

How Healthy Is Your Organization?

The health of any organization depends on its maturity and operational readiness. This health check document will assist in determining an organization's operational readiness to consistently grow their business. It has two sections; the first asks you to rank your current initiatives that are important to you and the organization with 1 being your most important, the second section asks you to rank each statement, 1 – 5 by circling the appropriate # ; 1-weak or non-existent, 3- somewhat done and 5- consistently achieved.

INITIATIVES - Rank 1-7 in order of importance, 1 being most important

- | | |
|---------------------------------|-------------------------|
| _____ Improving productivity | _____ Reducing costs |
| _____ Increasing profits | _____ Improving quality |
| _____ Increasing sales revenues | _____ Improving service |
| _____ Increasing gross margins | |

HEALTH CHECK¹ STATEMENTS - circle 1-5; 1-weak or non-existent, 3-somewhat done and 5- consistently achieved.

Vision & Commitment						
1.	There is a clear vision in writing and has been communicated and is shared by everyone.	1	2	3	4	5
2.	The 10-year target is clear and has been communicated to everyone.	1	2	3	4	5
3.	Our target market is clear and our sales/marketing efforts are focused on it.	1	2	3	4	5
4.	Our differentiators are clear; our sales/marketing efforts communicate them.	1	2	3	4	5
5.	The leadership team is open and honest and demonstrates a high level of trust.	1	2	3	4	5
People						
6.	Our accountability chart (organizational chart) is clear, complete and constantly updated.	1	2	3	4	5
7.	Everyone is in the right seat.	1	2	3	4	5
8.	All of the people in our organization are the right people.	1	2	3	4	5
9.	Our core values are clear, we are hiring, reviewing and firing based on them.	1	2	3	4	5
Data						
10.	Everyone has Rocks/objectives and is focused on achieving them (3-7 priorities/quarter).	1	2	3	4	5
11.	A scorecard for weekly metrics and measurements are in place.	1	2	3	4	5
12.	Everyone in the organization has a number to match the vision.	1	2	3	4	5
13.	There is a budget and we monitor it regularly (e.g., monthly or quarterly)	1	2	3	4	5
Process						
14.	Our core business is clear and our systems and processes reflect that.	1	2	3	4	5
15.	We have a process for doing business with our customers and all are adhering to it.	1	2	3	4	5
16.	Our processes and systems are documented, simplified and followed by all.	1	2	3	4	5
17.	There is a system for customer/employee feedback regularly and we know their feelings.	1	2	3	4	5
Traction						
18.	Everyone is engaged in regular weekly meetings.	1	2	3	4	5
19.	All weekly meetings are the same day, time, start/end on time and have an agenda.	1	2	3	4	5
20.	All teams clearly identify, discuss and solve issues for the greater good long term.	1	2	3	4	5
Add the total of each line- TOTAL SCORE						
Scoring Results:						
Outstanding, you're on your way to sustainable business growth (80%-100%)		80-100				
Impressive, but work is needed to increase consistency (65%-79%)		65-79				
Consistent business growth will be difficult to achieve (50%-64%)		50-64				
Houston...we have a problem! (Up to 49%)		0-49				

¹Organizational "Health Check" document is the property of nFLXn Point Group.