

This 16-question organizational assessment helps to diagnose exactly where the organization stands in regard to understanding the external environment and how leaders feel about certain key components critical to the success of any organization. We will examine these questions one at a time as we proceed through the first part of this book:

What is your role?

Please list the top three things your organization does well and should continue to do.

1. _____
2. _____
3. _____

Please list the top three opportunities for improvement at your organization.

1. _____
2. _____
3. _____

What are the top three barriers/challenges you face that keep you from achieving your results in your area of responsibility at your organization?

1. _____
2. _____
3. _____

Over the past five years, the external health care market in your area has been:

- 1=Very Easy
- 2=Easy
- 3=Normal
- 4=Difficult
- 5=Very Difficult

Over the next five years, the external health care market in your area will be:

- 1=Very Easy
- 2=Easy
- 3=Normal
- 4=Difficult
- 5=Very Difficult

If your organization continues as it is today (with same processes, cost structure, efficiencies, patient care volume, productivity, and techniques), the results over the next five years will be:

- 1=Much Worse
- 2=Worse
- 3=Same
- 4=Better
- 5=Much Better

How well does your current leadership training prepare you for your leadership role?

- 1=Very Poor
- 2=Poor
- 3=Fair
- 4=Good
- 5=Excellent

How many employees do you directly supervise (complete their annual evaluation)?

How many of those employees that you supervise are not meeting performance expectations?

How many employees do you have currently working for you who are in formal corrective/disciplinary action?

How well does your current leader evaluation system hold people accountable?

- 1=Very Poor
- 2=Poor
- 3=Fair
- 4=Good
- 5=Excellent

Rate your perception of the consistency in leadership throughout the organization.
(1=Worst to 10=Best in Class)

Rate the skill set at your organization in implementing and standardizing best practices throughout the organization. (1=Worst to 10=Best in Class)

From a patient/family perspective and point of view, how would a patient/family rate your organization? (1=Worst to 10=Best in Class)

Rate your perception of the ease of practicing medicine for physicians at your organization. (1=Worst to 10=Best in Class)