

# ORGANIZATIONAL HEALTH CHECK QUIZ



Instructions: We encourage you to take this quiz annually and give this quiz to each person on your team. Discuss the results collectively. Choose the number that most closely represents the normal behaviors or attitudes within your organization.

- 5 = Very Much Like My Organization
- 4 = Like My Organization
- 3 = Neutral
- 2 = Unlike My Organization
- 1 = Very Unlike My Organization

1. The organization consistently meets its goals and targets.

1 Very Unlike Organization	2 Unlike Organization	3 Neutral	4 Like Organization	5 Very Much Like Organization
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2. Employees have the necessary resources and tools to perform their tasks efficiently.

1 Very Unlike Organization	2 Unlike Organization	3 Neutral	4 Like Organization	5 Very Much Like Organization
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3. The organization fosters a culture that embraces continuous learning and improvement.

1 Very Unlike Organization	2 Unlike Organization	3 Neutral	4 Like Organization	5 Very Much Like Organization
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4. There is a clear vision and strategy for the organization's future growth.

1 Very Unlike Organization	2 Unlike Organization	3 Neutral	4 Like Organization	5 Very Much Like Organization
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5. Employees feel valued and appreciated for their contributions.

1 Very Unlike Organization	2 Unlike Organization	3 Neutral	4 Like Organization	5 Very Much Like Organization
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6. There is a sense of camaraderie and teamwork among employees.

1 Very Unlike Organization	2 Unlike Organization	3 Neutral	4 Like Organization	5 Very Much Like Organization
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7. There is open and transparent communication within the organization.

1 Very Unlike Organization	2 Unlike Organization	3 Neutral	4 Like Organization	5 Very Much Like Organization
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8. Leaders actively listen to employees' concerns and suggestions.

1 Very Unlike Organization	2 Unlike Organization	3 Neutral	4 Like Organization	5 Very Much Like Organization
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9. There are clear roles, responsibilities, and expectations for employees.

1 Very Unlike Organization	2 Unlike Organization	3 Neutral	4 Like Organization	5 Very Much Like Organization
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10. Leaders hold themselves and others accountable for their actions and outcomes.

1 Very Unlike Organization	2 Unlike Organization	3 Neutral	4 Like Organization	5 Very Much Like Organization
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# ORGANIZATIONAL HEALTH CHECK QUIZ

11. The organization provides opportunities for professional growth and advancement.

1 Very Unlike Organization

2 Unlike Organization

3 Neutral

4 Like Organization

5 Very Much Like Organization

12. Employees receive regular performance feedback and constructive feedback (or input).

1 Very Unlike Organization

2 Unlike Organization

3 Neutral

4 Like Organization

5 Very Much Like Organization

13. Decisions are made in a timely and efficient manner.

1 Very Unlike Organization

2 Unlike Organization

3 Neutral

4 Like Organization

5 Very Much Like Organization

14. Decisions are based on a combination of data, expertise, and input from different perspectives.

1 Very Unlike Organization

2 Unlike Organization

3 Neutral

4 Like Organization

5 Very Much Like Organization

15. The organization has a clearly defined mission, vision, and values that guide its actions.

1 Very Unlike Organization

2 Unlike Organization

3 Neutral

4 Like Organization

5 Very Much Like Organization

16. Leaders actively promote and reinforce the desired organizational culture.

1 Very Unlike Organization

2 Unlike Organization

3 Neutral

4 Like Organization

5 Very Much Like Organization

17. Conflicts are addressed promptly and effectively.

1 Very Unlike Organization

2 Unlike Organization

3 Neutral

4 Like Organization

5 Very Much Like Organization

18. Leaders facilitate open and respectful discussions to resolve conflicts.

1 Very Unlike Organization

2 Unlike Organization

3 Neutral

4 Like Organization

5 Very Much Like Organization

19. Employees have a manageable workload that allows for high-quality work.

1 Very Unlike Organization

2 Unlike Organization

3 Neutral

4 Like Organization

5 Very Much Like Organization

20. The organization promotes work-life balance and discourages excessive overtime.

1 Very Unlike Organization

2 Unlike Organization

3 Neutral

4 Like Organization

5 Very Much Like Organization

21. The organization has a formal system to recognize and reward exceptional performance.

1 Very Unlike Organization

2 Unlike Organization

3 Neutral

4 Like Organization

5 Very Much Like Organization

22. Leaders provide regular feedback and recognition for employees' achievements.

1 Very Unlike Organization

2 Unlike Organization

3 Neutral

4 Like Organization

5 Very Much Like Organization

23. Employees are actively engaged in their work and motivated to perform their best.

1 Very Unlike Organization

2 Unlike Organization

3 Neutral

4 Like Organization

5 Very Much Like Organization

24. The organization promotes a positive and inclusive work environment.

1 Very Unlike Organization

2 Unlike Organization

3 Neutral

4 Like Organization

5 Very Much Like Organization

25. Leaders provide clear direction and guidance to their teams.

1 Very Unlike Organization

2 Unlike Organization

3 Neutral

4 Like Organization

5 Very Much Like Organization

# ORGANIZATIONAL HEALTH CHECK QUIZ

26. Leaders lead by example and demonstrate integrity and ethical behavior.

1 Very Unlike Organization

2 Unlike Organization

3 Neutral

4 Like Organization

5 Very Much Like Organization

27. The organization effectively manages and navigates changes.

1 Very Unlike Organization

2 Unlike Organization

3 Neutral

4 Like Organization

5 Very Much Like Organization

28. Employees are adequately prepared and supported during periods of change.

1 Very Unlike Organization

2 Unlike Organization

3 Neutral

4 Like Organization

5 Very Much Like Organization

29. The organization encourages and supports innovative ideas and approaches.

1 Very Unlike Organization

2 Unlike Organization

3 Neutral

4 Like Organization

5 Very Much Like Organization

30. Employees are empowered to take calculated risks and explore new opportunities.

1 Very Unlike Organization

2 Unlike Organization

3 Neutral

4 Like Organization

5 Very Much Like Organization

31. Employees feel satisfied and fulfilled in their roles within the organization.

1 Very Unlike Organization

2 Unlike Organization

3 Neutral

4 Like Organization

5 Very Much Like Organization

32. The organization addresses employee concerns and takes appropriate action.

1 Very Unlike Organization

2 Unlike Organization

3 Neutral

4 Like Organization

5 Very Much Like Organization

33. Cross-functional collaboration is encouraged and valued within the organization.

1 Very Unlike Organization

2 Unlike Organization

3 Neutral

4 Like Organization

5 Very Much Like Organization

34. The organization promotes teamwork and knowledge sharing among employees.

1 Very Unlike Organization

2 Unlike Organization

3 Neutral

4 Like Organization

5 Very Much Like Organization

35. The organization has clear performance metrics and measures in place.

1 Very Unlike Organization

2 Unlike Organization

3 Neutral

4 Like Organization

5 Very Much Like Organization

36. Progress towards goals and targets is regularly tracked and evaluated.

1 Very Unlike Organization

2 Unlike Organization

3 Neutral

4 Like Organization

5 Very Much Like Organization

37. The organization values and promotes diversity, equity, and inclusion.

1 Very Unlike Organization

2 Unlike Organization

3 Neutral

4 Like Organization

5 Very Much Like Organization

38. There are equal opportunities for advancement and development within the organization.

1 Very Unlike Organization

2 Unlike Organization

3 Neutral

4 Like Organization

5 Very Much Like Organization

39. There is a high level of trust and respect among employees and leaders.

1 Very Unlike Organization

2 Unlike Organization

3 Neutral

4 Like Organization

5 Very Much Like Organization

40. The organization promotes a culture of honesty, transparency, and mutual respect.

1 Very Unlike Organization

2 Unlike Organization

3 Neutral

4 Like Organization

5 Very Much Like Organization

## Answer Key

*Calculate your total score from the questions above and find the corresponding category. Below you will also find the attributes measured by each question to help you identify the areas of improvement.*

### **Score: 170+ A Model of Organizational Health**

Your organizational health is at a high. Your leadership team has invested time and energy in the right places. With a clear vision and purpose, your organization fosters a culture of collaboration, trust, and innovation. The leadership team sets the tone by empowering employees at all levels and encouraging open communication. Employees feel valued and supported, leading to high levels of engagement and motivation. The company invests in professional development, ensuring that employees have the skills and resources they need to succeed. The organizational structure is flexible, promoting agility and adaptability in a rapidly changing business landscape. As a result, your organization is consistently achieving its goals, attracts top talent, and maintains a positive reputation in the industry. Be sure to stop and measure your organizational health each year to make sure your organization is continuing to adapt to an ever changing environment.

### **Score: 139-169 Fostering Organizational Health & Continuous Growth**

Your organization has a commendable level of organizational health, but there is always room for improvement. To further enhance your operations and foster an even healthier work environment, here are three valuable tips. Firstly, promoting transparent communication channels across all levels of the organization can strengthen trust and ensure that information flows seamlessly. Encouraging open dialogue, active listening, and soliciting feedback from employees can lead to valuable insights and a more engaged workforce. Secondly, investing in employee development programs and initiatives can enhance skillsets, boost morale, and nurture a culture of continuous learning. Providing opportunities for training, mentorship, and career growth not only benefits individuals but also contributes to the overall organizational resilience and adaptability. Lastly, prioritizing work-life balance and employee well-being is essential. Implementing policies that support flexible work arrangements, promoting self-care initiatives, and encouraging a healthy work-life integration can foster a more sustainable and productive workforce. By implementing these tips, you can build upon their already strong organizational health and create an even more thriving and successful company culture. Be sure to dig into the attributes measured and which areas need the leadership team's immediate attention for improvement.

### **Score: 0-138 Rebuilding Organizational Health for a Successful Future**

It seems your organization may currently be facing significant challenges with its organizational health, which is negatively impacting its overall performance and employee morale. To address these issues and set the company on a path to improvement, three key tips should be implemented. First, fostering effective communication channels is crucial. Encouraging open and transparent communication between all levels of the organization promotes collaboration, prevents misunderstandings, and builds trust among employees. Second, investing in employee development and training programs is essential. By providing opportunities for growth and learning, employees feel valued and motivated, leading to increased productivity and job satisfaction. Finally, implementing a performance management system is vital for setting clear goals, providing feedback, and recognizing achievements. This helps align individual and organizational objectives, enhances accountability, and drives overall performance. These three tips are important because they address fundamental aspects of organizational health, such as communication, employee engagement, and performance management, leading to a healthier and more successful company. Be sure to dig into the attributes measured and which areas need the leadership team's immediate attention for improvement.

## Attributes Measured

**This assessment measured twenty attributes that predict the overall health of an organization.**

**Productivity (Questions 1 and 2):** The organization consistently meets its goals and targets. Employees have the necessary resources and tools to perform their tasks efficiently.

**Growth & Change (Questions 3 and 4):** The organization fosters a culture that embraces continuous learning and improvement. There is a clear vision and strategy for the organization's future growth.

**Team Morale (Questions 5 and 6):** Employees feel valued and appreciated for their contributions. There is a sense of camaraderie and teamwork among employees.

**Communication (Questions 7 and 8):** There is open and transparent communication within the organization. Leaders actively listen to employees' concerns and suggestions.

**Accountability (Questions 9 and 10):** There are clear roles, responsibilities, and expectations for employees. Leaders hold themselves and others accountable for their actions and outcomes.

**Employee Development (Questions 11 and 12):** The organization provides opportunities for professional growth and advancement. Employees receive regular performance feedback and constructive feedback (or input).

**Decision Making (Questions 13 and 14):** Decisions are made in a timely and efficient manner. Decisions are based on a combination of data, expertise, and input from different perspectives.

**Organizational Culture (Questions 15 and 16):** The organization has a clearly defined mission, vision, and values that guide its actions. Leaders actively promote and reinforce the desired organizational culture.

**Conflict Resolution (Questions 17 and 18):** Conflicts are addressed promptly and effectively. Leaders facilitate open and respectful discussions to resolve conflicts.

**Workload Balance (Questions 19 and 20):** Employees have a manageable workload that allows for high-quality work. The organization promotes work-life balance and discourages excessive overtime.

**Performance Recognition (Questions 21 and 22):** The organization has a formal system to recognize and reward exceptional performance. Leaders provide regular feedback and recognition for employees' achievements.

**Employee Engagement (Questions 23 and 24):** Employees are actively engaged in their work and motivated to perform their best. The organization promotes a positive and inclusive work environment.

**Leadership Effectiveness (Questions 25 and 26):** Leaders provide clear direction and guidance to their teams. Leaders lead by example and demonstrate integrity and ethical behavior.

**Change Management (Questions 27 and 28):** The organization effectively manages and navigates changes. Employees are adequately prepared and supported during periods of change.

**Innovation (Questions 29 and 30):** The organization encourages and supports innovative ideas and approaches. Employees are empowered to take calculated risks and explore new opportunities.

**Employee Satisfaction (Questions 31 and 32):** Employees feel satisfied and fulfilled in their roles within the organization. The organization addresses employee concerns and takes appropriate action.

**Collaboration (Questions 33 and 34):** Cross-functional collaboration is encouraged and valued within the organization. The organization promotes teamwork and knowledge sharing among employees.

**Performance Management (Questions 35 and 36):** The organization has clear performance metrics and measures in place. Progress towards goals and targets is regularly tracked and evaluated.

**Diversity & Inclusion (Questions 37 and 38):** The organization values and promotes diversity, equity, and inclusion. There are equal opportunities for advancement and development within the organization.

**Trust & Respect (Questions 39 and 40):** There is a high level of trust and respect among employees and leaders. The organization promotes a culture of honesty, transparency, and mutual respect.