

GET A FEEL FOR YOUR ICE™

The ICE™ refers to the Infrastructure Consciousness Eco-Wisdom™ of your organisation. Ask each member of your leadership team to rank your organisation on a scale of 1 to 5 (where 1 is weak and 5 is strong)

POLAR BEARS AND PENGUINS

Infrastructure

#	QUESTION	Rank 1-5
1	Every employee knows what is expected of him or her in their role.	
2	All of our employees are capable of performing their role well.	
3	All of our employees have all the information to do their job right/well.	
4	All employee's voices are heard from all diverse groups.	
5	All employees understand how they contribute to the purpose/vision of the organisation every day.	
6	All employee live our company core values.	
7	Our company seeks feedback from our employees on how to improve business processes.	

Consciousness

#	QUESTION	Rank 1-5
8	All leaders demonstrate the kind of consciousness they want to see in the organisation through effectively listening.	
9	During challenging situations, leaders are aware of their emotions/tone, and keep the conversation appropriate.	
10	Leaders manage their emotions; emotions don't manage them.	
11	Leaders respond effectively in a variety of work situations.	
12	Leaders have the ability to read and interpret other people's non-verbal behaviour.	
13	Leaders put their momentary needs on hold to pursue larger more important goals.	
14	Leaders consider issues from others point of view so they can more effectively engage.	

Eco-Wisdom™

#	QUESTION	Rank 1-5
15	Our workplace is positive and productive.	
16	All employees have the opportunity for both professional and personal growth.	
17	Employees' contributions are valued through effective recognition and reward systems.	
18	Our company has healthy and trusting relationships at all levels.	
19	Our company culture encourages our employees to continuously learn and grow.	
20	Our company encourages the sharing of best practices.	

80%+ = Strong ICE™ that can withstand the weight

60% - 80 % = Depending on the weight you could be at risk

less than 60% = I hope you know how to survive in icy cold waters!

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 the current state of your ICE™.

%