

Taking Your Organizational Pulse Worksheet

Leadership & Organizational Strategies	Ranking 1-10
A. Organizational awareness and agility – All leaders in our organization are aware of how Covid-19 has impacted our organization and are clear on how they need to adapt their leadership to the new workplace realities.	
B. Employee well-being – We have programs and processes in place that make it safe and effective to talk about mental health.	
C. Executive buy-in and support – Our executive team is playing an active role in helping to create or maintain a people-first culture where everyone feels valued.	
D. Performance Management – Our organization is adapting its performance management processes and metrics to reflect the new workplace realities.	
E. Ensure a climate of mutual respect and teamwork – Our organization has a clearly defined set of workplace behaviors that are acceptable and unacceptable.	
F. Policies & Procedures – Our organization has adapted or modified operational policies and procedures to reflect the new workplace realities.	
G. Leadership Practices – The leaders in our organization have been provided with learning and development opportunities to assist them in adapting their leadership practices to the new workplace realities.	
H. Create linkage between values and purpose – All employees in our organization have a clear sense of our shared values as well as the shared purpose that each employee brings to their work.	
I. Culture Building – Our organization has a clear plan for engaging employees in helping to reshape our culture in response to the new workplace realities.	
J. Clear and consistent communications – Our organization fosters consistent and transparent communications about what we know, what we assume, what we hope, and what we don't yet know.	

Instructions: Please rank each of the above leadership and organizational strategies on a 1 to 10 scale with a 1-ranking representing what your organization is doing well and a 10-ranking representing what your organization needs to start doing soon to effectively respond to the new workplace realities. A 1 through 3 ranking equals an organizational strength. A 4 through 6 ranking equals a meaningful development opportunity and a 7 through 10 ranking equals a significant organizational development opportunity.

This non-validated activity should be used as an “introductory gauge” that is intended to provide a basic understanding of potential development opportunities. For a deeper understanding of your organizational development needs it is recommended that you utilize validated tools and criteria linked to your organization’s specific needs and culture.