

- *Vital Signs* was designed as a management tool for promoting positive change in an organization.
- GFDL completed the survey in Fall 2007 and received the report in Spring 2008.
- All groups within GFDL met to identify their most important issues using the lab's Vital Signs Report as a guide.
- Three areas were chosen as most need of improvement at GFDL.

Areas Needing Improvement at GFDL

- Resources: mission expansion without funding; recruitment/retention; computing
- Communication: more top-down; intragroup; improved public face
- Personnel Performance: transparency of yearly performance at OAR and GFDL levels; increasing opportunities for personal growth; correcting poor performance