

## Organizational Network Analysis

This survey is designed to help school and district leaders map informal networks within their organization. Use the data collected to identify influential individuals, enhance collaboration, and strategically guide cultural and organizational improvements. This survey can be adapted to suit the specific needs of any school or district, ensuring a tailored approach to fostering a collaborative and aligned culture.

### Survey Questions

#### Section 1: Collaboration and Goal Achievement

1. List up to five colleagues who are critical to helping you achieve your professional goals.

Name 1:

Name 2:

Name 3:

Name 4:

Name 5:

2. On a scale of 1 to 5, rate how often you collaborate with each of these colleagues.  
(1 = Rarely, 5 = Frequently)

Name 1:

Rating:

Name 2:

Rating:

Name 3:

Rating:

Name 4:

Rating:

Name 5:

Rating:

#### Section 2: Positive Interactions

1. Who in your organization provides you with the most energizing, open, and motivating interactions? Select up to five names.

Name 1:

Name 2:

Name 3:

Name 4:

Name 5:

2. How often do you experience positive interactions with these individuals? (Daily, weekly, monthly, or rarely)

Name 1:

Daily

Weekly

Monthly

Rarely

Name 2:

Daily

Weekly

Monthly

Rarely

Name 3:

Daily

Weekly

Monthly

Rarely

Name 4:

Daily

Weekly

Monthly

Rarely

Name 5:

Daily

Weekly

Monthly

Rarely

### Section 3: Problem Solving and Feedback

1. Who do you seek out when you encounter challenges or need advice? Select up to five names.

Name 1:

Name 2:

Name 3:

Name 4:

Name 5:

2. On a scale of 1 to 5, rate the effectiveness of the feedback you receive from these individuals.  
(1 = Not helpful, 5 = Very helpful)

Name 1:

Rating:

Name 2:

Rating:

Name 3:

Rating:

Name 4:

Rating:

Name 5:

Rating:

### Section 4: Innovation and Knowledge Sharing

1. List individuals who consistently share innovative ideas or valuable knowledge that impacts your work.

Name 1:

Name 2:

Name 3:

Name 4:

Name 5:

2. On a scale of 1 to 5, rate the impact of the knowledge shared by these individuals on your work.  
(1 = Low impact, 5 = High impact)

Name 1:

Rating:

Name 2:

Rating:

Name 3:

Rating:

Name 4:

Rating:

Name 5:

Rating:

### Section 5: Access to Resources

Indicate whether greater access to the following individuals (such as more time, attention, or collaboration with them) would help you perform your role more effectively.

Name 1:

Yes

No

Name 2:

Yes

No

Name 3:

Yes

No

Name 4:

Yes

No

Name 5:

Yes

No

## Section 6: Open-Ended Questions

- |   |
|---|
| 1. In your opinion, which individuals or groups play a key role in fostering collaboration and communication within the school? |
| 2. What suggestions do you have for improving communication and collaboration across departments or teams?                      |
| 3. Are there any individuals or groups who you think feel underrepresented or disconnected from the school's culture?           |

## How to Use the Survey Results

1. **Collect and analyze data:** Compile responses to identify common patterns, influential individuals, and potential silos.
2. **Create a network map:** Use software tools (such as Excel, Kumu, or Gephi) to visualize relationship and communication flows.
3. **Identify key influencers and bridges:** Look for individuals frequently named as collaborators, problem solvers, or sources of positive interactions.
4. **Take action:**
  - + *Engage key influencers as champions for initiatives.*
  - + *Address silos or gaps in communication.*
  - + *Monitor and reassess the network over time.*

Source: Mankins, M., & Litre, P. (2024). Transformations that work: Lessons from companies that are defying the odds. Accessed at <https://hbr.org/2024/05/transformations-that-work> on December 4, 2024; Oakes, K. (2021). Culture renovation: 18 leadership actions to build an unshakeable company. McGraw-Hill.