

▶ PURPOSE



5-MINUTE ASSESSMENT

from BetterWorkplaceNow.com™

INSTRUCTIONS: Clarify the scope of your assessment – are you focusing on a specific office, work unit, department, or the overall organization? Then complete the section below, checking a box (1 to 7) to mark your level of disagreement or agreement with each statement. After people complete the assessment on their own, meet to compare perspectives. Use the bottom section to begin interpreting the results and deciding how to take action.

SCALE:

- 1 = very strongly disagree
- 2 = strongly disagree
- 3 = disagree
- 4 = neutral; neither disagree nor agree
- 5 = agree
- 6 = strongly agree
- 7 = very strongly agree

IN MY WORKPLACE...

| | | |
|----------|--|--|
| 1 | The work is about more than just work. There is a larger purpose (mission) that goes beyond producing goods and services, making a profit, or even being the best in a given business. | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 |
| 2 | Employees know and understand this larger purpose. | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 |
| 3 | The mission has an emotional impact on employees, inspiring them to do their best. | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 |
| 4 | People talk about their mission and look for ways to make the workplace more mission-driven. | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 |
| 5 | When decisions are made, the mission wins out over rules and bureaucracy. | <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 |

Add the numbers in all the boxes you checked, and put the total here

Interpreting the results and taking action

5-15 DANGER ZONE: Analyze the situation to understand why a sense of purpose is in short supply. Go beyond symptoms to uncover root causes. Use the insights to develop specific improvement steps. Select one action as the top priority. Meet regularly to check progress, share lessons, celebrate successes, and decide on new action ideas.

16-24 IMPROVEMENT NEEDED: Identify specific workplace practices that seem to work against purpose. Then focus on the positives, sharing any examples from the past six months in which purpose was alive and well in the workplace. Develop action steps – some that require group involvement, others that can be done individually.

25-30 MORE PROGRESS POSSIBLE: Instead of resting on your laurels, pose a few key questions: Who's doing what to make purpose a workplace strength? How are they making it happen? How is this helping the workplace? What can be done to achieve even more progress? Craft one or two action steps aimed at making a good thing better.

31-35 OUTSTANDING: Share stories from the recent past that show purpose in action. What factors come together to make purpose so strong? How can these great practices be used to improve other aspects of the workplace?