

ALIGNMENT QUESTIONNAIRE – LEADERS

For each of the following items, check the box that most closely represents the truth of the statement. If an item doesn't apply, then leave it blank. Total each of the columns at the bottom of the page.

STRATEGIC FOCUS

Our organization has a clear and concise definition of success

YES

If NO, then stop

NO

THE RIGHT ENVIRONMENT

- 1) My team members understand and believe in the purpose of our organization
- 2) Team members understand our organization's goals
- 3) Team members understand what is expected of them in their jobs
- 4) Team members understand how what they do supports our goals and our purpose
- 5) Team members are motivated to achieve what is expected
- 6) Team members have the skills to achieve what is expected
- 7) Team members have the information and knowledge to achieve what is expected
- 8) Team members have the resources to achieve what is expected
- 9) Team members have the time to achieve what is expected
- 10) Team members have the authority to achieve what is expected
- 11) I give team members meaningful feedback about their performance
- 12) I provide team members with guidance to help them improve
- 13) I recognize my team and individual team members for achieving what is expected
- 14) I hold team members accountable if they don't achieve what is expected
- 15) The right processes are in place to help team members achieve what is expected
- 16) Team members can influence how processes are changed or improved
- 17) Our policies support team members' efforts to achieve what is expected
- 18) We have the right positions on the org chart to achieve what is expected
- 19) Departments and locations effectively work together to achieve what is expected
- 20) Our facilities allow team members to achieve what is expected
- 21) Our equipment enables team members to achieve what is expected
- 22) I respect and trust my team members, and care about each one as a person

YES

SOMEWHAT

NO

TOTALS:

ALIGNMENT QUESTIONNAIRE – TEAM MEMBERS

For each of the following items, check the box that most closely represents the truth of the statement. If an item doesn't apply, then leave it blank. Total each of the columns at the bottom of the page.

STRATEGIC FOCUS

Our organization has a clear and concise definition of success

	YES		NO
	<input type="checkbox"/>	<i>If NO, then stop</i>	<input type="checkbox"/>

THE RIGHT ENVIRONMENT

	YES	SOMEWHAT	NO
1) I understand and believe in the purpose of our organization	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2) I understand our organization's goals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3) I understand what is expected of me in my job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4) I understand how what I do supports our goals and our purpose	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5) I feel motivated to achieve what is expected	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6) I have the skills to achieve what is expected	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7) I have the information and knowledge to achieve what is expected	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8) I have the resources to achieve what is expected	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9) I have the time to achieve what is expected	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10) I have the authority to achieve what is expected	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11) I receive meaningful feedback about my performance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12) I receive guidance that helps me improve	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13) I am recognized for achieving what is expected	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14) I am held accountable if I don't achieve what is expected	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15) The right processes are in place to help me achieve what is expected	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16) I can influence how processes are changed or improved	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17) Our policies support my efforts to achieve what is expected	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18) We have the right positions on the org chart to achieve what is expected	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19) Departments and locations effectively work together to achieve what is expected	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20) Our facilities allow me to achieve what is expected	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21) Our equipment enables me to achieve what is expected	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22) My manager respects me, trusts me, and cares about me as a person	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
TOTALS:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>