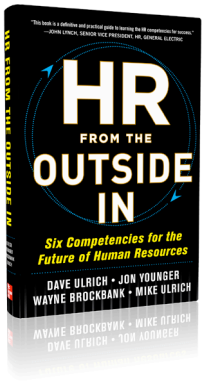


HR

FROM THE
**OUTSIDE
IN**



TOOL 5.3



Assessment of the Abundant Organization

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[5.3] ASSESSMENT OF THE ABUNDANT ORGANIZATION

Directions:

Circle the number that most closely approximates how often each of the following statements is true for your organization. Then total your score and write it in the box on the final page.

Principles of Abundant Organizations	To what extent does my organization:	Scale: 1 low, 5 high
Identity: What are we known for?	1. Have a clear identity around what we are known for that is shared by those inside and outside the organization?	1 2 3 4 5
	2. Focus on key individual strengths (or organization capabilities) that distinguish us in our markets?	1 2 3 4 5
	3. Encourage employees to use their signature strengths at work to strengthen others?	1 2 3 4 5
Purpose and Direction: Where are we going?	4. Communicate its social purpose and organizational direction with clarity and consistency?	1 2 3 4 5
	5. Match employees' personal goals with the organization purpose?	1 2 3 4 5
	6. Help employees achieve what motivates them?	1 2 3 4 5
Teamwork/ Relationships: How well do we travel together?	7. Bring team members together to solve problems and make decisions?	1 2 3 4 5
	8. Foster teamwork that delivers creative outcomes?	1 2 3 4 5
	9. Enable people to form positive relationships and resolve conflict?	1 2 3 4 5

Principles of Abundant Organizations	To what extent does my organization:	Scale: 1 low, 5 high
Engagement / Challenging Work: What challenges interest employees?	10. Encourage employees to choose work projects that challenge them?	1 2 3 4 5
	11. Allow flexibility in how work is done?	1 2 3 4 5
	12. Help employees see how their work positively impacts others?	1 2 3 4 5
Effective Connections: How do we demonstrate a positive work environment?	13. Demonstrate a positive rather than a cynical work environment?	1 2 3 4 5
	14. Use time and space to build patterns of affirmation and connection?	1 2 3 4 5
	15. Provide resources to help every person meet the demands of his or her job?	1 2 3 4 5
Resilience: How do we learn and grow from change?	16. Persevere to develop people and products?	1 2 3 4 5
	17. Encourage learning from both successes and setbacks?	1 2 3 4 5
	18. Recover when things go wrong?	1 2 3 4 5
Civility and Delight: How do we bring delight into our organization?	19. Feel like a friendly place?	1 2 3 4 5
	20. Encourage employees to have fun at work?	1 2 3 4 5
	21. Demonstrate respect and civility for all?	1 2 3 4 5

Your Score

over 85:	You are in an abundant work setting. Relish it; work to make it last.	
70-84:	Your work setting is on track to make abundance happen. Identify the questions where you score lower and focus on them.	
under 69:	You are close to losing it. Find one or two areas where you can make progress. Don't try to do it all at once.	

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