

GUIDING PRINCIPLES ASSESSMENT

For each statement below, rank yourself on a scale of 1 to 5 where 1 is disagree and 5 is strongly agree:

Be Committed

#	QUESTION	Rank 1-5
1	I fully believe in the purpose/vision of my organisation.	
2	I have clearly articulated the purpose/vision of the organisation internally.	
3	I have clearly communicated the goals of the organisation internally.	
4	I fully live all of the company's core values.	
5	I am committed to regular formal (e.g. weekly meetings) & informal (e.g. floor walk about) communication throughout the entire organisation.	

Be Fully Present With What Is

#	QUESTION	Rank 1-5
6	I ask questions without expectations of the response.	
7	When I am communicating with others they have my full attention.	
8	When I interact with others I acknowledge their thoughts and feelings before responding.	
9	I genuinely care about understanding the person I am communicating with.	
10	If I am too distracted with other thoughts, I am honest with the other party that this is not the best time to have this conversation, and I reschedule when I can be fully present.	

POLAR BEARS AND PENGUINS

Engage in Deep Dialogue

#	QUESTION	Rank 1-5
11	I am able to appreciate the feelings and emotions in the room rather than allowing them to take me off-track.	
12	I am able to make appropriate decisions based on the emotional states of others.	
13	I demonstrate personal restraint when I experience powerful emotions (e.g. anger, frustration, joy) that could be distracting for others.	
14	I make sure I invite the quieter voices in the room to be heard before making decisions.	
15	I always ask questions that are open ended and provoke thought.	

Look for Answers Within

#	QUESTION	Rank 1-5
16	When I seek outside assistance it is my intention to make sure I develop the skills and knowledge of the people I already have in the organisation.	
17	I consult the people within my organisation for answers to our problems.	
18	I embrace difference of opinion(s) rather than allowing it to be a source of conflict.	
19	I am willing to let people know that I don't know all the answers.	
20	I always look for answers from within the organisation first before seeking outside assistance.	

Total number of each ranking:
x1 x2 x3 x4 x5

Multiply by the number above:

Add all five numbers to determine the percentage score that reflects your readiness to embrace the journey: %

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POLAR BEARS AND PENGUINS

In terms of the effectiveness of a leadership team, our experience indicates that a team cohesiveness to these four guiding principles has far more impact on success than its level of experience or knowledge. In a few short words, being at least 75% strong in these principles is the biggest indicator of future success that your organisation can achieve in its transformation.

How do you Assess your team cohesiveness to these principles?

Collect the scores from each section as a team and identify the overall percentage strength for each principle knowing that you want to be at 75% or higher to be in the top quartile. Then ask the following questions for each principle:

What are you doing well as a team?

What do you need to be doing better as a team?

What do you need to stop doing?

What do you need to start doing?
