

Bridging Assessment Resources Workbook

**Assessment Insights for Leadership and
Cultural Impact Strategies**

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Thank you for your interest. The following resources have been designed based on my 25+ years of experience in helping individuals, teams and small businesses transform their leadership and cultural behaviors for increased success. Businesses rise and fall on their leadership and the behaviors they model. These tools will help bring awareness to these areas so you can manage them, instead of them managing you. Whether you enhance or start a transformational process within your leadership environments, these assessments can help.

Below are explanations of each assessment tool. Both give you cultural insight (team beliefs, values and experiences) into your team, as well as insight into your own leadership impacts.

- ❖ **Team Assessment for Cultural Health** – Designed to provide insight of your team’s experiences. These assessment statements address significant markers of cultural impact. Leadership attributes, individual importance, communication, connection to organizational blueprint statements, and the like reflect the important topics for examination.
- ❖ **Leader Assessment for Cultural Health** – This particular assessment was designed specifically with you in mind. I know that you personally want to be successful as a leader, not only in your work, but also in how you impact people. From my perspective, all leadership strengths flow out of our personal character, attitudes and behaviors. Based on this principle, I designed this assessment to inquire about the personal attributes you voice and live out before your team. Risky? Yes. But all growth requires a testing of our self-awareness and its accuracy.

My Suggested Use for these Resources

As you use these tools, you will potentially discover areas to celebrate of what’s working well, identify areas for improvement, and then have direction concerning how you can be an instrument of change towards improved cultural health at the team level, and personally as a leader. Our leadership journey is just that – a journey. Our strengths and successes, while important, are only half of the equation. Understanding ourselves relative to who we are to our team is the other half. Results from these assessments can help you form and take meaningful action in that direction.

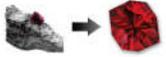
My Offer

Mostly self-explanatory, both of these assessment resource tools can be used on your own. If you choose to do so, instructions and personal analysis tips have also been included (see Assessments for Cultural Health – Instructions & Tips). That said, if you would like an objective outside source to come alongside of your efforts and provide another perspective towards your personal and team success, please contact me. Based on several applications of this tool, I can help you find ways to optimize its impact. To ensure you can utilize the most out of these tools, I have another offer -- a free, 2 hour consultation directed at helping you implement and assess your leadership and team effectively with these tools, as well as explore potential ways I could further assist and give directional insight for on-going improvement.

You can contact me and find more information about Red Beryl Consulting on my website (www.redberylconsulting.com). If there are other leaders who you feel can benefit from these resources, please let me know or feel free to forward this information on to them.

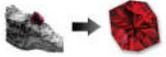
Thank you for your time and consideration. May these resources provide impact towards greater leadership and cultural success!

Mark Francis
Red Beryl Consulting, Founder & Consultant



Team Assessment for Cultural Health

Team Name		Date				
Member Name						
Question #	Provide your level of agreement to the statements below.	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	I consistently feel appreciated from my team.					
2	My on-going professional growth is a priority of my team leadership.					
3	I regularly receive meaningful feedback from leadership about my team efforts.					
4	My team leadership offers meaningful appreciation about my efforts.					
5	I have the opportunity to do what I do best on my team.					
6	I enjoy my team role.					
7	I feel free to make important decisions within my team responsibilities.					
8	My voice is heard in team matters.					
9	I feel free to own, without fear, my personal successes or failures to the team.					
10	My team leadership welcomes my input communication.					
11	I feel supported by my team leadership.					
12	I am valued for my unique strengths.					
13	I incorporate the Mission of our organization into my responsibilities.					
14	I regularly exercise the Values of our organization.					
15	I am excited about the Vision of our organization.					
16	I experience regular encouragement from my team.					
17	I believe I am making a positive difference in this organization.					
18	Personal integrity is honored on my team.					
19	I feel trusted by my team members.					
20	Our team cohesively works together to fulfill our team responsibilities.					
Additional Comments <i>Please note the question number you are responding to. Other comments are also welcomed.</i>						



Leader Assessment for Cultural Health

Leader Name		Date				
Member Name (Optional)						
Question #	<i>Provide your level of agreement to the following: "My Leader consistently demonstrates the following personal qualities towards me..."</i>	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	Creates an environment where I enjoy our relationship.					
2	Supports my continued professional growth.					
3	Keeps their word with follow through action.					
4	Gives me meaningful appreciation in the way I best receive it.					
5	Values me being myself.					
6	Demonstrates transparent honesty about not only their strengths, but also their weakness.					
7	Encourages my decision-making within the context of my responsibilities.					
8	Communicates feedback about my impact in a manner that encourages my growth.					
9	Interacts with me such that I personally feel cared for beyond just my team role.					
10	Leads in a manner that inspires me to see myself as a leader.					
11	Respects me first as person with unique abilities.					
12	Encourages ethical integrity as primary in all matters of relationship and work.					
13	Models the values of our organization.					
14	Interacts with me in a manner that builds trust.					
15	Generous with their personal strengths to see me succeed.					
16	Serves as an encourager to instill hope in my own journey.					
17	Sees conflict as opportunity for growth in relationships.					
18	Actively listens to my voice in team matters.					
19	Inspires courageous communication designed to value one another.					
20	Recognizes the positive impact I can make.					
Additional Comments <i>Please note the question number you are responding to. Other comments are also welcomed.</i>						



Assessments for Cultural Health

Instructions & Tips

Purpose

The use of the *Leader* and *Team Assessments* for Cultural Health facilitates the exploration of efficiency within the leadership principles at work within: 1) yourself and other leaders; and 2) the experience of this leadership in your teams. The goal of these assessments are to provide you as a leader with valuable insight that will help you celebrate, shift, and strengthen leadership for yourself and others.

Uses

While each of these assessments can be used separately, taken together their complimentary effect increases when seeking for clear and definable focus areas for improvement. The *Leadership Assessment* is best used for leaders who oversee teams (i.e. yourself or other leaders around you) and taken by their team members, while the *Team Assessment* is best used for members of functional teams to assess the team cultural dynamics impacted by your (or other's) leadership.

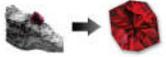
Instructions

To aid your personal use of these resources, consideration of these instructions will help provide meaningful results towards transformational strategy development:

- Before administration of the assessments, communication with your team is crucial. Visit with your team about your desire to assess and why. Relay specific details as to how you will be using the responses and the importance of their input. Doing all you can to prepare your team will help create buy-in.
- Based on the current character of your team and the atmosphere, you may want to allow for anonymity when team members submit their responses.
- Offer the assessments in a manner that is non-confrontational, and provides adequate time for processing answers before completing.
- Review the assessment and how to complete it with the team as you distribute it, emphasizing your desire for honest input. IMPORTANT -- As part of this review, it is important to provide instruction regarding what you want your team to base their responses on – current climate, past three months, previous year, etc.
- For the *Leader Assessment*, identify the key question they are answering as noted on the assessment (“My leader consistently demonstrates...”)
- After completion, summarize and share results with your team. Celebrate successes, set up exploratory conversations for areas of improvement, and develop action plans with target dates for re-assessment to measure progress.
- For long-term growth and success, consider use of these assessments at regular time intervals throughout the year (i.e. annually, bi-annually, quarterly, etc), creating trend data for review.

Interpretive Tips

- The use of these assessments help to build “conversation bridges” that will lead to improved cultural or leadership health and success. They are not the final word on current circumstances; rather, one potential means of acquiring a valuable perspective for further exploration.



- Each statement can be viewed as either a goal and/or expectation – thus agreement responses indicate positive experiences of cultural health and leadership. Neutral and Disagreement responses can indicate “flags” of specific challenges needing exploration and potential strategies for improvement.
- Share results with other leaders, and/or seek out Red Beryl Consulting to help dig deeper and develop more specific, tailor-made action plans for transformational success.
- Consider offering the Leader assessment to peer leaders to gain insight into your leadership qualities as part of a leadership team.
- ALWAYS view responses as opportunities to grow and become a better leader.
- Consider these insights as GIFTS – honest reflections, which can compel change towards more impactful leadership and cultural health.

Final Encouragement

These assessments were designed to provide measurable results towards leadership growth and transformation. As you give value to your team’s voice in these matters and purpose to take intentional steps towards improvement, your own leadership impact will grow creating enhanced trust and honor with your team, as well as inspire others to give their best in their own roles.