

RATE THE HEALTH LEVEL of YOUR ORGANIZATION

- CORPORATE PROFILE -

HOW WOULD YOU RATE THE HEALTH LEVEL (PROSPERITY) OF YOUR ORGANIZATION?

If you are looking to improve your organization's prosperity, we believe we can help. CLI specializes in Personal and Organizational Prosperity.

When the word prosperity is mentioned, the first thing we think about is money; however, CLI's definition of Corporate Prosperity is this:

When an organization is prosperous,

- ◆ its people are content, innovative and productive.
- ◆ communication is open, friendly and respectful.
- ◆ the strategic plan is known by all and all employees work towards a vision.
- ◆ the leaders are bilateral thinkers who can switch easily between logic and heart.
- ◆ sales/profit/budget targets are met.
- ◆ all Leaders and employees self-coach for continuous improvement.
- ◆ the Performance Management System effectively evaluates employee performance in a non-threatening and nurturing fashion. The Managers are trained as Power Coaches and have tools to assist the employees in identifying roadblocks to the achievement of goals and then assist them in the development of solutions to challenges and goals.

We invite you to complete this quick mini-profile which will give you a quick snapshot of the overall health of your organization. It allows the respondent to rate the **emotional, intellectual, spiritual and physical health** of your organization.

The survey leads you to create a summary of the strengths and areas of improvement of your organization.

CLI would be pleased to assist you in strengthening these strengths and turning all challenges into opportunities for growth.

RATING THE HEALTH LEVEL OF YOUR ORGANIZATION

Rate out of 10, with 10 being the highest level of health - Write "N/A" for Not Applicable.

I. EMOTIONAL HEALTH OF YOUR ORGANIZATION	Rating Out of 10
<ul style="list-style-type: none"> • How would you rate the happiness of the majority of your Sales and Marketing employees? 	<hr style="border: 0; border-top: 1px solid black;"/>
<ul style="list-style-type: none"> • How would you rate the happiness of the majority of your Production/Manufacturing/Customer Service/Distribution employees? 	<hr style="border: 0; border-top: 1px solid black;"/>
<ul style="list-style-type: none"> • How would you rate the happiness of the majority of your Administration/Accounting/Information Tech. employees? 	<hr style="border: 0; border-top: 1px solid black;"/>
<ul style="list-style-type: none"> • Overall, how well do your employees demonstrate a caring, non-blaming attitude towards each other? 	<hr style="border: 0; border-top: 1px solid black;"/>
<ul style="list-style-type: none"> • Overall, how well does Management demonstrate Leadership Excellence in terms of having a vision for the organization and staying focused to achieve it? 	<hr style="border: 0; border-top: 1px solid black;"/>
<ul style="list-style-type: none"> • Overall, how well respected is your Leadership Team by the employees? 	<hr style="border: 0; border-top: 1px solid black;"/>
<ul style="list-style-type: none"> • Overall, how well do your employees truly demonstrate your corporate values like Respect, Honesty, Caring etc.? 	<hr style="border: 0; border-top: 1px solid black;"/>
<ul style="list-style-type: none"> • Overall, how good is your organization at Managing Complex Situations like harassment and severe communication issues between peers and between management and staff, etc.? 	<hr style="border: 0; border-top: 1px solid black;"/>
<ul style="list-style-type: none"> • Overall, how pleased are you with your internal Career Transition program? 	<hr style="border: 0; border-top: 1px solid black;"/>
<ul style="list-style-type: none"> • Overall, how well do your teams function? Ie how harmonious are they? 	<hr style="border: 0; border-top: 1px solid black;"/>
<ul style="list-style-type: none"> • Overall, how good is your Performance Management process with respect to effectively evaluating employee performance and assisting them in setting performance goals? 	<hr style="border: 0; border-top: 1px solid black;"/>
<ul style="list-style-type: none"> • Overall, how good are your Management Team's tools to coach employees in identifying roadblocks to the achievement of goals and then helping them develop solutions to challenges and/or goals? 	<hr style="border: 0; border-top: 1px solid black;"/>

II. INTELLECTUAL HEALTH OF YOUR ORGANIZATION	Rating Out of 10
<ul style="list-style-type: none"> Overall, how would you rate the Innovative Thinking of your employees? i.e. how great are they at developing new ideas for the future success of the organization? 	<hr/>
<ul style="list-style-type: none"> Overall, how well are your employees using their full intelligence (vs perhaps they have become complacent)? 	<hr/>
<ul style="list-style-type: none"> Overall, how would you rate the top down communication within your organization? 	<hr/>
<ul style="list-style-type: none"> Overall, how would you rate the horizontal communication within your organization? 	<hr/>
<ul style="list-style-type: none"> Overall, how would you rate the bottom up communication within your organization? 	<hr/>
<ul style="list-style-type: none"> Overall, how well would you say your current organizational structure is serving you with respect to achieving goals? 	<hr/>
<ul style="list-style-type: none"> Overall, how well do your employees practice Time Management Excellence? 	<hr/>
<ul style="list-style-type: none"> Overall, how would rate the Sales Excellence of your employees? 	<hr/>
<ul style="list-style-type: none"> Overall, how well does your organization do in terms of achieving sales targets, profit targets and/or staying within budgets? 	<hr/>
<ul style="list-style-type: none"> Overall, how would you rate your own ability as a leader to achieve sales/profit/budget targets? 	<hr/>

III. SPIRITUAL HEALTH OF YOUR ORGANIZATION	Rating Out of 10
<ul style="list-style-type: none"> • Overall, how well do your employees achieve the goals they set for themselves in terms of improving their own performance? • Overall, how would you rate the self-confidence level of your employees in their ability to reach their goals? • Overall, how would you rate the leadership abilities of all employees from the perspective of them taking initiative to positively solve their own personal and professional problems? • How would you rate your own ability as a leader to inspire innovative thinking? • How would you rate your own ability as a leader to raise and maintain productivity? • How would you rate your own ability as a leader to communicate effectively with the entire organization? • How would you rate your own ability as a leader to create a healthy environment for happy, peaceful employees to thrive unencumbered by blame? • How would you rate your own self-confidence to "make it all happen"? 	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

IV. PHYSICAL HEALTH OF YOUR ORGANIZATION	Rating Out of 10
<ul style="list-style-type: none"> • How would you rate the overall physical health of your people? i.e. how often does the average employee call in sick? • How healthy is your work environment? Take into consideration fresh air (vs. circulated air), live plants, windows, etc. 	<hr/> <hr/>

On the following page is space for you to summarize the results of your survey.

Once you have completed the summary, we invite you to contact us to develop a Business Case for your organization. The Business Case will take the input from this survey and identify specific objectives and results which may benefit your organization. In addition, the Business Case can provide you with a Draft Plan of Action to assist you in strengthening the competencies of your leadership teams and/or all employees.

In the meantime, have a grrrrreat day, ... on purpose!

SUMMARY OF CHALLENGES/UNFULFILLED GOALS

Review survey pages G8 – G10. Ratings of 6 or less could represent a challenge or unfulfilled goal within your organization. Using the space below make a list of the priority challenges and unfulfilled goals which could be addressed in order to create a much healthier work environment.

Description of Challenge and/or Unfulfilled Goal	When would be a good time to start addressing this Challenge?
1. Main Challenge/Unfulfilled Goal: _____ _____	_____
2. Secondary Challenge/Unfulfilled Goal: _____ _____	_____
3. Third Challenge/Unfulfilled Goal: _____ _____	_____
4. Fourth Challenge/Unfulfilled Goal: _____ _____	_____

SUMMARY OF WHAT YOU DO WELL

Within every organization there is much wellness. Review pages G8 – 10 and in the space below write down the ways in which your leadership team, the employees and the organization as a whole demonstrates wellness – the things you do well.

Wellness #1: _____

Wellness #2: _____

Wellness #3: _____

Wellness #4: _____

And take a moment to celebrate.