

## Uncommon Transformative Leadership Assessment Worksheet for Driving Culture Change

1. If your company has a mission, vision and/or strategy, write them here:

Mission:

Vision:

Strategy:

2. Indicate in the tables below what is helping and what is hindering progress with regard to driving culture change.

| LEADERSHIP                            | Helping | Hindering |
|---------------------------------------|---------|-----------|
| Board                                 |         |           |
| CEO                                   |         |           |
| Leadership team                       |         |           |
| Alignment among leaders               |         |           |
| Experience/competence of leaders      |         |           |
| Cultural impact of leaders            |         |           |
| Resources available to/for leadership |         |           |

What one thing, if changed would make the biggest positive difference?

| <b>MANAGEMENT</b>                                                | Helping | Hindering |
|------------------------------------------------------------------|---------|-----------|
| Communication / direction received from leadership               |         |           |
| Management communication of direction to staff                   |         |           |
| Management alignment with direction and across functions         |         |           |
| Management competence re: employee relations / compliance        |         |           |
| Management competence re: performance management and development |         |           |

What one thing, if changed would make the biggest positive difference?

| <b>CONTRIBUTORS AT ALL LEVELS</b>                       | Helping | Hindering |
|---------------------------------------------------------|---------|-----------|
| Communication / direction received from management      |         |           |
| Goal clarity                                            |         |           |
| Role clarity                                            |         |           |
| Connection to mission, vision, strategy                 |         |           |
| Individual accountability for motivation and engagement |         |           |

What one thing, if changed would make the biggest positive difference?