

## DO YOU HAVE A HIGH PERFORMANCE ORGANIZATION?

High performance organizations get the results they want—consistently. How does your organization compare? Rate each statement 1 (don't agree) through 5 (completely agree) then total each section.

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### GOVERNANCE AND ADMINISTRATIVE INFRASTRUCTURE

1. Administrative and governing board (if any) roles and responsibilities are well defined and supported with clear, practical policies and procedures.  
\_\_\_\_\_ 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_ 4 \_\_\_\_\_ 5 \_\_\_\_\_
2. Current financial resources are adequate to our needs, and future finances appear secure.  
\_\_\_\_\_ 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_ 4 \_\_\_\_\_ 5 \_\_\_\_\_
3.  
4. We have a streamlined and effective internal communications and decision-making process.  
\_\_\_\_\_ 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_ 4 \_\_\_\_\_ 5 \_\_\_\_\_
5.  
6. Our financial, operational, and administrative policies and procedures comply with relevant laws, rules, regulations, or other appropriate external measures.  
\_\_\_\_\_ 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_ 4 \_\_\_\_\_ 5 \_\_\_\_\_
7.  
8. Our succession and emergency operational plans are current and in place for all pivotal roles and responsibilities.  
\_\_\_\_\_ 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_ 4 \_\_\_\_\_ 5 \_\_\_\_\_

Total possible score = 25    Your score

### ALIGN PEOPLE, PROCESSES, METRICS, AND OUTCOMES

1. Our financial and operational resources are aligned with the strategic plan.  
\_\_\_\_\_ 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_ 4 \_\_\_\_\_ 5 \_\_\_\_\_
2.  
3. Our personnel plan and employee job descriptions and evaluations are tied to specific goals and objectives in the strategic plan.  
\_\_\_\_\_ 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_ 4 \_\_\_\_\_ 5 \_\_\_\_\_
4.  
5. Our organization has identified metrics for each section of the strategic plan, and collects and analyzes performance data at least quarterly.  
\_\_\_\_\_ 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_ 4 \_\_\_\_\_ 5 \_\_\_\_\_

6. All units and divisions are meeting established goals and objectives, or are very aware of areas they need to improve upon, and have a plan to do so.  
\_\_\_\_\_ 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_ 4 \_\_\_\_\_ 5 \_\_\_\_\_
8. Communication flows easily and people get the information they need timely.  
\_\_\_\_\_ 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_ 4 \_\_\_\_\_ 5 \_\_\_\_\_

**Total possible score = 25    Your score**

### **BUILD RICH COMMUNICATION AND COLLABORATION NETWORKS**

1. The Board of Directors (if any) and our executive leadership team is deeply engaged and collaborates effectively with all levels of the organization  
\_\_\_\_\_ 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_ 4 \_\_\_\_\_ 5 \_\_\_\_\_
3. The organization has multiple pathways for soliciting and receiving comments from customers.  
\_\_\_\_\_ 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_ 4 \_\_\_\_\_ 5 \_\_\_\_\_
5. The organization communicates with its current and potential customers regularly.  
\_\_\_\_\_ 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_ 4 \_\_\_\_\_ 5 \_\_\_\_\_
7. Most employees in a leadership position in our organization maintain contact with a professional association, or have built a network of colleagues to consult as needed.  
\_\_\_\_\_ 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_ 4 \_\_\_\_\_ 5 \_\_\_\_\_

**Total possible score = 20    Your score**

### **CULTIVATE CREATIVITY**

1. Project teams include people from diverse areas of expertise, perspectives, and opinions.  
\_\_\_\_\_ 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_ 4 \_\_\_\_\_ 5 \_\_\_\_\_
3. Creative project teams are publicly acknowledged within the organization and/or receive tangible recognition for their efforts.  
\_\_\_\_\_ 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_ 4 \_\_\_\_\_ 5 \_\_\_\_\_
5. All managers/lead staff know how to build and sustain creative high performance teams.  
\_\_\_\_\_ 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_ 4 \_\_\_\_\_ 5 \_\_\_\_\_
7. Employee performance evaluations include commentary on their individual creativity, as well as their innovative contributions to team work projects.  
\_\_\_\_\_ 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_ 4 \_\_\_\_\_ 5 \_\_\_\_\_
9. Your organization seeks out creative candidates to fill open positions.  
\_\_\_\_\_ 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_ 4 \_\_\_\_\_ 5 \_\_\_\_\_

**Total possible score = 25    Your score**

## **ADAPT WELL IN CHANGING ENVIRONMENTS**

1. We regularly assess the external environment to identify new or emerging market or regulatory trends.  
\_\_\_\_\_ 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_ 4 \_\_\_\_\_ 5 \_\_\_\_\_
2. \_\_\_\_\_
3. We keep in touch with existing customers to understand future as well as current needs.  
\_\_\_\_\_ 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_ 4 \_\_\_\_\_ 5 \_\_\_\_\_
4. \_\_\_\_\_
5. Our staffing structure is flexible enough to allow us to shift gears as needed.  
\_\_\_\_\_ 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_ 4 \_\_\_\_\_ 5 \_\_\_\_\_
6. \_\_\_\_\_
7. Our organization provides professional training and education for all employees.  
\_\_\_\_\_ 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_ 4 \_\_\_\_\_ 5 \_\_\_\_\_
8. \_\_\_\_\_
9. After implementing a change, project teams debrief for lessons learned.  
\_\_\_\_\_ 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_ 4 \_\_\_\_\_ 5 \_\_\_\_\_

**Total possible score = 25    Your score**

## **MAKE INNOVATION A NORMAL PART OF HOW WORK GETS DONE**

1. Members of the executive leadership team are open to creative and innovative ideas.  
\_\_\_\_\_ 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_ 4 \_\_\_\_\_ 5 \_\_\_\_\_
2. \_\_\_\_\_
3. The organizational culture values creativity and innovation.  
\_\_\_\_\_ 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_ 4 \_\_\_\_\_ 5 \_\_\_\_\_
4. \_\_\_\_\_
5. The executive leadership team has made it clear that they can tolerate some production slow-downs and failures to encourage creativity and innovation.  
\_\_\_\_\_ 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_ 4 \_\_\_\_\_ 5 \_\_\_\_\_
6. \_\_\_\_\_
7. All program or project proposals submitted for approval include an assessment of how innovative the resulting effort will be in the current or projected market.  
\_\_\_\_\_ 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_ 4 \_\_\_\_\_ 5 \_\_\_\_\_
8. \_\_\_\_\_
9. Project leaders have been trained to cultivate innovation within their team.  
\_\_\_\_\_ 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_ 4 \_\_\_\_\_ 5 \_\_\_\_\_
10. \_\_\_\_\_
11. You are confident that you have, or can move toward, putting together the right people and the right processes for where you want the organization to go.  
\_\_\_\_\_ 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_ 4 \_\_\_\_\_ 5 \_\_\_\_\_

**Total possible score = 30    Your score**

**Total of all possible scores = 150    Your total score**