

Upfront Analysis

What to look for Inside the Organization

For each of the below, **circle** the response that best describes where you are now and then on the second line **circle** the response for where you want to be.

1. Goals - We have a clear sense of direction

1	2	3	4	5	6	7	8	9	10	Where we are now
1	2	3	4	5	6	7	8	9	10	Where we should be

2. Planning - Key player(s) agree on a step-by-step process to achieve our goals

1	2	3	4	5	6	7	8	9	10	Where we are now
1	2	3	4	5	6	7	8	9	10	Where we should be

3. Accountability and Structure - Key player(s) are very clear on their specific accountabilities

1	2	3	4	5	6	7	8	9	10	Where we are now
1	2	3	4	5	6	7	8	9	10	Where we should be

4. Measurements - We have specific measures to know we are on track throughout the process

1	2	3	4	5	6	7	8	9	10	Where we are now
1	2	3	4	5	6	7	8	9	10	Where we should be

5. Communication - All of the key player(s) fully understand where we are going and why

1	2	3	4	5	6	7	8	9	10	Where we are now
1	2	3	4	5	6	7	8	9	10	Where we should be

6. Involvement/recognition - Key player(s) feel a true sense of involvement/recognition and contribution

1	2	3	4	5	6	7	8	9	10	Where we are now
1	2	3	4	5	6	7	8	9	10	Where we should be

7. Relationships - We have the right people in the right roles and assigned to the right tasks

1	2	3	4	5	6	7	8	9	10	Where we are now
1	2	3	4	5	6	7	8	9	10	Where we should be

8. Culture or Climate - People appreciate and enjoy the general feeling while working here

1	2	3	4	5	6	7	8	9	10	Where we are now
1	2	3	4	5	6	7	8	9	10	Where we should be