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TWENTY QUESTIONS TO SELF ASSESS ORGANIZATIONAL HEALTH

We **GROW** SCHOOLS
and the PEOPLE
who have the **COURAGE**
to lead them

Optimized Performance Model



The Advantage by Patrick Lencioni is
a primary source for these questions

Cohesiveness

- Q: Is there a high degree of trust among the members of your leadership team?
- Q: Are your leaders able to have constructive and passionate debates on important issues and agree to disagree?
- Q: Do your leaders earnestly support decisions after they're made?
- Q: Do you hold each other accountable for achieving goals and deadlines?
- Q: Does your leadership team stay focused on results by avoiding distractions?
- Q: Is appreciation and affirmation expressed freely and frequently?

Clarity

- Q: Does everyone understand your mission and how your leadership contributes to it?
- Q: Do you have a set of operational core values that sets standards for behavior?
- Q: Are these Core Values consistency enforced across the organization and over time?
- Q: Do you have a distinct statement of what you do?
- Q: Do you have a compelling, long-term strategic plan to communicate your vision?
- Q: Do you utilize short-term tactical plans to learn and achieve breakthrough growth?

Communication

- Q: Do you have a communication protocol that defines a disciplined process for sharing information and using media?
- Q: Do you train every employee in the Sequence, Frequency, and Flow of your communication protocol? (see LawsoftheGrapevine.com)
- Q: Do you prepare your stakeholders for situations that may arise and how communications will be managed?
- Q: Are meetings purposefully planned to maximize engagement and productivity?

Consistency

- Q: When hiring, do your leaders consistently apply a process for assessing alignment with the mission, core values, strategies, and performance expectations?
- Q: Will employees say that your leadership team communicates and acts consistently?
- Q: Are employees throughout your organization able to consistently and clearly describe the mission, values, strategies and goals?
- Q: Are key messages repeated and reinforced to foster the desired culture?