

Stakeholder-analysis questionnaire

Personal data

What is your name?

(blank space; Insertion that disappears when the field is clicked: *Name, first name*)

For which organization are you completing this questionnaire?

(blank space; Insertion that disappears when the field is clicked: *If you are here for several organizations at the same time, please fill out the questionnaire several times.*)

What is your position within this organization?

(blank space)

How old are you?

(blank space)

What is your current profession?

(blank space)

Are you a full-time employee or a volunteer at your organization?

- ☐ A full-time employee
- ☐ A volunteer

General information about your organization

Does your organization have a spatially or thematically defined area of responsibility?

(blank space; Insertion that disappears when the field is clicked: *E. g. spatially: area of the municipality of Wallenhorst; thematically: Department of Biochemistry at the university*)

How many members (associations) / employees (authorities / companies / scientific working groups) does your organization comprise? (estimated value)

(blank space; Insertion that disappears when the field is clicked: *If "your institution" is the department of a larger institution, please only count employees of the department. In the case of associations, all members count, not just full-time employees. Please answer in whole numbers (no from-to figures).)*

Dominant Characteristics of your organization

Give each statement a score from 0 (does not apply at all) – 100 (applies very strongly). The total score of the 4 questions (A, B, C, D) must add up to 100. Please check the total before completing the next part.

A. The organization is a very personal place. It is like an extended family. People seem to share a lot of themselves.

Slider with a range from 0 to 100

B. The organization is a very dynamic and entrepreneurial place. People are willing to stick their necks out and take risks.

Slider with a range from 0 to 100

C. The organization is very results-oriented. A major concern is with getting the job done. People are very competitive and achievement-oriented.

Slider with a range from 0 to 100

D. The organization is a very controlled and structured place. Formal procedures generally govern what people do.

Slider with a range from 0 to 100

Organizational Leadership

Give each statement a score from 0 (does not apply at all) – 100 (applies very strongly). The total score of the 4 questions (A, B, C, D) must add up to 100. Please check the total before completing the next part.

A. The leadership in the organization is generally considered to exemplify mentoring, facilitating, or nurturing.

Slider with a range from 0 to 100

B. The leadership in the organization is generally considered to exemplify entrepreneurship, innovation, or risk taking.

Slider with a range from 0 to 100

C. The leadership in the organization is generally considered to exemplify a no-nonsense, aggressive, results-oriented focus.

Slider with a range from 0 to 100

D. The leadership in the organization is generally considered to exemplify coordinating, organizing, or smooth-running efficiency.

Slider with a range from 0 to 100

Management of Employees

Give each statement a score from 0 (does not apply at all) – 100 (applies very strongly). The total score of the 4 questions (A, B, C, D) must add up to 100. Please check the total before completing the next part.

A. The management style in the organization is characterized by teamwork, consensus, and participation.

Slider with a range from 0 to 100

B. The management style in the organization is characterized by individual risk taking, innovation, freedom, and uniqueness.

Slider with a range from 0 to 100

C. The management style in the organization is characterized by hard-driving competitiveness, high demands, and achievement.

Slider with a range from 0 to 100

D. The management style in the organization is characterized by security of employment, conformity, predictability, and stability in relationships.

Slider with a range from 0 to 100

Organization Glue

Give each statement a score from 0 (does not apply at all) – 100 (applies very strongly). The total score of the 4 questions (A, B, C, D) must add up to 100. Please check the total before completing the next part.

A. The glue that holds the organization together is loyalty and mutual trust. Commitment to this organization runs high.

Slider with a range from 0 to 100

B. The glue that holds the organization together is commitment to innovation and development. There is an emphasis on being on the cutting edge.

Slider with a range from 0 to 100

C. The glue that holds the organization together is the emphasis on achievement and goal accomplishment.

Slider with a range from 0 to 100

D. The glue that holds the organization together is formal rules and policies. Maintaining a smooth-running organization is important.

Slider with a range from 0 to 100

Strategic Emphases of your organization

Give each statement a score from 0 (does not apply at all) – 100 (applies very strongly). The total score of the 4 questions (A, B, C, D) must add up to 100. Please check the total before completing the next part.

A. The organization emphasizes human development. High trust, openness, and participation persist.

Slider with a range from 0 to 100

B. The organization emphasizes acquiring new resources and creating new challenges. Trying new things and prospecting for opportunities are valued.

Slider with a range from 0 to 100

C. The organization emphasizes competitive actions and achievement. Hitting stretch targets is dominant.

Slider with a range from 0 to 100

D. The organization emphasizes permanence and stability. Efficiency, control, and smooth operations are important.

Slider with a range from 0 to 100

Criteria of Success of your organization

Give each statement a score form 0 (does not apply at all) – 100 (applies very strongly). The total score of the 4 questions (A, B, C, D) must add up to 100. Please check the total before completing the next part.

A. The organization defines success on the basis of the development of human resources, teamwork, employee commitment, and concern for people.

Slider with a range from 0 to 100

B. The organization defines success on the basis of having the most unique or newest services. It is a product leader and innovator.

Slider with a range from 0 to 100

C. The organization defines success on the basis of winning and outpacing the competition. Competitive market leadership is key.

Slider with a range from 0 to 100

D. The organization defines success on the basis of efficiency. Dependable delivery, smooth scheduling, and low-cost production are critical.

Slider with a range from 0 to 100

Relationship between humans and nature

Finally, the following statements refer to general attitudes towards the relationship between humans and nature. For each statement, please indicate the extent to which you agree with it.

We are approaching the limit of the number of people the Earth can support.

(five points Likert scale; not true – agree a little – agree moderately – quite true – very true)

Humans have the right to modify the natural environment to suit their needs.

(five points Likert scale; not true – agree a little – agree moderately – quite true – very true)

When humans interfere with nature it often produces disastrous consequences.

(five points Likert scale; not true – agree a little – agree moderately – quite true – very true)

Human ingenuity will insure that we do not make the Earth unlivable.

(five points Likert scale; not true – agree a little – agree moderately – quite true – very true)

Humans are seriously abusing the environment.

(five points Likert scale; not true – agree a little – agree moderately – quite true – very true)

The Earth has plenty of natural resources if we just learn how to develop them.

(five points Likert scale; not true – agree a little – agree moderately – quite true – very true)

Animals and plants have as much right as humans to exist.

(five points Likert scale; not true – agree a little – agree moderately – quite true – very true)

The balance of nature is strong enough to cope with the impacts of modern industrial nations.

(five points Likert scale; not true – agree a little – agree moderately – quite true – very true)

Despite our special abilities, humans are still subject to the laws of nature.

(five points Likert scale; not true – agree a little – agree moderately – quite true – very true)

The so-called “ecological crisis” facing humankind has been greatly exaggerated.

(five points Likert scale; not true – agree a little – agree moderately – quite true – very true)

The Earth is like a spaceship with very limited room and resources.

(five points Likert scale; not true – agree a little – agree moderately – quite true – very true)

Humans were meant to rule over the rest of nature.

(five points Likert scale; not true – agree a little – agree moderately – quite true – very true)

The balance of nature is very delicate and easily upset.

(five points Likert scale; not true – agree a little – agree moderately – quite true – very true)

Humans will eventually learn enough about how nature works to be able to control it.

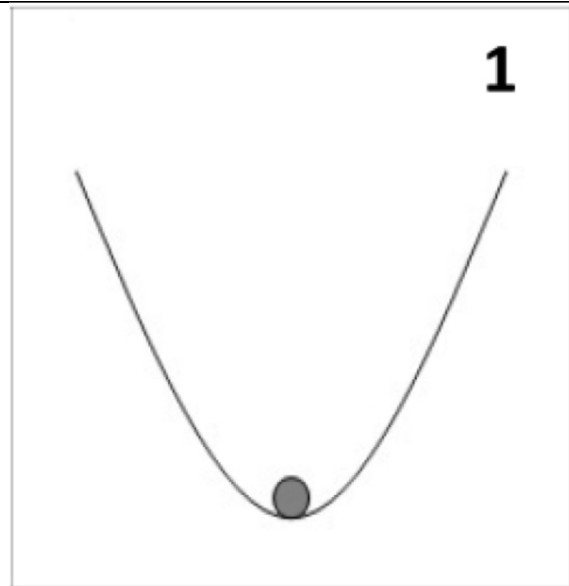
(five points Likert scale; not true – agree a little – agree moderately – quite true – very true)

If things continue on their present course, we will soon experience a major ecological catastrophe.

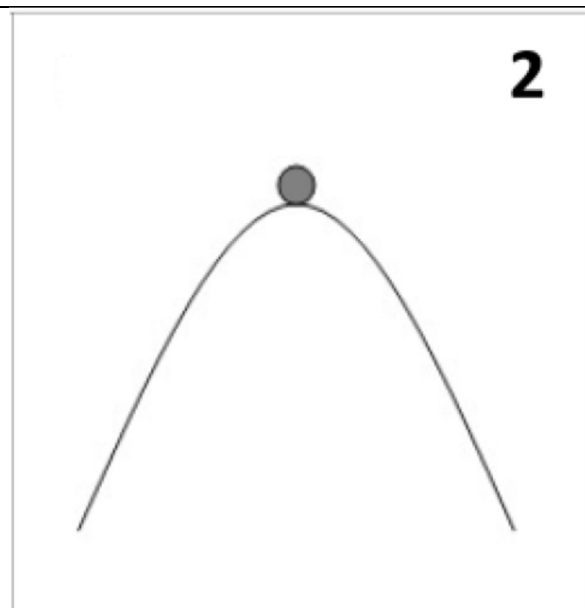
(five points Likert scale; not true – agree a little – agree moderately – quite true – very true)

Below you can see four simplified illustrations of the balance of nature. Each illustration shows nature in the form of a line and a ball balancing on it. These four balances have different abilities to withstand disturbances.

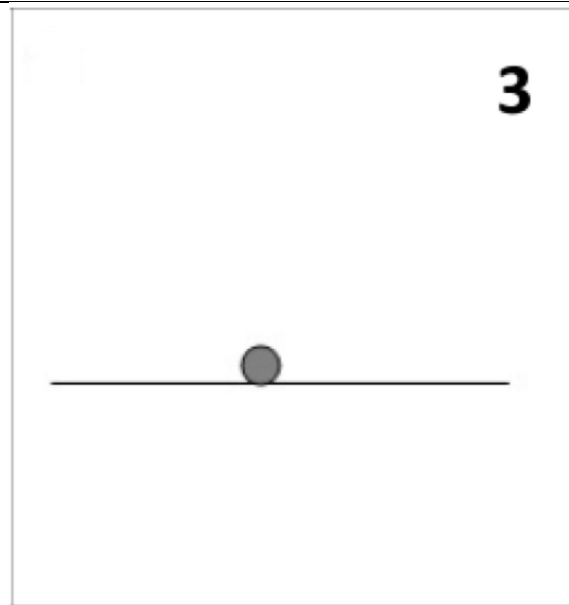
Nature is extremely robust. Even after major disturbances, equilibrium is restored.



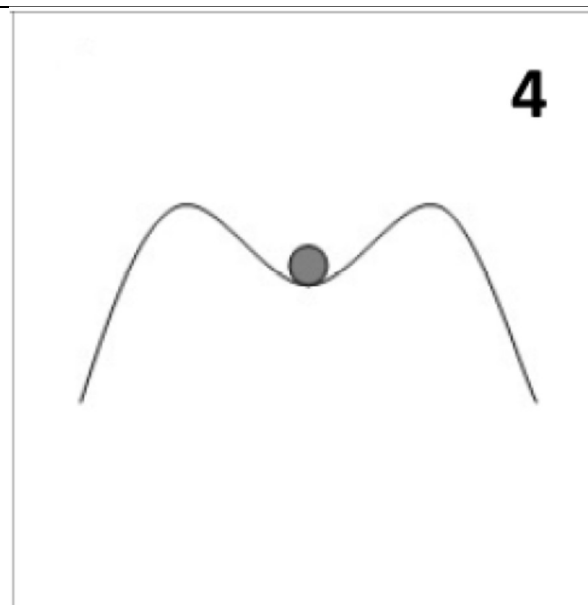
Nature is in a fragile equilibrium. The smallest disturbances can have catastrophic consequences.



Nature is spontaneous and unpredictable. We do not know what will happen.



Within certain limits, nature is robust. If the disturbances are minor, nature returns to its equilibrium.



Decide which representation of nature best corresponds to your view of nature.

- ☐ 1 ☐ 2 ☐ 3 ☐ 4

Criticism and comments

Do you have any criticism or comments on this questionnaire?

(blank space)