

# Transformative Leadership<sup>®</sup> Engagement Assessment

## PURPOSE

(Core Values, Mission, Vision, or Stories)

### LEVEL 5

Our organization has a clearly defined purpose that is hard wired into our DNA; it inspires our employees and guides our daily business decisions.

### LEVEL 4

Our organization has a purpose and we use it to inspire employees, but not to help make business decisions.

### LEVEL 3

Our organization has a purpose, but we don't actively use it to inspire employees.

### LEVEL 2

I couldn't tell you what our purpose is without looking on the website – and that's probably true for most of the employees as well.

### LEVEL 1

Our organization has not clarified or codified its purpose.

## ALIGNMENT

(From Strategic Organizational Goals to Individual Performance Goals)

### LEVEL 5

We've completed our strategic goals and every employee is clear about how he or she impacts those goals.

### LEVEL 4

Our strategic goals are in place and rolled through the departments. Employee performance reviews coincide with our corporate year. But, we haven't rolled strategic goals to the employee level.

### LEVEL 3

Strategic goals. Check. Rolled through departments. Check. But, employees are working on goals based on their hire date.

### LEVEL 2

Our strategic goals are completed, but we haven't rolled them through the departments.

### LEVEL 1

As of today, we haven't completed our strategic goals ☹️

This tool gauges how well your organization plans and executes our 4-part Transformative Leadership Model<sup>®</sup> that leads to optimal employee engagement and success. You can learn more about this tool at our [Annual Re:Imagine Leadership Summit](#).



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## STRENGTHS

(Employees are Positioned to Use Their Strengths Every Day)

### LEVEL 5

Our organization actively uses Strengths, and our culture is one that understands the strengths of every team.

### LEVEL 4

Some of our managers actively use Strengths to position employees to engage their strengths every day.

### LEVEL 3

Some of our managers tried Strengths training, but it didn't stick.

### LEVEL 2

Some of our employees may have taken the StrengthsFinder assessment, but it's not a tool we use across the organization.

### LEVEL 1

This is the first time I've heard of the StrengthsFinder assessment.

## LEARNING & GROWTH

(Tap Into Organizational Intelligence and Bi-Directional Mentoring)

### LEVEL 5

Our learning & growth strategy includes tapping into organizational intelligence, and a bi-directional mentoring program.

### LEVEL 4

Our learning & growth strategy includes tapping into organizational intelligence, but not bi-directional mentoring.

### LEVEL 3

Learning & growth are part of our strategic goals, but they don't include tapping into organizational intelligence.

### LEVEL 2

Learning & growth are not part of our strategic goals.

### LEVEL 1

Employee learning & growth opportunities are decided case-by-case.

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