



ATTAINMENT, INC.

Developing Leaders and Organizations to Their Full Potential!

Many times problems and crisis situations occur because we do not have these foundational items in place.

Strategic Leadership Assessment Creating High Performance Teams

Instructions: 1) For each statement, underline the number that best describes your overall company. Use 5 if you have that item fully in place and functioning. Use 1 if nothing has been done on the item. The numbers in between reflect partial completion.

2) In the column labeled "+" and "-", enter a plus (+) if you are satisfied with your rating or a minus (-) if there is an opportunity for improvement.

	Not At All Like Us	Exactly Like Us	+	-			
Planning and Goal Achievement							
Goal Achievement: Written Organizational Values with Definitions. Company Vision. Annual Company Goals. Annual Departmental and Individual Employee Goals. Written Action Plan for Annual Goals. Process to Review Goals Status Weekly/Monthly.	1	2	3	4	5		
People Involvement and 'Buy-in': Individuals at all levels of the organization are appropriately involved and committed to the development and achievement of the organizational goals.	1	2	3	4	5		
Addressing Threats and Opportunities: You are addressing the internal and external environments that may affect future growth.	1	2	3	4	5		
Awareness of Strengths and Development Areas							
Right People in Right Jobs: Employees are in jobs that match their strengths. You have a consistent, proven method to identify strengths and weaknesses of pre-hires and employees.	1	2	3	4	5		
Motivation Awareness: The leadership team has a Motivation Plan for each employee so each is achieving at his/her highest potential.	1	2	3	4	5		
Written Procedures and Policies: Key tasks are documented online to ensure consistency, best practice and ease in training.	1	2	3	4	5		
Performance Improvement and People Development							
Coaching for Improvement: Every employee has an updated job description with prioritized, High Payoff Activities and Key Performance Indicators. Written Performance Reviews are timely, positive and focused on actions to move to the next level.	1	2	3	4	5		
Leadership Culture: Every manager is implementing an ongoing program of Leadership and Productivity Training and Development that supports the organizational values and goals.	1	2	3	4	5		
Individual Growth: There is a Development Plan implemented for Each Employee that addresses the gaps between desired and actual performance in a timely manner.	1	2	3	4	5		
Results Management							
Time Management: Every employee spends at least 80% of his/her time on High Payoff Activities and organizational goals.	1	2	3	4	5		
Accountability: Each employee has a Scorecard and is tracking Key Performance Indicators. They know daily if they are winning.	1	2	3	4	5		
Profitability: Revenue and profit goals are established, communicated and being achieved. Successes are celebrated.	1	2	3	4	5		