

# Strategy-People Disconnect Scorecard



Assign a score to each of the questions below in the overall column, then tally up your results <b>1 = Strongly disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, 5 = Strongly agree</b>		Overall
If desired, to refine your results place the same score in any open boxes in the columns labelled 'Individual, Team and Organisation'. This will indicate which parts of your organisation may need attention and the services that NMB People Strategy offer to assist.		
1	At an organisational level we have clear goals driven by a purpose that goes beyond the financial results	
2	Those goals are well-articulated and communicated at every level throughout the organisation	
3	Our teams have clear programs of work linking to overall company goals, which also tie into the purpose of the organisation	
4	At an individual level people know how they contribute to those goals, and how that links to their personal goals	
5	We understand how we provide meaningful work at an organisational level	
6	We understand how we provide meaningful work at a job level	
7	We encourage our team members to work to their strengths within their roles	
8	There is a culture of continuous improvement that is consistent and healthy across all teams	
9	Problems and challenges are raised to executives in an open, honest and timely manner, and received safely and fairly	
10	Performance issues are addressed in a constructive, timely and consistent manner across the organisation	
11	Opportunities for growth are created regularly and acted upon	
12	High performers are given appropriate development opportunities	
13	We are great at focusing on the strategic plan and not getting distracted by the latest exciting idea	
14	We regularly review our performance against our strategic plan to assess how well we have hit our objectives	
15	We consistently hit our organisational goals in the timeframes and budget we set ourselves	
<b>Total(s)</b>		
<b>Out of</b>		<b>75</b>

Individual	Team	Organisation
-	-	
-	-	
		-
		-
-	-	
		-
	-	-
		-
-	-	
-	-	
-	-	
<b>45</b>	<b>40</b>	<b>50</b>

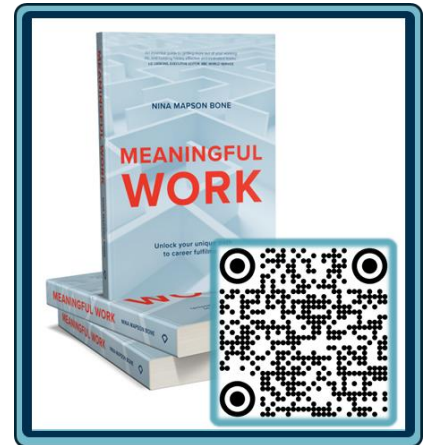
Overall		Individual	Team	Organisation
<b>60 - 75</b>	Well done, you are doing well in bridging your strategy-people disconnect. However, unless you scored a perfect 75, there is always room to make that connection stronger.	<b>36 - 45</b>	<b>32 - 40</b>	<b>40 - 50</b>
<b>40 - 59</b>	You have some areas of strength and some areas where you need to build a greater connection between your strategy and your people's needs capabilities and motivations.	<b>24 - 35</b>	<b>22 - 31</b>	<b>27-39</b>
<b>15 - 39</b>	You have a strategy-people disconnect. You must build your bridge to ensure your goals are achieved. You may wish to consider our unique Strategy-People Connective Program	<b>9 - 23</b>	<b>8 - 21</b>	<b>10 - 26</b>

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