

CLEAR STRATEGY – COHESIVE TEAM

INSTRUCTIONS: Below are 13 questions that we ask our clients when we're working with teams to achieve goals. If your answer lands in the gray column, put a 1 in the box; if it's in the blue, put a 2 in the box; and if it's in the purple, put a 3 in the box. Answer honestly and at the end, you'll calculate your total score to determine how well you're developing your team to grow and thrive in the Next Normal.

In the last 12 to 18 months, have you reset your organizational mission and purpose?

☐ Too uncertain to focus on this

☐ Yes – although we still shift based on uncertainty

☐ Yes! We are clear on these foundational elements

Do you have an effective approach to orient and integrate new team members?

☐ Employees take the lead in orienting and integrating new team members

☐ We have a program and then encourage new team members to ask for help

☐ Yes, we have a formal process and do routine check-ins to support new team members

Do you understand how your organizational values build trust and a cohesive team?

☐ Not at all

☐ Somewhat

☐ Mostly

Does your culture encourage team members to take tough stands and broach difficult subjects?

☐ Most team members do not do this

☐ Senior team members feel comfortable doing this

☐ Yes. Most team members feel comfortable

Have you spent time setting and aligning goals for the team and the organization?

☐ Not yet

☐ It's on our to-do list

☐ Yes, this is sharp!

Do you have a clear strategy for the next 12 to 18 months?

☐ We're acting in the moment

☐ Waiting for things to settle down

☐ Yes, this is sharp!

Do you have a business plan that is detailed, and guides your decisions and activities day to day?

☐

Struggling with turning strategy into action

☐

Lacks enough detail to make it truly actionable

☐

Yes, and it facilitates our work

Have you involved your team in setting future direction and strategy to build support?

☐

Not at all

☐

Kind of

☐

Yes!

How would you describe the resilience of your organization after the past 18 + months?

☐

Limping along

☐

Getting a second wind

☐

Well-oiled machine

Does your team understand the strategy for the organization?

☐

No or very few

☐

Not sure

☐

The majority understands

Have you aligned strategy with each team member's role to bring meaning and purpose to their work?

☐

Not yet

☐

In process

☐

Yes

Does everyone on your team understand how decisions are made?

☐

20% or less

☐

About 50%

☐

75% or more

How would you describe the engagement level of your employees?

☐

Not engaged and/or disinterested

☐

Willing to engage but need direction

☐

Very engaged and/or self-motivated

SCORECARD RESULTS

Total

+

Total

+

Total

TOTAL SCORE: 13 – 21

Your organization is **UNDERPERFORMING**. Make a plan to determine your next moves toward a clearer strategy and a more cohesive team that can drive it forward.

TOTAL SCORE: 22 – 30

Your organization's performance is **AVERAGE**. This level of performance may have helped you get through the last 18 months, but it won't be enough to reach your goals in the Next Normal.

TOTAL SCORE: 31 – 39

Your organization is **HIGH-PERFORMING**! Not only has your team spent time confirming your values and strengths, but you've also translated that into a strategy that guides your activities and engages your team.