Shared vs. Individual Perceptions

- Climate is the <u>shared</u> perceptions regarding what is rewarded, expected, valued, and reinforced in the workplace
- Not everyone will necessarily have the same perceptions.
 - The extent to which those views are shared reflects the strength (or intensity) of the climate.

Strong Strong Positive

Weak Weak Positive

Climate Level

Shared Perceptions

Arturo Cuomo

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