

Practice Scorecard Assessment and Input Survey

Know & Teach the Rules -

Business Transparency Education

1. Everyone has full access to accurate and timely financial information.
2. I have a good understanding of the company's financial performance.
3. I am taught to understand the company's financial information.
4. I am kept well informed of the company's business plans and strategies.
5. My supervisor is open and transparent with critical business information.
6. Top leadership demonstrates a sincere commitment to sharing critical business information and teaching everyone what the information means.

Strongly Agree	Agree	Somewhat Agree	Disagree	Strongly Disagree

Know & Teach the Rules - High Involvement Planning™

7. The business planning process involves everyone to some degree.
8. The business plan and financial budget is the result of much input across all departments and levels of the company.
9. We are encouraged to share our level of confidence in the company's business plans.
10. Top leadership demonstrates a sincere commitment to communicating with employees about the direction and progress of the company.

Strongly Agree	Agree	Somewhat Agree	Disagree	Strongly Disagree

Know & Teach the Rules -
The Critical Number™

- 11. There is a clear and common understanding of the company's most important near-term goals.
- 12. There is widespread agreement on the company's most important goals.
- 13. I feel like I can make a difference.
- 14. My department has a clear understanding of how our decisions and actions affect financial outcomes.
- 15. My supervisor encourages our department to align our goals with the goals of the company.

Strongly Agree	Agree	Somewhat Agree	Disagree	Strongly Disagree

Follow the Action & Keep Score -
Huddles

- 16. I am involved in frequent team meetings focused on financial results and how to improve them.
- 17. Departments support each other in achieving goals.
- 18. We take swift and immediate action when deviations from plan occur and financial performance is challenged.
- 19. My supervisor encourages us to openly discuss our performance and challenge each other to improve performance.

Strongly Agree	Agree	Somewhat Agree	Disagree	Strongly Disagree

Know & Teach the Rules - Scoreboards

20. Scoreboards displaying company and team performance are widespread, and highly visible.

21. Everyone is somewhat involved in tracking and reporting progress against goals.

22. We do what we say we will do for each other.

23. We know, at all times, if we are winning or losing and who is accountable.

24. My supervisor encourages our department to track, measure, and report progress against team goals.

Strongly Agree Agree Somewhat Agree Disagree Strongly Disagree

Follow the Action & Keep Score - Forward Forecasting

25. Most communication around financial information is forward looking.

26. My supervisor encourages our department to set goals and forecast our performance.

Strongly Agree Agree Somewhat Agree Disagree Strongly Disagree

Provide A Stake in the Outcome® - Rewards and Minigames™

27. When the business is successful and financial performance improves, I am well rewarded.

28. My team actively participates in continuous improvement plans and events.

Strongly Agree Agree Somewhat Agree Disagree Strongly Disagree

29. My supervisor encourages our team to initiate and participate in continuous improvement plans and events.

--	--	--	--	--

Provide A Stake in the Outcome® - Ownership

Strongly Agree Agree Somewhat Agree Disagree Strongly Disagree

30. I feel like this company is my company.

--	--	--	--	--

Provide A Stake in the Outcome® - Recognition

Strongly Agree Agree Somewhat Agree Disagree Strongly Disagree

31. We consistently celebrate our wins.

32. I feel like my contributions are well recognized and appreciated.

33. My supervisor encourages us to recognize and celebrate individual and team success.

The Great Game of Business® - Awareness & Education

Strongly Agree Agree Somewhat Agree Disagree Strongly Disagree

34. I understand why the practice of open-book management is important for the success of the company and the success of our people.

--	--	--	--	--

Engagement

- 35. My supervisor, or someone at work, seems to care about me as a person.
- 36. At work, my opinions seem to count.
- 37. The company encourages my development.
- 38. In the last 12 months, I have had opportunities at work to learn and grow.
- 39. Our company's senior management is honest.
- 40. I know what is expected of me at work.

Strongly Agree	Agree	Somewhat Agree	Disagree	Strongly Disagree

Input Survey (fill in the blank)

41. What DOES the company do well?

42. What DOESN'T the company do well?

43. What are the critical "financial" issues facing the company in the next 6 to 12 months?

44. What are the critical “marketplace or customer” issues facing the company in the next 6 to 12 months?

45. What are the critical “operational or process” issues facing the company in the next 6 to 12 months?

46. What are the critical “people or cultural” issues facing the company in the next 6 to 12 months?

47. What can the company do better, differently, or more of?

48. What is one thing we can achieve in the next 6 to 12 months that would have the greatest impact on the overall performance of the business?