

Scorecard on Culture of High-Performance

- Do I clearly understand the vision of my organization and how my role contributes to achieving it?
- Can I explain our goals and mission in a way that inspires others?
- Does the organization regularly communicate updates about its progress toward our shared vision?
- Do I feel my leaders lead by example and demonstrate the values they expect from others?
- Am I inspired and motivated by the leadership style in my organization?
- Do I believe my leaders actively listen to feedback and make decisions with the team's best interests in mind?
- Do I take full responsibility for my tasks and outcomes, even when challenges arise?
- Is there a system in place that holds everyone accountable for their contributions?
- Do I feel supported when I need help staying accountable to my goals?
- Do I feel comfortable sharing my thoughts, ideas, or concerns with my colleagues and leaders?
- Are important updates and decisions communicated to me clearly and in a timely manner?
- Do I experience transparency in how decisions are made in the organization?
- Have I been offered opportunities to grow through training, mentorship, or new responsibilities?
- Do I feel that my organization values my personal and professional development?
- Have I seen improvements in my skills and knowledge since joining my team?
- Am I clear on the specific outcomes expected from my role?
- Do I feel that my efforts are measured by meaningful results rather than just busy work?

- Are successes and milestones celebrated within my team or organization?
- Do I feel encouraged to think creatively and try new approaches to solve problems?
- Does my organization adapt quickly to changes in the market or internal challenges?
- Do I have the flexibility I need to manage my work effectively without unnecessary rigidity?
- Have I been recognized for my contributions in ways that feel meaningful to me?
- Does my organization celebrate both team and individual successes regularly?
- Do I feel motivated by the reward systems in place at work?
- Do I feel my unique perspective and background are valued by my organization?
- Have I seen evidence of diverse voices being heard and included in decision-making?
- Does my team reflect a wide range of perspectives and experiences?
- Does my organization support a healthy work-life balance?
- Do I feel that my mental and physical well-being are prioritized at work?
- Are there resources available to help me manage stress or challenges in the workplace?