



THE FOUNDATION

Forge Elite Teams and Healthy Families

Target Analysis

Self-Assessment: ORGANIZATIONAL LEADERSHIP & CULTURE

High Value Target ID

Prioritize & Execute the HVT

Objective: This self-assessment is a tool for *self-awareness, growth and improvement*, and it is designed uncover *blind spots* as they relate to **Leadership & Culture**. Upon completion, you'll have identified the **High Value Targets (HVTs)** – blind spots that account for 80% of your obstacles – and have a clear understanding of how to *Prioritize & Execute*. Likewise, this exercise provides a foundation for fostering elite culture and professional development. *This is where knowledge meets action.*

Blind spot: An area that goes unnoticed; Can't be seen or recognized without external input or conscious effort to uncover them.

Course of Action (COA): Immediate next step and overall plan

As you read each question, your first instinct is usually the most accurate answer.

Comprehensive self-assessment with Likert scales 1-5

1 = Strongly Disagree

2 = Disagree

3 = Agree

4 = Strongly Agree

Organizational Leadership & Culture

1. Leaders (we or they) promote a clear and compelling vision for the organization. ____
2. There's open and transparent communication at all levels within the organization. ____
3. All members feel valued and respected by each other. ____
4. The organization fosters a culture of continuous improvement and training. ____
5. Executive Leadership engage, actively seek out and incorporate team leaders' (TLs) feedback into decision-making. ____
6. Leaders (we or they) demonstrate empathy and understanding towards members' needs. ____
7. The leadership teams (TLs and up) effectively manage change and communicate the benefits/drawbacks to members. ____
8. There is strong alignment between the organization's values and its practices. ____
9. Politics/optics do not influence key decisions and culture (specifically trust and buy-in). ____
10. Teams/divisions within the organization collaborate effectively towards common goals. ____
11. Leaders (we or they) encourage innovation and support creative problem-solving. ____
12. Performance standards are clearly communicated and consistently upheld. ____
13. Recognition and reward systems are based on merit. ____
14. The organization fosters a healthy work-life balance. ____
15. Conflict and disagreements are resolved constructively and respectfully. ____
16. TLs are empowered to make decisions at their level (decentralized command). ____
17. I lead by example and model behaviors aligned with the organization's values. ____
18. The organization continuously evaluates and evolves its culture (*not policies) to improve the work environment (e.g., trust, accountability, ownership). ____
19. There is a strong sense of trust, loyalty and mutual respect among colleagues. ____

Thoughts on *Leadership, Culture* and how to *Prioritize & Execute*:

What's one factor or blind spot that you feel can be improved in terms of Organizational Leadership? What is your HVT / major pain point?

COA 1:

COA 2:

Who will hold you accountable?