



ATTAINMENT INC.

Developing Leaders and Organizations to Their Full Potential!

Strategic Leadership Self-Assessment Creating High Performance Teams

Instructions: 1) For each statement, underline the number that best describes your overall company. Use 7 if you have that item fully in place and functioning. Use 1 if nothing has been done on the item. The numbers in between reflect partial completion.

2) In the column labeled "+" and "-", enter a plus (+) if you are satisfied with your rating or a minus (-) if there is an opportunity for improvement.

	Not At All Like Us	Exactly Like Us	+	-
Planning and Goal Achievement				
Goal Achievement: You have written organizational values and goals. You have departmental and individual employee goals that have specific action plans. Progress is being reviewed weekly.	1	2 3 4 5 6 7		
People Involvement and "Buy-in": Individuals at all levels of the organization are appropriately involved and committed to the development and achievement of the organizational goals.	1	2 3 4 5 6 7		
Addressing Threats and Opportunities: You are addressing the internal and external environments that may affect future growth.	1	2 3 4 5 6 7		
Awareness of Strengths and Development Areas				
Right People in Right Jobs: Employees are in jobs that match their strengths. You have a consistent, proven method to identify strengths and weaknesses of pre-hires and employees.	1	2 3 4 5 6 7		
Motivation Awareness: The leadership team understands what motivates each employee to achieve at his/her highest potential.	1	2 3 4 5 6 7		
Written Procedures and Policies: Key tasks are documented online to ensure consistency, best practice and ease in training.	1	2 3 4 5 6 7		
Performance Improvement and People Development				
Coaching for Improvement: Every employee has an updated job description with prioritized, weighted High Payoff Activities and key performance indicators. Written performance reviews are timely, positive and focused on actions to move to the next level.	1	2 3 4 5 6 7		
Leadership Culture: Every manager is implementing an ongoing program of leadership and productivity training and development that supports the organizational values and goals.	1	2 3 4 5 6 7		
Individual Growth: There is a development plan implemented for each employee that addresses the gaps between desired and actual performance in a timely manner.	1	2 3 4 5 6 7		
Results Management				
Time Management: Every employee spends at least 80% of his/her time on High Payoff Activities and organizational goals.	1	2 3 4 5 6 7		
Accountability: Each employee has a scorecard and is tracking Critical Success Factors. They know daily if they are winning.	1	2 3 4 5 6 7		
Profitability: Revenue and profit goals are established, communicated and being achieved. Successes are celebrated.	1	2 3 4 5 6 7		