

***Excel Coaching & Consulting***

*empower. grow. lead.*

***Organizational Assessment***

The following set of statements was created for the purpose of evaluating your organization or business. By scoring each of these statements truthfully and then adding them together by category, you will be able to gauge where your organization stands.

**This assessment will evaluate three categories:** Organizational Health, Organizational Structure, and Organizational Change & Transition.

For each statement you will be able to choose one of the five following options:

1. Strongly Disagree
2. Somewhat Disagree
3. Neutral
4. Somewhat Agree
5. Strongly Agree

### STATEMENTS

**1. Our company has a clearly defined mission statement.**

1. ( )    2. ( )    3. ( )    4. ( )    5. ( )

**2. All employees can recite the company's mission by memory.**

1. ( )    2. ( )    3. ( )    4. ( )    5. ( )

**3. All employees know and live out the company's values.**

1. ( )    2. ( )    3. ( )    4. ( )    5. ( )

**4. Key executives/employees know where they want the company to be in five years.**

1. ( )    2. ( )    3. ( )    4. ( )    5. ( )

**5. All employees know where leadership wants the company to be in five years.**

1. ( )    2. ( )    3. ( )    4. ( )    5. ( )

**6. There is a clearly outlined plan for the five year vision.**

1. ( )    2. ( )    3. ( )    4. ( )    5. ( )

**7. When vision is cast, it is always executed.**

1. ( )    2. ( )    3. ( )    4. ( )    5. ( )

**8. Employees are always motivated and excited about their jobs.**

1. ( )    2. ( )    3. ( )    4. ( )    5. ( )

**9. Organizational charts are consistently updated and evaluated.**

1. ( )    2. ( )    3. ( )    4. ( )    5. ( )

**10. Employees are excited about and open to change.**

1. ( )    2. ( )    3. ( )    4. ( )    5. ( )

## SCORING

Please refer to your answers above and fill in the scoring table below according to the values listed for each answer.

### Values:

1, 2, 3, 4 and 5.

<i>HEALTH – Leadership &amp; Management</i>	<i>STRUCTURE – Communication &amp; Organization</i>	<i>CHANGE &amp; TRANSITION – Vision &amp; Execution</i>
1.	1.	2.
3.	2.	4.
5.	3.	6.
6.	5.	7.
8.	9.	10.
Total:	Total:	Total:

### Assessing Your Results:

#### 21 – 25 Pts: EXCELLING

If your organization scored in this range for any of the categories above, it should be leading your field in that aspect. Continue to develop your company's strengths in that area and the sky is the limit.

#### 16 – 20 Pts: SUCCEEDING

If your business scored in this range, you are definitely separating yourself from the crowd. If you focus on getting some of the roadblocks that are hindering you from excelling in this area, other businesses will begin to model themselves after you.

#### 11 – 15 Pts: AVERAGING

If your company scored in this range, you have some work to do! Your company is definitely not failing, but for your company to achieve its fullest potential and be successful you will really have to work on some the challenges that are setting it back.

#### 6 – 10 Pts: FAILING

The red lights are flashing and the fire alarm is going off! If your company scored in this range for any of the categories above, it is time for an overhaul! It is never too late but if you do not act and develop your company in this category, the company's success will come to a screeching halt!

#### 1 – 5 Pts: DERAILING

The train is off the tracks and the passengers are jumping out to save themselves! If your company scored in this range, you have completely missed the opportunity to succeed in this category. It is time for you to evaluate this area and create a drastic plan of action for recovery!