

CHECKLIST
For
Reinforcing Clarity

From
The Advantage: Why Organizational Health Trumps Everything Else in Business
By Patrick Lencioni

Members of a leadership team can be confident that they've mastered this discipline when they can affirm the following statements:

- ◆ The organization has a simple way to ensure that new hires are carefully selected based on the company's values.
- ◆ New people are brought into the organization by thoroughly teaching them about the six elements of clarity.
- ◆ Managers throughout the organization have a simple, consistent, and nonbureaucratic system for setting goals and reviewing progress with employees. That system is customized around the elements of clarity.
- ◆ Employees who don't fit the values are managed out of the organization. Poor performers who do fit the values are given the coaching and assistance they need to succeed.
- ◆ Compensation and reward systems are built around the values and goals of the organization.

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