

Organizational Health Inventory (OHI): Definition of Terms

Organizational Health is an organization's ability to function effectively, to cope adequately, to change appropriately, and to grow within. This health can vary from a maximal to a minimal degree.

1. **Goal Focus:** Goal Focus is the ability of persons, groups, or organizations to have clarity, acceptance, support and advocacy of goals and objectives.
2. **Communication Adequacy:** Communication Adequacy exists when information is relatively distortion free and travels both vertically and horizontally across the boundaries of an organization.
3. **Optimal Power Equalization:** Optimal Power Equalization is the ability to maintain a relatively equitable distribution of influence between leader and team members.
4. **Resource Utilization:** Resource Utilization is the ability to coordinate and maintain inputs, particularly personnel, effectively with a minimal sense of strain.
5. **Cohesiveness:** Cohesiveness is the state when persons, groups, or organizations have a clear sense of identity. Members feel attracted to membership in an organization. They want to stay with it, be influenced by it, and exert their own influence within it.
6. **Morale:** Morale is that state in which a person, group, or organization has feelings of well-being, satisfaction, and pleasure.
7. **Innovativeness:** Innovativeness is that ability to be and allow others to be inventive, diverse, creative, and risk taking.
8. **Autonomy:** Autonomy is that state in which a person, group, or organization has the freedom to fulfill their roles and responsibilities.
9. **Adaptation:** Adaptation is that ability to tolerate stress and maintain stability while coping with demands of the environment.
10. **Problem-solving Adequacy:** Problem-solving Adequacy is an organization's ability to perceive problems and solve them with minimal energy. The problems stay solved and the problem-solving mechanism of the organization is maintained and/or strengthened.