



Executive Team Assessment

1. To what extent does the executive team blame others and circumstances?

- a. Not at all
 - b. Some
 - c. Frequently
 - d. It's a habit
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**2. How effective are team meetings? Do meetings accomplish their objectives?
Are people open and honest or do they withhold their feelings and thoughts?**

- a. Well organized and executed. People are open and honest.
 - b. Well organized and executed but people are not always open and honest.
 - c. Not well organized or executed.
 - d. Executive meetings are a problem.
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3. To what extent does the executive team work together as a team?

- a. They work as a team frequently.
 - b. They resist working as a team.
 - c. They are completely independent of one another.
 - d. They sometimes act as if they are on completely different teams.
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4. Do your executives handle conflict easily and address tough issues directly?

- a. Yes
 - b. Sometimes
 - c. Rarely
 - d. Never
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5. Do you executives embrace the core values and principles your organization stands for? Do they walk the talk?

- a. Yes
- b. Sometimes
- c. Rarely
- d. Never

6. Do your executives consciously and in concert with each other provide powerful leadership to achieve your organization's visions and goals?

- a. Yes
 - b. Sometimes
 - c. Rarely
 - d. Never
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7. Are your executives open to learning and change? Do they invite feedback? Do they change their minds when presented with better data or more compelling opinions?

- a. Yes
 - b. Sometimes
 - c. Rarely
 - d. Never
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8. Can your executive team be counted on to find innovative leadership solutions to the organization's problems?

- a. Yes
 - b. Sometimes
 - c. Rarely
 - d. Never
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9. Are your executives good at leading the organization through cultural changes? Can they lead people in ways that foster collaboration and innovation?

- a. Yes
 - b. Sometimes
 - c. Rarely
 - d. Never
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10. Does your executive team trust one another on a fundamental, emotional level, and are they comfortable being vulnerable with each other about their weaknesses, mistakes, fears, and behaviors?

- a. Yes
 - b. Sometimes
 - c. Rarely
 - d. Never
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11. Does your executive team hesitate to disagree with, challenge, and question one another all in the spirit of finding the best answers, discover the truth and making great decisions?

- a. Yes
- b. Sometimes
- c. Rarely
- d. Never

12. Does your executive team engage in unfiltered conflict and are there be able to achieve genuine buy-in around important decisions even when various members of the team initially disagree?

- a. Yes
 - b. Sometimes
 - c. Rarely
 - d. Never
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13. Does your executive team commit to decisions and standards of performance or do they hesitate to hold one another accountable for adhering to those decisions and standards?

- a. Yes– committed and hold each other accountable
 - b. Sometimes they are committed and hold each other accountable
 - c. Rarely are they committed and hold each other accountable
 - d. Never
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14. Do your executives give in to temptation to place their departments, career aspirations, or status ahead of the collective results that define team success?

- a. Never
 - b. Rarely
 - c. Sometimes
 - d. Yes
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Answer Summary

of a's =

of b's =

of c's =

of d's =