

Ch4 | *Sense of Urgency*

Effectiveness Audit

Below is a brief audit to help you determine how well your organization is doing on the key items outlined in this chapter. It is essential that you be completely honest in how you score the questions. This is not an exercise to get the highest score; it is a diagnostic tool to discover areas that need focus and improvement. On a scale of 1 to 10, with **one being strongly disagree** and **ten being strongly agree**, how would you score the following statements?

1. People throughout our organization show a strong sense of urgency _____
2. We have a clear, well-communicated direction that allows people to make decisions quickly on key priorities _____
3. There is a free flow of information across the organization to help people make good decisions quickly _____
4. Everyone in our organization understands what the top priorities for action are _____
5. Everyone in our organization understands what to say “no” to _____
6. We have an organization that is superb at focus, discipline, and action _____
7. There is very little Bureaucracy, red tape or politics in our organization _____
8. There is not a lot of hierarchy or turf guarding within our organization _____
9. Our organization is excellent at making good decisions quickly _____
10. Our organization has an effective process for making team-based decisions _____
11. When we reach consensus on a team-based decision, we never have problems with people on the team saying negative things about the decision to the rest of the organization _____
12. We support and reward people that have a bias for action _____
13. We have an organizational culture that makes it safe to take prudent business risks _____

Audit Scoring Key

A score of 9-10 indicates strength in your organization.

A score of 7-8 is a good score, but has room for improvement.

A score of 5-6 is an area of concern – this score needs to be brought up because if it heads in the other direction it could lead to serious issues.

A score of 3-4 is in the danger zone and requires attention and resources to get it moving up the scale quickly.

A score of 1-2 is an emergency and should be dealt with immediately.