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.	☐	☐	☐	☐	☐
2.	Our Core Values are clear, and we are hiring, rewarding and firing around them.	☐	☐	☐	☐	☐
3.	Our Core Focus is clear, and we keep our people, systems, and processes aligned and focused on it.	☐	☐	☐	☐	☐
4.	Our 5 year target (big long range business goal) is clear, communicated regularly and is shared by all.	☐	☐	☐	☐	☐
5.	Our target market (definition of our ideal customer) is clear, and all of our marketing and sales efforts are focused on it.	☐	☐	☐	☐	☐
6.	Our 3 unique differentiators are clear, and all of our marketing and sales efforts communicate them.	☐	☐	☐	☐	☐
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.	☐	☐	☐	☐	☐
8.	All the people in our organization are the “right” people they fit our culture and share our core values.	☐	☐	☐	☐	☐
9.	Our Accountability Chart (organizational chart that includes roles and responsibilities) is clear, complete, and constantly updated.	☐	☐	☐	☐	☐
10.	We have the right people in the “right seats” (they get it, want it and have the capacity to do their jobs well).	☐	☐	☐	☐	☐
11.	Our leadership team is open and honest, and demonstrates a high level of trust.	☐	☐	☐	☐	☐
12.	Everyone has clear Objectives or *Rocks* (1 to 7 priorities per quarter) and understands and is focused on them.	☐	☐	☐	☐	☐
13.	Everyone is engaged in regular high value weekly meetings.	☐	☐	☐	☐	☐
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.	☐	☐	☐	☐	☐
15.	How to use clearly identify, discuss, and solve issues for the long-term greater good of the company.	☐	☐	☐	☐	☐
16.	Our core processes are documented, simplified, and followed by all to consistently produce the results we want.	☐	☐	☐	☐	☐
17.	We have systems for receiving regular feedback from customers and employees, so we always know their level of satisfaction.	☐	☐	☐	☐	☐
18.	A scorecard for tracking weekly metrics/measurables is in place.	☐	☐	☐	☐	☐
19.	Everyone in the organization has at least one number they are account-able for keeping on track each week.	☐	☐	☐	☐	☐
20.	We have a budget, and monitor and share it regularly (e.g., monthly or ¼ly).	☐	☐	☐	☐	☐
	Total Number of checks in each column.	☐	☐	☐	☐	☐
	Multiply by the number above.	X1	x2	x3	x4	x5
		☐	☐	☐	☐	☐
						☐

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