

Can YOUR Organization THRIVE in a RECESSION?

Take the On Purpose
12 Point Organization
Check-up



On Purpose
Enterprises

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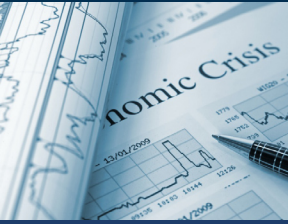
Can YOUR Organization THRIVE in a RECESSION?

In today's economy, it's more important than ever to have the most highly motivated, engaged and talented people. When times are tough, your people are your most important asset – and your most critical competitive advantage.

This 12 point organizational check-up will help you determine if you're ready to weather the storm and remain competitive in the challenging times ahead.

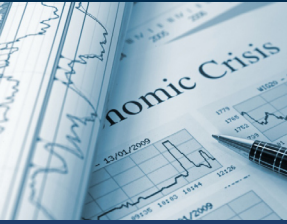
Consider each of the following statements and rate your organization with a YES or NO answer...

1. All or most of your employees are engaged and committed to the mission, goals and success of your company, and plan to stay with your organization for the long-term.
Y_ N_
2. Every key position in your organization has a written position description which details core job skills, requirements and duties; and each key position has a backup or designated substitute in place who is trained (or in development).
Y_ N_
3. Your employees regularly make suggestions for improvements in processes and products; set and achieve ambitious goals; demonstrate a strong work ethic; require little or no external motivation or managerial oversight; and voluntarily perform at 'above and beyond' levels when necessary.
Y_ N_
4. All employees (front-line, field, remote, manager, supervisor and executive level) communicate effectively with each other, and work together within their own teams and with other teams.
Y_ N_



5. When problems occur (i.e. quality, communications, customer issues, personnel matters that impact productivity or team morale, interpersonal conflicts, etc.), your employees communicate effectively with each other and handle the issues themselves, without undue conflict or escalation to higher levels that require management intervention.
Y_ N_
6. You know which of your employees have leadership potential, and you are providing opportunities, training and resources for them to develop into future leadership roles within your organization.
Y_ N_
7. Your best or most productive employees understand their value to your organization; are recognized for their performance; and seldom leave due to voluntary turnover or competitive recruiting offers.
Y_ N_
8. Every employee has a plan for developing in their career with your organization; and they are enabled, supported and encouraged to grow in their job skills, interpersonal communications abilities and professional development.
Y_ N_
9. You have a standardized process for regularly providing feedback, correction and recognition to your employees (periodic reviews or coaching) that is objective and fair; and your managers and/or supervisors help your employees understand where they demonstrate competence or need improvement, and are trained to evaluate and coach them in specific areas for performance improvement or professional growth.
Y_ N_
10. Based upon your hiring and promotion experiences (new positions and replacement hires), you know what specific attributes, traits and abilities an ideal candidate should possess in order for them to perform satisfactorily -- based upon abilities, experience, personal integrity and character; and their "fit" with the critical requirements of the job, their team and your corporate culture.
Y_ N_
11. When hiring or promoting for a position, you and your managers have effective, consistent documented methods for screening candidates, conducting interviews and making final hiring decisions based upon specific objective criteria (rather than opinions, guessing, luck, intuition or gut feelings).
Y_ N_
12. New (or recently promoted) employees consistently and quickly demonstrate the ability to satisfactorily perform the job for which they are hired; they seldom fail due to unforeseen circumstances, personal problems or personality/attitude problems; and your organization's turnover rate is low.

YOUR SCORE: Yes _____ No _____



About Your Score

If you answered 'Yes' to every question, you are likely to thrive during any economic conditions, including a recession.

On the other hand, your 'No' answers can be indicators of weakness or potential exposure for your organization. Each one can make it difficult to respond to many of the situations that are likely to occur during these challenging (and ultra-competitive) economic times.

The news is not all bad. Now that you're aware of the a potential area of weakness, each 'NO' answer can be an opportunity to take action and strengthen your mission-critical roles and processes. Taking positive action is the best way to solve problems and respond to competitive pressures.

On Purpose Enterprises can help you hire smarter, develop and keep the best people, train better leaders, create more effective teams, and gain higher levels of employee motivation and engagement. Your organization can thrive—not just survive – these challenging and competitive times.

We can help. Contact us today to schedule a free no-risk 30 minute phone analysis and consultation.

Make the most of your most important asset: your people.

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