

Instructions

This assessment will help to determine the strengths and growth areas of your workplace culture by measuring these three areas: Purpose, Growth, & Community. Jack Altman, *People Strategy*, 2021, has determined these to be the trifecta of a modern, healthy work culture. If you are taking this with your colleagues, a team score will be created. Answer honestly and from YOUR perspective.

I am taking this: For my entire organization _____ For one department _____ Which department? _____

Scale

1	2	3	4	5	6	7	8	9	10			
Strongly Disagree		Disagree		Somewhat Disagree		Neither Agree or Disagree		Somewhat Agree		Agree		Strongly Agree

PURPOSE

1. Our mission, vision, and/or values are:

- created, reviewed, and relevant
- easily named and operationalized by all
- utilized with hiring & firing, performance evaluations, decision making, and prioritizing

TIP: If we have no mission, vision, and/or values... we'd score 0. If we fully agree with all statements, we'd score a 10.

1	2	3	4	5	6	7	8	9	10
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2. Our strategic initiatives are:

- created and are created for a certain length of time, ranging from 3-60 months, and include some co-creating
- communicated to and understood by all employees

1	2	3	4	5	6	7	8	9	10
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3. With change, we:

- have meaningful change management practices that come before roll-out. These include:
 - i. collecting input from those who will be effected
 - ii. checking for mission-alignment
 - iii. communicate the objective & communicate how success will be measured
- always bring up the "why"; the reason for it and its importance

1	2	3	4	5	6	7	8	9	10
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GROWTH

4. We support the development of our employees by:

- offering them professional development opportunities 2 or more times per year AND engage in career trajectory conversations
- clearly understanding each of our team member's strengths & growth areas and offering coaching in scheduled 1-on-1's
- have some meetings that include team members teaching their peers



5. We give time and energy to:

- quality on-boarding; we have established a 1st week plan & a 1st 3 months plan for new hires
- a clearly established mentoring program for cross-training or skill development
- having a written succession plan for each position & have newly appointed team members create or update a "how-to" document for their position



6. We demonstrate our commitment to continuous improvement & having a growth mindset by:

- having a feedback seeking culture where leaders solicit feedback from their staff (i.e. 360)
- providing training on holding others accountable, communication, how-to have a courageous conversation, and/or leadership essentials
- having performance evaluations 1-2 times per year that include: strengths, growth areas, and a growth roadmap



COMMUNITY

7. Our commitment to a healthy culture includes:

- having events & sections of meetings to celebrate successes and build rapport
- distributing engagement surveys & creating an action plan from the feedback
- check-in conversations about if the work is meaningful & enjoyable



8. Our culture-focused practices include:

- occasional skip-level meetings to get a "pulse-check" on the organization
- having a pathway for employees to suggest & implement innovative ideas
- policies and actions that demonstrate a commitment to the whole person & work-life integration, such as: a reasonable number of weekly worked hours, taking a lunch, checking-out while on vacation, utilizing days off, and a reasonable level of flexibility with tasks & location
- engaging a "culture committee" or a group or person that attends to culture



9. Regarding our culture:

- creation is strategic. We have a healthy culture and can list the practices we utilize that allow us to maintain that culture

1	2	3	4	5	6	7	8	9	10
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INDIVIDUAL CONTRIBUTION TO PURPOSE, GROWTH, & COMMUNITY THE B.O.S. MODEL

There are 6 authentic leadership competencies included with the BOS Model (Behavior change, Organizational culture, and Sphere of Influence). You have 10 points to divide into the 6 competencies. You may give 0's if needed.

10. I show up at work with:

- **WISDOM:** I demonstrate emotional intelligence & strong decision-making skills. I seek other's perspectives and their mentorship. I create succession planning and take time to reflect & learn.
SCORE: ____
- **SOCIAL INTELLIGENCE:** I prioritize connection as well as effectively communicating with various personalities, generations, etc. I demonstrate healthy negotiation skills and communicate non-defensively. I utilize strategic listening and give positive & corrective feedback.
SCORE: ____
- **FALLIBILITY:** I operate with a servant leadership mindset, demonstrate accountability, and take ownership for my missteps. I demonstrate transparency as appropriate and seek input from others. I display gratitude & empathy and I am authentic & genuine.
SCORE: ____
- **HEART:** I trust others, delegate tasks appropriately, and make ethical decisions. I prioritize JEDI (Justice, Equity, Diversity, Inclusion) and co-create guiding team principles. I operate from a values-based leadership philosophy and extinguish gossip when I hear it.
SCORE: ____
- **PRESENCE:** I demonstrate healthy confidence with public speaking as well as in meeting management and in my relationships. I demonstrate optimism & possibility thinking and I experience resilience & energy management. I encourage & participate in boundary setting & inject others with joy or humor.
SCORE: ____
- **ACHIEVEMENT:** I operate with vision & strategy and I build engagement for myself and others. I am action-oriented, I create team alignment, and clearly set expectations for myself and others. I demonstrate goal & priority setting and I have passion for what I do.
SCORE: ____

TOTAL: 10