• *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