

Finally, Studer Group asks leaders to identify the main barriers and challenges that prevent them from achieving results.

Answers to this question tend to show great consistency among leaders. Time, or more accurately not enough time, is number one with department directors and managers/supervisors. At that point, we always have the group complete an exercise that reveals whether the real issue is time or skill.

Oftentimes, what leaders are calling a time issue really boils down to a lack of skill, communication, teamwork, and accountability. This creates the need for more time spent than is ideal in most areas. So skill development that creates consistency in leadership will create more time. Skill is often the root cause of the issue; nonproductive time is the symptom.

## Organizational Assessment

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

Senior Leader	Physician	Department Director	Manager	Other
Time and Priorities	Time and Priorities	Time and Priorities	Time and Priorities	Time and Priorities
Resources (financial, staff, space)	Resources (financial, staff, space)	Resources (financial, staff, space)	Resources (financial, staff, space)	Resources (financial, staff, space)
Economy and Financial Issues	Economy and Financial Issues	System/Silo Thinking	Communication	Communication