!
		<div><div></div></div>	3.86	↑
1.2	Department Members' Performance: Personal and Organizational Integrity	<div><div></div></div>	3.58	!
		<div><div></div></div>	3.56	!
		<div><div></div></div>	3.97	↑
1.3	Department Members' Performance: Communication, Collaboration, Teamwork	<div><div></div></div>	3.23	!
		<div><div></div></div>	3.22	!
		<div><div></div></div>	3.40	!
1.4	Department Members' Performance: Growth Mindset, Stress Management, Well-Being	<div><div></div></div>	3.07	!
		<div><div></div></div>	3.05	!
		<div><div></div></div>	3.32	!
2. Leading, Mentoring and Support Practices by Administrators				
2.1	Administrator Practices: Communication to Clarify Expectations	<div><div></div></div>	3.19	!
		<div><div></div></div>	3.22	!
		<div><div></div></div>	2.78	×
2.2	Administrator Practices: Skill Development, Professional Growth, Well-Being	<div><div></div></div>	2.98	×
		<div><div></div></div>	2.98	×
		<div><div></div></div>	2.89	×
2.3	Administrator Practices: Accountability Through Support & Challenge	<div><div></div></div>	3.35	!
		<div><div></div></div>	3.36	!
		<div><div></div></div>	3.04	!
2.4	Administrator Practices: Promoting Confidence, Initiative, and Optimal Performance Mindset	<div><div></div></div>	3.09	!
		<div><div></div></div>	3.12	!
		<div><div></div></div>	2.61	×

All: N = 178
 Department Members: N = 170
 Leadership Team: N = 8



Optimal performance:		
Maintain current focus and attention	Scores ≥ 4.5	 ✓
Approaching optimal performance:		
Build on current focus and attention	Scores ≥ 3.75 and < 4.5	 ↑
Area of opportunity:		
Intensify focus and attention	Scores ≥ 3 and < 3.75	 !
Area of concern:		
Commit to intensive effort & focus on improvement	Scores < 3	 ×

Data Detail: Sample Athletic Department (2023)

1.1

**Department Members' Performance:
Performance Excellence**

Performance of members of the department on:

1) ... striving diligently to improve their skills and work performance.



2) ... performing every task or assignment with excellence -- no matter how small or tedious.



3) ... clarifying work expectations, workflow timelines, and task instructions.



4) ... monitoring progress toward performance goals and adjusting strategies for reaching them.



5) ... taking initiative to improve their work performance.



6) ... working hard to solve problems on their own.



7) ... finding ways to get the most out of available time and resources.



8) ... showing a confident, get-it-done attitude.



9) ... seeking help from others when solving problems or facing performance challenges.



10) ... adjusting when there are changes in their role or responsibilities (or changes in department goals).



All: N = 178
Department Members: N = 170
Leadership Team: N = 8

Optimal performance:

Maintain current focus and attention

Scores ≥ 4.5



Approaching optimal performance:

Build on current focus and attention

Scores ≥ 3.75 and < 4.5



Area of opportunity:

Intensify focus and attention

Scores ≥ 3 and < 3.75



Area of concern:

Commit to intensive effort & focus on improvement

Scores < 3



Data Detail: Sample Athletic Department (2023)

2.1	Administrator Practices: Communication to Clarify Expectations		3.19	!
			3.22	!
			2.78	×
	Leading, mentoring and support by administrators on:			
	41) ... communicating clear performance expectations for each member of the department.		2.89	×
			2.90	×
			2.63	×
	42) ... communicating clear standards for productive communication within the department.		2.99	×
			3.01	!
			2.63	×
	43) ... helping members understand department priorities and how to allocate time and effort to achieve them.		2.92	×
			2.94	×
			2.63	×
	44) ... expecting civility and fairness from members of the department towards their colleagues.		3.64	!
			3.68	!
			2.88	×
	45) ... communicating clear and consistent expectations regarding diversity, equity, and inclusion.		3.49	!
			3.52	!
			2.75	×
	46) ... communicating clear expectations about legal and ethical expectations and regulations.		3.72	!
			3.72	!
			3.63	!
	47) ... engaging members of the department in setting, or clarifying, expectations for their job/role in the department.		2.98	×
			3.00	!
			2.63	×
	48) ... engaging members of the department in setting, or clarifying, department goals.		2.92	×
			2.94	×
			2.50	×

All: N = 178
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Optimal performance:	Scores ≥ 4.5		✓
Maintain current focus and attention			
Approaching optimal performance:	Scores ≥ 3.75 and < 4.5		↑
Build on current focus and attention			
Area of opportunity:	Scores ≥ 3 and < 3.75		!
Intensify focus and attention			
Area of concern:	Scores < 3		×
Commit to intensive effort & focus on improvement			



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ASSESSMENTS

ATHLETIC DEPARTMENT CULTURE SURVEY

Leaders shaping **Culture** and **Character**
for **Optimal Performance**



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