

Most organizations have developed a functional blindness to their own defects. They are not suffering because they cannot solve their problems, but because they cannot see them. This Survey is the first step in your Discovery Process to identify areas of organizational improvement.

Organizational Check Up

For each statement below, check the box to rate your organization on a scale of 1 to 5.

1 being low, 5 being high.

1 2 3 4 5

1. We have a clear Vision, in writing, that has been effectively communicated and is shared by everyone in the company.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
2. Our Core Values are clear, and we are hiring, rewarding and firing around them.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
3. Our Core Focus is clear, and we keep our people, systems, and processes aligned and focused on it.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
4. Our 5 year target (big long range business goal) is clear, communicated regularly and is shared by all.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
5. Our target market (definition of our ideal customer) is clear, and all of our marketing and sales efforts are focused on it.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
6. Our 3 unique differentiators are clear, and all of our marketing and sales efforts communicate them.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
7. We have a proven process for doing business with our customers, it has been named and visually illustrated, and all of our people use it.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
8. All the people in our organization are the “right” people they fit our culture and share our core values.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
9. Our Accountability Chart (organizational chart that includes roles and responsibilities) is clear, complete, and constantly updated.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
10. We have the right people in the “right seats” (they get it, want it and have the capacity to do their jobs well).	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
11. Our leadership team is open and honest, and demonstrates a high level of trust.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
12. Everyone has clear Objectives or <i> Rocks</i> (1 to 7 priorities per quarter) and understands and is focused on them.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
13. Everyone is engaged in regular high value weekly meetings.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
14. All meetings are on the same day, at the same time each week and follow the same agenda, start on time, and end on time.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
15. How to use clearly identify, discuss, and solve issues for the long-term greater good of the company.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
16. Our core processes are documented, simplified, and followed by all to consistently produce the results we want.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
17. We have systems for receiving regular feedback from customers and employees, so we always know their level of satisfaction.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
18. A scorecard for tracking weekly metrics/measurables is in place.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
19. Everyone in the organization has at least one number they are accountable for keeping on track each week.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
20. We have a budget, and monitor and share it regularly (e.g., monthly or $\frac{1}{4}$ ly).	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Total Number of checks in each column.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Multiply by the number above.	X1 x2 x3 x4 x5 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>



Add all 5 numbers to determine the % score that reflects the current state of your company.