

Please answer as transparently as possible.

		STRONGLY DISAGREE	DISAGREE	UNSURE/ NEUTRAL	AGREE	STRONGLY AGREE
1	Leadership is clear and aligned around the values or behaviors that make their organization unique?					
2	Leadership so clearly & frequently articulates direction and progress to employees that it would be shocking if an employee was uninformed about current priorities?					
3	Meetings are compelling and focused on the most pressing and valuable topics for the organization?					
4	All team members are aware about what's happening in other departments & feel comfortable asking questions or bringing up potential issues?					
5	All team members can clearly articulate what the most important team priority is at any given time?					
6	All team members show support for one another, stick to agreements & commitments they make?					
7	Employees are rewarded or recognized for their unique contributions to the team?					
8	All employees have clearly defined roles and responsibilities, and these are transparent to all team members?					
9	All employees feel free to admit mistakes and ask for help in their areas of weakness or vulnerability?					
10	All team members feel that there is open communication between departments and important information is openly shared?					
11	The organization has clearly defined and articulated strategy, and employees are aligned around reaching the short and long term goals?					
12	All team members would say that the Leadership Team Members lead by example, and look out for the good of the team/organization?					
13	All employees can clearly articulate the organization's values, strategies and goals?					

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DISAGREE | DISAGREE | UNSURE | AGREE | STRONGLY
AGREE |
|----|---|----------------------|----------|--------|-------|-------------------|
| 14 | All employees know who they report to and what they are responsible for? | | | | | |
| 15 | All employees have regularly scheduled time for their questions, development, and progress check points for their tasks and responsibilities? | | | | | |
| 16 | Meetings are engaging, and collaborative or informative, and employees feel they are encouraged to speak up with important issues or questions? | | | | | |
| 17 | The hiring process takes into account cultural and missional fit, alongside evaluating a fit for compenancy? | | | | | |
| 18 | All team members know what is expected of them at any given time? | | | | | |
| 19 | All team members feel they have a good friend or confidant at work? | | | | | |
| 20 | All team members feel they have everything they need in order to do good work? | | | | | |
| 21 | All employees feel they are working primarily in their area of strength and skill? | | | | | |
| 22 | Our organization has an up to date and useful employee handbook? | | | | | |
| 23 | Our organization has an annual plan that we measure progress on at least once a quarter? | | | | | |
| 24 | Our organization uses time and resources in ways that we are proud of? | | | | | |
| 25 | What are your known blindspots or areas of opportunity as an organization? | | | | | |

*Many of these questions are influenced by the work of the Table Group & Gallup research.