Organization Assessment



Instructions:

Use the Scale to rate how each statement applies in your organization.

1 = *Strongly Disagree* **2** = *Disagree* **3** = *Hard to Say* **4** = *Agree* **5** = *Strongly Agree*

No.	STATEMENT	SCORE
1.	Leadership team members are clear and aligned around the values and behaviours unique to our organization and required of all employees. These expectations are "baked into" our culture and consistently reflected in Teams' actions.	
2.	Leadership team members spend so much time communicating about the direction and progress of our organization, that they would be genuinely surprised if an employee was unaware of company initiatives and priorities.	
3.	Leadership team meetings are concise, engaging, and focused only on the most important issues facing the organization.	
4.	Leaders know what is happening in departments other than their own and ask questions and highlight issues outside their own areas.	
5.	Leadership team members share a clear understanding of the organization's most important near-term priority. Our Thematic Goal(s) are regularly communicated, shared, and measured across the organization.	
6.	Leadership team members demonstrate support for one another, stick to agreements made during meetings and present a unified message to employees.	
7.	Employees receive rewards and/or recognition that are clearly tied to specific behaviours and goal-oriented accomplishments.	
8.	Leadership team members would affirm they have a clear understanding of one another's roles and the interdependencies between them. Our Organizational Chart (including Roles and Accountability lanes) is clear, complete, and updated.	
9.	Leadership team members readily admit their mistakes and weaknesses to one another and ask for help when they need it.	
10.	Employees, one level below the senior leadership team, would say that they receive regular check-ins for clarity and support in their role and needed outcomes.	

11.	All Leadership team members are clear and aligned around the organization's strategy and key competitive differentiators.	
12.	Employees would say that they receive consistent communication and support from leaders about the overall direction and progress of the organization.	
13.	Leadership team members put the interests of the organization first, willingly making sacrifices when it is in the best interest of the overall good, even when there is a cost to them individually or to their department.	
14.	All managers and frontline leaders can clearly and consistently describe the organization's values, strategies, and targets.	
15.	Leaders and managers set goals and review progress with their employees in an effective, consistent way.	
16.	Leadership team meetings include passionate and open debate about important issues, allowing for healthy tension and constructive conflict.	
17.	When hiring, leaders consistently apply a deliberate process for evaluating candidates according to character and fit.	
18.	All Teams have a Dashboard (Scorecard) to measure Metrics, in a regular and scheduled meeting rhythm.	
19.	Our leadership team models humility, vulnerability, and servant leadership, creating high-trust teams that engage in healthy conflict for the greater good.	
20.	We have an Onboarding process that sets up new hires for success with clarity, structure and support.	
21.	Our organization has clearly defined Processes for all critical aspects of our operations.	
22.	We keep our people, systems and processes aligned and focused on our Business Success factors.	
23.	Each employee has clear performance Metrics and Growth Plans aligned with the company's direction and goals.	
24.	We regularly revisit and refine our Strategic Plan, guided by a clear sense of purpose beyond simply making money.	
25.	Senior and Frontline Leaders receive intentional Leadership Development Training to effectively lead people and teams and grow the organization.	

SCORING:

Insert each score in the indicated blank below,
then compare the averaged total for each column to the Score Key.

Cohesive Leadership Team	Create Clarity	Over-Communicate Clarity	Reinforce Clarity
Question 4 ____	Question 1 ____	Question 2 ____	Question 3 ____
Question 6 ____	Question 5 ____	Question 10 ____	Question 7 ____
Question 9 ____	Question 8 ____	Question 12 ____	Question 15 ____
Question 13 ____	Question 11 ____	Question 14 ____	Question 17 ____
Question 16 ____	Question 18 ____	Question 20 ____	Question 22 ____
Question 19 ____	Question 23 ____	Question 21 ____	Question 25 ____
	Question 24 ____		
Total: = ____	Total: = ____	Total: = ____	Total: = ____
SCORE	SCORE	SCORE	SCORE
Average:	Average:	Average:	Average:
÷ total by 6 = ____	÷ total by 7 = ____	÷ total by 6 = ____	÷ total by 6 = ____

SCORE KEY: *(for each category)*

An **average** score of **4 or higher** = ***Minimal work needed.***

An **average** score of **3 - 3.9** points = ***Some work needed.***

An **average** score of **2.9 or lower** = ***Considerable work needed***

REFLECTIONS:

1. Where did we score the lowest, and what may that suggest about what is needed to grow?

2. What areas of this Assessment do we want to learn and grow in?

3. Where might we be unintentionally limiting our team's organization's performance?

4. If this assessment were repeated 12 months from now, what one improvement would we want our team and organization to experience improvement in?