Is Your Leadership Team Aligned?

Instructions: Answer each question honestly to evaluate the level of alignment in your leadership team. Each question can be rated on a scale of 1 to 5 (1 = Strongly Disagree, 5 = Strongly Agree).

Part 1: Shared Vision and Goals

- Our leadership team has a clearly defined, shared vision that everyone understands and supports.
- We regularly review and refine our company's goals together as a leadership team.
- Each leader's goals align with the overall objectives of the company.
- We prioritize company-wide goals over individual departmental priorities when making decisions.
- Team members feel confident that the decisions we make support our long-term vision.

Part 2: Communication and Collaboration

- Communication within our leadership team is open, honest, and constructive.
- We regularly hold team discussions about key issues and strategies rather than making isolated decisions.
- Our team is comfortable giving and receiving feedback to improve decision-making and alignment.
- Leaders actively support each other and find ways to collaborate across departments.
- If there is disagreement within the team, we work through it respectfully and effectively to find solutions.

Part 3: Cultural Impact

- Our leadership team consistently models the company's values in their daily actions.

- Leaders are actively engaged in building a positive company culture and encouraging employees to embody company values.

- There is a strong sense of trust and respect among our leadership team, which sets a positive example for the rest of the organization.

- Employees understand and respect our leadership team's decisions because they are consistent with our stated values.

- Our team frequently discusses how leadership actions impact the company culture at all levels.

Part 4: Focus and Productivity

- Each department within our organization has clear goals that align with the company's broader objectives.

- Our team is aligned on which priorities should be tackled first, reducing unnecessary delays and confusion.

- Our decision-making process is efficient, allowing us to adapt quickly to changes or challenges.

- Leaders support one another in meeting deadlines and targets, creating a productive working environment.

- We regularly assess our processes to ensure that they are optimized and contribute to the company's goals.

Part 5: Innovation and Empowerment

- Our leadership team encourages and supports innovation at all levels of the organization.
- Leaders make an effort to empower employees, fostering a culture where new ideas are welcomed and explored.
- We actively seek out and reward creative solutions that align with our company's mission and vision.
- There is a clear process for implementing innovative ideas and supporting employees who bring forward fresh perspectives.
- Leaders are committed to making changes that support both company growth and employee development.

Results

Add up your points and see where you stand!

- **100-125 points**: Excellent Alignment! Your leadership team is strongly aligned, creating a positive ripple effect throughout your organization. Keep up the excellent work and focus on sustaining this alignment.
- **75-99 points**: Good Alignment. Your team is generally aligned but may have areas that need more attention. Look at lower-scoring sections and consider taking steps to reinforce alignment in those areas.
- **50-74 points**: Moderate Alignment. There's room for improvement in your leadership alignment. Focus on sections with the lowest scores to address any disconnects within your team.
- **Below 50 points**: Needs Improvement. Alignment issues may be causing confusion or conflict within your organization. Consider holding alignment workshops or regular check-ins to realign your leadership team's vision, values, and goals.

Ready to bring your leadership team into alignment? Email Hannah@654strategies.com for a free consultation to discuss how you can strengthen leadership cohesion and create a ripple effect that will positively impact every level of your organization.