



Organizational Alignment & Accountability Assessment

The following assessment is meant to measure the level of alignment and accountability in place at your organization. You can complete this assessment for the team you manage or the team on which you serve. Please rate how much you agree with each statement on a scale of 1 to 5 (1 = Disagree; 2 = Somewhat Disagree; 3 = Neutral; 4 = Somewhat Agree; 5 = Agree).

| Statement | 1 | 2 | 3 | 4 | 5 |
|--|---|---|---|---|---|
| My team can articulate a common vision for our organization. | | | | | |
| My team feels passionately about our organization's mission. | | | | | |
| The organization has no more than 3 - 5 strategic priorities and my team can name them. | | | | | |
| I am clear about the 3-5 things that drive my organization's success, and I focus most of my time on those priorities. | | | | | |
| My team has a Team Charter or another document that outlines our values and ground rules, including how we interact and manage conflict as a team. | | | | | |
| My team can name our competitive advantage in the market and works to build on it. | | | | | |
| Each employee in the organization has a "line of sight" into their role in the organization and how they can impact our strategic priorities. | | | | | |
| Each employee knows how success is measured - for the organization and their role. | | | | | |
| I can list the relationships that are essential to my success. I work to build these relationships on a consistent basis. | | | | | |
| We have a clear plan to help grow the next generation of leaders in our organization. | | | | | |
| I have a development plan than enables me to continue grow as a leader. | | | | | |
| My personal values are aligned with the values of the organization. | | | | | |
| My vision for my career is aligned with where the organization is headed. | | | | | |



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| Each employee has a clear plan to develop professionally, and I personally support employees in realizing their plans. | | | | | |
| Our senior leadership team is aligned and moving in the same direction. | | | | | |
| There is clear accountability up, down, and across the organization. | | | | | |
| I feel focused and productive at work. A feeling of overwhelm is not an issue for me. | | | | | |

A score of 3 or lower on any of the items above represents an area of opportunity for improved alignment and/or accountability. We offer simple, yet powerful and extremely practical ways to address each of these areas, including the issue of “overwhelm” leaders can feel when multiple areas need to be addressed.

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