Compose a blog like the one you read for this SLP, describing the climate in your organization, department, or team. Do not use the actual name of the organization – you can make up a pseudonym. Include the following in your description: Is the climate supportive or defensive? Does this align with the results of your Communication Climate Inventory? Attach your Inventory results as an appendix. (Note: This appendix requirement will likely increase your paper’s Turnitin similarity score; your professor is aware of this.) How does the communication climate affect motivation and organizational/team commitment? How could you improve the communication climate in your organization, department, or team? What communication skills would you like to learn or improve on in order to create a supportive communication climate? Communication Climate Communication is the grease which makes relationships in organizations run smoothly, and by extension, directly affects the effectiveness of the organization itself. Communication climate refers to the mood or tone of interpersonal communications and determines in great part how people feel about each other and how they carry out their work activities. Thus, communication climate has a great deal of influence over the organizational climate or general atmosphere of the work environment. Read the following blog about what it is like to work in a defensive climate: Dukes, A.J. (2012). Defensive v Supportive Climates in the Workplace. Retrieved from http://scom320class.blogspot.com/2012/07/defensive-v-supportive-climates-in.html As you can see from this blog entry, defensive climates create a situation where employees do not raise work concerns or communicate their needs. They are careful about what they say and guard their opinions. Frequently they exhibit low motivation. Supportive climates, on the other hand, encourage employee participation and engagement, an open exchange of information, and constructive conflict. Employees who work in supportive environments often exhibit greater organizational commitment, an attitude cited as highly desirable in Module 1. The Communication Climate Inventory was developed as a means of measuring the degree of supportiveness and defensiveness in an organization. For this SLP, take the inventory and score your organization’s communication climate using the scale below. Take