

# Doing What Matters

How Leaders Help Individuals and Organizations Thrive

## Organizational Assessment

How well does our organization ...	Poor Performer	Below Average Performer	Average Performer	Nearing Benchmark Status	Benchmark Status
<b>Champion leaders</b> (e.g., our Mike Spurs) in an effort to improve their performance and help them thrive?					
<b>Involve senior leaders</b> (e.g., Jim McKinnon, Sean McCarthy) in developing the next generation of leaders?					
<b>Use our vision, mission, and core values</b> (e.g., Figure 3.1) as a filter to align our business plans?					
<b>Teach a shared process</b> (e.g., Figure 3.1) for assessing what is going on in order to drive performance?					
<b>Use a combination of data</b> (e.g., qualitative, quantitative, outside-in, inside-out) to create holistic views (Figure 4.2) of the way things really are?					
<b>Leverage outside mentors</b> (e.g., Sammy Tanaka) in developing the next generation of leaders?					
<b>Champion processes</b> (e.g., journaling, cave time) for reflection, thinking, and planning?					
<b>Break down high-level initiatives</b> into easily understood plans (e.g., Figure 7.3)?					
<b>Take the time to learn</b> staffs' personal and professional goals (e.g., Nikki's need for a regular schedule)?					
<b>Set the right "tension"</b> for our growth trajectory (e.g., Figure 6.2)?					
<b>Identify and vet all possible options</b> before anchoring on "one right answer" (e.g., Figure 7.2)?					
<b>Differentiate</b> between purpose, goals, strategies, tactics, and Outcomes (e.g., Figure 7.3)?					
<b>Create clarity and accountability</b> (e.g., Figure 7.3) for outcomes on business measures as well as projects?					
<b>Take the time to reflect</b> to learn and grow in effort to thrive?					