



Alvero Organizational Health Assessment - CT Scan ©

Ranking criteria - 1=completely disagree, 2=disagree, 3=neither agree nor disagree, 4=agree, 5=completely agree	
Clarity	Ranking
Organizational values are explicitly stated and aligned with values that are acted out within the organization	
The organization's vision (identity and purpose) is well-defined and drives decision-making within the firm	
Employees understand the organization's mission and have a clear sense of why they perform tasks and how those tasks contribute to the mission	
Culture	
The organizational environment is one in which employees grow and thrive	
Operations, core processes, and workflows are productive and efficient	
Commitment to continuous improvement is observable in both company procedures and employee behavior	
Commitment	
Employees enjoy their daily work	
The organization is intentional and deliberate in training and developing employees	
Employees are content and satisfied with their work environment	
Cohesion	
Individuals collaborate toward common objectives	
Departments cooperate, fulfilling the strategic goals of the firm	
The value of employees is recognized and embraced	
Communication	
Leadership provides clear directives	
New information is conveyed fluidly through appropriate channels	
Meetings are concise and all participants contribute	
Conflict	
During conflict, people within the organization prioritize the needs of both parties	
Disagreement is welcomed yet channeled toward collective problem solving	
Tension and animosity are resolved quickly, directly, and carefully	
Trust	
Leaders and employees uphold the best interests of the organization and others	
The firm provides something of value to the community and to the world	
Integrity governs the organization's business practices: the company says what it does and does what it says	
Traceability	
There are clear lines of responsibility within the organizational structure	
Employees are held accountable for the outcomes of their decisions and actions	
Directives and procedures can be traced to a single legitimate authoritative source	
Total (24-48 = Poor, 49-72 = Fair, 73-96 = Stable, 97-120 = Healthy)	