PERFORMANCE DASHBOARD
THE MEASURE OF SUCCESS FOR LEADERS

HOW HEALTHY AND EFFECTIVE IS YOUR ORGANIZATION AND HOW QUICKLY CAN YOU ENGAGE CHANGE?

ORGANIZATIONAL CHECK-UP

This very quick Check-Up is a condensed version of our Organizational Effectiveness Survey℠ (OES). The OES provides accurate diagnostic data on the overall health and effectiveness of your organization and how quickly leadership can fully engage people to implement change activities while maintaining operations and moving forward with your strategic plan. The identified competencies below provide the parameters of behaviors and practices essential to growing a healthy and effective organizational environment that is capable of adapting and engaging change activities for higher performance outcomes.

RATE YOUR ORGANIZATION ON EACH STATEMENT
Disagree = 1 (We have difficulty in this area)
Middle = 2 (We could make improvements)
Agree = 3 (We are good at this)

PLACE A ✓ IN THE APPROPRIATE SPACE

CATEGORIES	COMPETENCIES	DESCRIPTION	DISAGREE	MIDDLE	AGREE
LEADERSHIP Is leadership trustworthy and responsive to the market, our customers, and our employees?	Achievement Driven	Sets challenging goals, strives to outperform competitors, or achieves performance excellence.			
	Trustworthy / Ethical	Models integrity in working relationships that demonstrates trust, honesty, and ethical behavior.			
	Develops People	Encourages learning, growth, and development of people.			
	Promotes Innovation	Explores new ideas and innovative improvements in operations, products, or services.			
	Fosters Open Communication	Fosters an atmosphere open to the exchange of ideas and dialogue.			
	Mobilizes Changes Efforts	Alerts, energizes and leads groups of people to bring about necessary changes.			
PEOPLE Are our people engaged, satisfied, and committed to their job, co-workers, and the organization?	Adequate Work Environment	The physical work environment, tools and materials are sufficient to do the job.			
	Job Training	People have received the necessary training to do their job.			
	Recognition and Praise	Within the last three weeks people have been recognized or praised for doing good work.			
	Influence and Impact	People personally influence and have an impact in areas that affect their work.			
	Teamwork & Collaboration	People actively participate and enjoy working collaboratively with others toward a common goal.			
STRATEGY Do we have a sense of purpose, a strategic direction, and execution plan?	Inspirational Purpose/Mission	Because of the organization's purpose and mission, people believe thier work is important.			
	Communicates Future Vision	Employees have access to written information that clearly communicates the future vision.			
	Implements Action Plans	Strategic goals have been written and translated into action plans with time-lines.			
PERFORMANCE Are we measuring and monitoring our progress for improvement?	Tracks Continuous Improvement	We have a system that regularly measures continuous improvement toward achieving goals and action plans.			
VALUES Are we walking the talk?	Performance-No Excuses	Delivering on what is promised.			
	Integrity	Trustworthy and honest in fulfilling expectations and doing the right thing.			
	Respect	Considerate toward others by expressions of courtesy, sympathy, etc.			
	Employee Focus	Recognizing people as the most valuable asset.			
		TOTAL THE CHECKS FOR EACH COLUMN			
		MULTIPLY EACH COLUMN NUMBER BY	X1	X2	X3
		NUMBER SCORE OF EACH COLUMN			

ADD THE SCORE FROM EACH COLUMN TO GET YOUR **TOTAL SCORE**

IF YOUR TOTAL SCORE IS:

45-47 HIGH LEVEL HEALTH Effectiveness & Adaptability
Low at Risk behaviors & practices. Leadership is creating a healthy and effective environment that can move successfully through change and transition activities. Focus on low and medium responses to achieve even better results.

32-44 MODERATE LEVEL HEALTH Effectiveness & Adaptability
Moderate at Risk behaviors & practices Change and transition is possible but it will be slow going. Keep doing what you are doing well while making improvements in the low scoring competencies.

19-31 LOW LEVEL HEALTH Effectiveness & Adaptability
High at Risk behaviors & practices Change improvement efforts will be slowed down if not blocked. Focus attention on the low pattern of responses. Consider seeking outside professional advisors to help reduce the level of at risk behaviors and practices within the organization.