



# The Table Group

## Organizational Health Survey

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Using your top of mind response, please use the following scale to indicate how each statement applies to your particular organization. Keep in mind that the following assessment is more qualitative than quantitative and is intended to be a simple indicator of the relative health of your organization.

**1 = Strongly Disagree    2 = Disagree    3 = Hard to Say    4 = Agree    5 = Strongly Agree**

1. Leadership team members are clear and aligned around the values or behavioral attributes that make their organization unique, and which are required of all employees and new hires.
2. Leadership team members spend so much time communicating with employees about the direction and progress of the organization that they would be genuinely surprised if an employee was unaware of company initiatives and priorities.
3. Leadership team meetings are compelling and focused only on topics that are important to the organization.
4. Leadership team members know what is happening in departments other than their own and ask questions and call out problems outside their own areas.
5. Leadership team members have a clear and common understanding of the organization's single most important near-term priority.
6. Leadership team members demonstrate support for one another, stick to agreements made during meetings and present a unified message to employees.
7. Employees receive rewards and recognition that are clearly tied to specific behaviors and accomplishments.
8. Leadership team members have an accurate understanding of one another's roles and the interdependencies between them.
9. Leadership team members admit their mistakes and weaknesses to one another, and ask for help when they need it.
10. Employees, one level below the leadership team, would say that they receive timely and regular reports about decisions that are made during leadership team meetings.
11. Leadership team members are clear and aligned around the organization's strategy and key competitive differentiators.



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- \_\_\_ 12. Employees would say that they receive consistent, repetitive and redundant communication from leaders about the overall direction and progress of the organization.
- \_\_\_ 13. Leadership team members put the interests of the organization first, willingly making sacrifices when it is in the best interest of the overall good, even when there is a cost to them individually or to their department.
- \_\_\_ 14. Employees throughout the organization would be able to consistently and clearly describe the organization's values, strategies and goals.
- \_\_\_ 15. Leaders and managers set goals and review progress with their employees in an effective, consistent and non-bureaucratic way.
- \_\_\_ 16. Leadership team meetings are interesting, with team members passionately and openly debating important issues.
- \_\_\_ 17. When hiring, leaders consistently apply some process for evaluating candidates according to cultural fit, in addition to competencies.

### Scoring

Insert the scores from the previous questions to the items listed below.

#### Discipline 1:

Build a Cohesive Leadership Team

Question 4 \_\_\_\_\_

Question 6 \_\_\_\_\_

Question 9 \_\_\_\_\_

Question 13 \_\_\_\_\_

Question 16 \_\_\_\_\_

#### Discipline 2:

Create Clarity

Question 1 \_\_\_\_\_

Question 5 \_\_\_\_\_

Question 8 \_\_\_\_\_

Question 11 \_\_\_\_\_

#### Discipline 3:

Over-Communicate Clarity

Question 2 \_\_\_\_\_

Question 10 \_\_\_\_\_

Question 12 \_\_\_\_\_

Question 14 \_\_\_\_\_

#### Discipline 4:

Reinforce Organizational Clarity

Question 3 \_\_\_\_\_

Question 7 \_\_\_\_\_

Question 15 \_\_\_\_\_

Question 17 \_\_\_\_\_

**Total:** \_\_\_\_\_

**Total:** \_\_\_\_\_

**Total:** \_\_\_\_\_

**Total:** \_\_\_\_\_

An average of **4 or higher** in each category = Minimal work needed.

An average of **3-3.9** points in each category = Some work needed.

An average of **2.9 or lower** in each category = Considerable work needed.