

The Organizational Fitness Test! ©

Rate the following statements by putting a number between 1-10 in the blank next to each statement. #1 represents the **LOWEST** rating and #10 the **HIGHEST**. Add up the ratings and place your total at the bottom of the page.

1. Our organization has a great strategic plan to prepare us for the future. _____
2. There is a career development program in place, so staff know what career goals they are working towards, both within the company, and beyond. _____
3. Our organization has a program in place to develop leaders for the future. _____
4. Job descriptions are well defined, so there is no confusion as to what staff are expected to do. _____
5. Our organization knows its mission and operates with a set of values that demonstrates that mission. Most of the staff know and support these values. _____
6. The communication in our organization is clear and consistent at all levels. _____
7. The vast majority of our customers would recommend us to others. _____
8. Our team is as productive as it can be. _____
9. Staff in our organization are engaged in their work most of the time. _____
10. Staff and management see eye-to-eye in our organization. _____
11. Great customer service is the #1 goal of every employee in our organization. _____
12. Our team members gets along well with one another. _____

Total Score = _____/120

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