

Vista Development

20 Questions To Test Your Organizational Health

Do the following conditions exist in your organization? Check all that apply	
Excessive time spent in meetings	Time management problems
Preponderance of consensus-driven decision making (i.e. a <i>cover-your-tail</i> mentality)	Reactive rather than proactive thinking
Lack of personal accountability	Micro-management
Time consuming and/or meaningless performance evaluations	Can't-do attitudes
Communication problems	Chronically sagging sales
Difficulty terminating poor performers	Unproductive teams and/or ineffective teamwork
Misalignment/lack of coordinated effort	Duplication of effort
Personality conflicts and/or power struggles	High staff turnover
Difficulty keeping employees motivated	Failure to achieve quality standards
Unacceptable or failed results	Fear of making decisions

Total squares checked _____

Interpretation Of Results

Number of Checks	Diagnosis
None	Extremely Healthy
1 to 2	You may need a leadership tune-up
3 to 5	There is real cause for concern
6 or more	You need <i>immediate</i> intervention

Source of 20 Question Test: *Fail-Safe Leadership*
by Linda Martin and Dr. David Mutchler.

The cure?

We believe that, like any illness, leadership problems are best resolved by treating the core problem rather than the symptoms. Our treatment is a unique **Leadership Development Process**. For more information, contact Tom Lemanski at Vista Development.

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