

Quick Assessments on Positive Organizing

All assessments in this handout adapted from Quinn, R. *The Positive Organization: Breaking Free from Conventional Cultures, Constraints, and Beliefs*. Oakland: Berrett-Koehler Publishers, Inc., 2015, and used with permission.

Quick Assessment on Emergence

On a scale of 1 to 10, assess which number most closely represents your opinion of where your organization is at in terms of trusting the emergent process.

We are fearful of trying new things	1 2 3 4 5 6 7 8 9 10	We are empowered to try new things
We infect each other with cynicism	1 2 3 4 5 6 7 8 9 10	We infect each other with enthusiasm
Leadership is in one person	1 2 3 4 5 6 7 8 9 10	Leadership moves from person to person
We are micro-managed	1 2 3 4 5 6 7 8 9 10	We initiate without management direction
We fail to meet our own expectations	1 2 3 4 5 6 7 8 9 10	We exceed our own expectations

Quick Assessment on Possibility

On a scale of 1 to 10, assess which number most closely represents your opinion of where your organization is at in terms of seeing possibility.

We focus on constraints	1 2 3 4 5 6 7 8 9 10	We focus on possibilities
We are pessimistic	1 2 3 4 5 6 7 8 9 10	We are optimistic
We are reactive	1 2 3 4 5 6 7 8 9 10	We are proactive
We seek to solve problems	1 2 3 4 5 6 7 8 9 10	We seek to spread excellence
We are trapped in our own past	1 2 3 4 5 6 7 8 9 10	We are creating a new future

Quick Assessment on Authenticity

On a scale of 1 to 10, assess which number most closely represents your opinion of where your organization is at in terms of nurturing authentic conversations.

We only say what is politically correct	1 2 3 4 5 6 7 8 9 10	We say what we really feel
We do not treat each other with respect	1 2 3 4 5 6 7 8 9 10	We treat each other with respect
We avoid dealing with difficult issues	1 2 3 4 5 6 7 8 9 10	We constructively confront one another
We shoot down each other's ideas	1 2 3 4 5 6 7 8 9 10	We build off each other's ideas
We punish mistakes	1 2 3 4 5 6 7 8 9 10	We learn without blame

Quick Assessment on Purpose

On a scale of 1 to 10, assess which number most closely represents your opinion of where your organization is at in terms of finding purpose.

We work to make money	1 2 3 4 5 6 7 8 9 10	We work for a higher purpose
Our work lacks meaning	1 2 3 4 5 6 7 8 9 10	Our work has meaning
We lack a sense of shared purpose	1 2 3 4 5 6 7 8 9 10	We have a sense of shared purpose
We do what we are assigned to do	1 2 3 4 5 6 7 8 9 10	We do what we love to do
We do not get meaningful feedback	1 2 3 4 5 6 7 8 9 10	We get meaningful feedback



Quick Assessment on the Common Good

On a scale of 1 to 10, assess which number most closely represents your opinion of where your organization is at in terms of embracing the common good.

Leaders are pursuing their own self-interests	1 2 3 4 5 6 7 8 9 10	Leaders are pursuing the common good
We focus on our own personal needs	1 2 3 4 5 6 7 8 9 10	We focus on winning for the organization
We are operating in silos	1 2 3 4 5 6 7 8 9 10	We are all sacrificing for the shared vision
There is no desire to do a good job	1 2 3 4 5 6 7 8 9 10	The desire to do a good job is widespread
Negative peer pressure holds us back	1 2 3 4 5 6 7 8 9 10	Positive peer pressure moves us forward

For more information on positive organizing and practices to transform culture see:

Connors, D. *A Better Place To Work: Daily Practices That Transform Culture*. Nanaimo: Well-Advised Publishing, February, 2018.