



THE FOUNDATION

Forge Elite Teams and Healthy Families

Target Analysis

Self-Assessment: ALIGNMENT

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 ***Alignment***. 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

Professional Alignment

1. I feel that my current role aligns with my long-term career goals. ____
2. I'm satisfied with the professional growth and training opportunities available. ____
3. My job allows me to use my skills and talents effectively. ____
4. I have access to the resources and tools needed to perform my job well. ____
5. I receive adequate feedback (data for improvement) and recognition. ____

Organizational Alignment

6. I understand and support the organization's mission and values. ____
7. I believe that leadership is guiding the organization in the right direction. ____
8. I feel that my contributions are valued and make a difference. ____
9. My organization's culture fosters a positive and motivating work environment. ____
10. I am proud to work for this organization. ____

Personal Alignment

11. My work-life balance is optimal. ____
12. I feel that my job allows me to maintain a healthy lifestyle. ____
13. I can manage my work-related stress effectively. ____
14. I have a clear sense of purpose in my work. ____
15. My values align with the values of the organization. ____

Family Alignment

16. I feel a strong sense of connection and belonging with my family. ____
17. Our family shares common values and goals. ____
18. We communicate openly and effectively within our family. ____
19. I am satisfied with the amount of quality time I spend with my family. ____
20. My family is satisfied with the amount of time I spend with them. ____
21. Our family is supportive during difficult times. ____

Overall Alignment

22. I feel a strong sense of belonging at work and at home. ____
23. My job provides me with a sense of accomplishment and fulfillment. ____
24. I feel motivated and engaged in my work and at home. ____
25. I am confident in the future success of this organization, and the well-being of my family and our community. ____
26. Overall, I am satisfied with my job, organization and family. ____

Thoughts on *Alignment* and how to *Prioritize & Execute: HVTs (low or high)*

What's one area that can be improved in terms of Alignment – your HVT?

COA 1:

COA 2:

Who will hold you accountable?