Organizational Alignment Survey

A fast baseline of drama versus peace, measuring the mindset that most reliably predicts whether an organization will thrive.

It is easy to diagnose the health of individuals within an organization. Finding an initial baseline of the level of **drama versus peace** can be done with the self-assessment survey below. This survey asks individuals to circle the number that corresponds to their feelings about these nine indicators. The more low-number answers you get, the more you can be sure that you have a high level of drama, lack of clarity, arguing with reality, and learned helplessness.

When this self-assessment is calculated on the aggregate level, it measures culture based on the theory that an aligned culture is a measure of the health of the organization. The survey can be used as a **pre and post** test to measure progress.

Over the years, when Reality-Based Leadership has gone into organizations that are struggling, it's clear that the **mindset of employees** is the most reliable indicator of whether the organization will thrive long-term. Often we've seen that if 30 percent or more of the surveys come up low, within three to five years that organization was going to be experiencing major cultural and financial challenges. When people feel lack of responsibility for their results, and they have little sense of ownership or commitment, you will have an unhealthy organization regardless of what else you may be doing right.

Key Insights:

9

Indicators of alignment, each rated 1–10.

30%

When this share of surveys come back low, major cultural and financial challenges have tended to follow.

3-5

Years within which those challenges typically surfaced.

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Rate Yourself, 1 to 10

For each indicator, select the number that best matches how you feel — **1 is Almost Never, 10 is Almost Always.** Answer candidly; there are no right answers, only honest ones.

	INDICATOR	1 · ALMOST NEVER			5-6 · SOMETIMES					10 · ALMOST ALWAYS	
1	**Being Clear** Knowing what you want and how you fit in	1	2	3	4	5	6	7	8	9	10
2	**Participation** 100% involved	1	2	3	4	5	6	7	8	9	10
3	**Risk** Willing to venture outside your comfort zone	1	2	3	4	5	6	7	8	9	10
4	**Honesty** Telling the truth to self and others	1	2	3	4	5	6	7	8	9	10
5	**Stakeholdership** Behaving as if the business is yours	1	2	3	4	5	6	7	8	9	10
6	**Partnership** Working for others' benefit	1	2	3	4	5	6	7	8	9	10
7	**Responsibility** Owning your results	1	2	3	4	5	6	7	8	9	10
8	**Commitment** Doing whatever it takes to create the result	1	2	3	4	5	6	7	8	9	10
9	**Vulnerability** Allowing others to see and know you	1	2	3	4	5	6	7	8	9	10

MY ALIGNMENT SCORE **/90**

Reading it: higher totals point to clarity, ownership, and peace; lower totals point to drama and learned helplessness. Aggregate everyone's scores to read the culture, and run it again later to measure progress.

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