



## 5 MINUTE ASSESSMENTS

# Management Team Assessment

**This assessment measures the effectiveness of your Management Team in six critical areas:**

Information, Priorities, Decisions, Follow-Through, Problem-Solving, Elephants.

The result will help you understand your current position, and identify areas to be addressed to improve your business results.

Score the statements below on a scale of one to four, writing your score at the end of each sentence. Follow the instructions at the end of the survey to produce a total score and highlights of areas that need improvement.

Rate each on a scale of 1 to 4:

1=Strongly Disagree 2=Disagree 3=Agree 4=Strongly Agree

### Information

- The amount of information we have is adequate and timely.
- The information we receive is reliable.
- Each of us arrives prepared at every meeting.
- Our information tracks performance daily and weekly.
- The flow of informal information from our organization is timely and useful.
- Lower levels of our company feed us good information quickly and regularly.
- Information flows upward effectively.
- Information flows downward effectively.

### Priorities

- We prioritize problems quickly.
- We prioritize problems effectively.
- We all are involved in setting tactical priorities.
- We all are involved in setting strategic priorities.
- We communicate priorities effectively to our people.

**Decisions**

- We make decisions in time.
- We all support most decisions that the Team makes.
- There is little back-biting after decisions are made.
- Big decisions are made by the group.
- Looking back, our decision-making track record is good.

**Follow-Through**

- Our follow-through on most decisions is good.
- Problems that arise during follow-through are solved effectively.
- Follow-through is consistent across the organization.
- We track follow-through and report results across the organization.
- All departments do their part in follow-through on major initiatives.
- Follow-through in daily work is very good in all departments.

**Problem-Solving**

- Most of the time we solve the right problems.
- Problem-solving usually surfaces all needed facts.
- Problems are solved at the right level in the organization.
- Most problem solutions are implemented well.
- Most problem solutions “stick” (i.e., last).
- Problem solutions rarely come from our President.

**Elephants** (“Elephant in the Room”)

- Most Elephants are exposed quickly.
- We deal with elephants well.
- We all feel safe enough to talk about elephants in Management Team.
- Elephants are generally pointed out in supportive ways.
- The President's Elephants are not sacred.

**EVALUATION:** Each item rated “1” or “2” is a target for improvement.