

Organizational Strategic Development Assessment



ATTAINMENT INC.

Helping Leaders Increase Team Focus, Commitment and Productivity!

Organizational Strategic Development Assessment: Instructions: 1) Respond to each item below by **circling the number that best expresses the accuracy of each statement** as it relates to your overall organization. If the statement is not at all like you and your company, circle number 1. If it fits perfectly, circle number 7. The numbers in between allow you to indicate varying degrees.

2) Then **indicate in the box labeled "+" and "-" your satisfaction with your rating**. Enter a plus (+) if you are satisfied with your rating or a minus (-) if you would like to improve that area.

	Not At All Like Us	Exactly Like Us	+ -
Planning			
Goal Achievement: You have written organizational, departmental and individual goals that are continually implemented each year with written, specific action plans. (This is more than financial goals.)	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		
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		
Awareness:			
Maximizing Employee Strengths: You have a method to identify and maximize employee strengths.	1 2 3 4 5 6 7		
Addressing Threats and Opportunities: You are addressing the internal and external environments that may affect future growth opportunities or threats to your organization.	1 2 3 4 5 6 7		
Motivation Awareness: You and your leadership team understand what motivates your people to achieve at their highest potential.	1 2 3 4 5 6 7		
Development:			
Coaching for Improvement: Performance expectations are communicated in writing to every employee with monthly measurement and at least quarterly feedback and coaching.	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:			
Focus: 80% of everyone's time is spent on activities that support the organization's goals.	1 2 3 4 5 6 7		
Accountability: Everyone is tracking Critical Success Factors and knows daily if they are winning. Successes are celebrated.	1 2 3 4 5 6 7		
Profitability: Revenue and profit goals are established, communicated and being achieved.	1 2 3 4 5 6 7		