

INSIGHT & ALIGNMENT ASSESSMENTS

Uncover where your leaders and teams are today—and what's needed to move forward.

Our Insight & Alignment Assessments are designed to provide executive teams and leaders of teams with a clear view of the dynamics shaping their team and organization. We combine diagnostic tools with deep qualitative insights to help organizations identify misalignments, build capacity, and make confident, coordinated progress.

CORE ASSESSMENT OFFERINGS

Option 1: Team Health Assessment

After a large review of trend documents describing the struggles managers and leaders of teams are having in the current work environment, we created this assessment around 6 key dimensions that were consistently mentioned.

Six Core Dimensions:

- ▶ Trust & Psychological Safety
- ▶ Communication & Collaboration
- ▶ Clarity of Roles & Goals
- ▶ Accountability & Dependability
- ▶ Engagement & Recognition
- ▶ Well-being & Workload Sustainability

Results help teams understand where they're thriving and where they need to recalibrate in order to sustain momentum and lead through uncertainty.

Option 2: Change Readiness Assessment

Helps leaders gauge how ready their people and teams are for change—emotionally, cognitively, and behaviorally.

Two Components:

- ✓ **Individual Change Readiness**
Assesses personal adaptability, clarity, motivation, and emotional readiness.
- ✓ **Team Change Readiness:**
Measures a group's collective belief, alignment, energy, and psychological openness to change.

Used together, these tools offer a layered understanding of what's enabling or inhibiting change capacity.

Option 3: Culture Assessment (OCAI)

Built on the Competing Values Framework (CVF), the Organizational Culture Assessment Instrument (OCAI) helps leaders understand the underlying cultural patterns driving behavior across the organization and in what ways the culture is helping and fighting against the vision and strategy.

Four Cultural Archetypes:

- ▶ **Clan (Collaborate)**
- ▶ **Adhocracy (Create)**
- ▶ **Market (Compete)**
- ▶ **Hierarchy (Control)**

Results reveal alignment (or misalignment) between current and preferred culture profiles in relation to desired outcomes, offering a data-backed foundation for transformation initiatives.



Deliverables

- ✓ **Summary report:**
with quantitative and qualitative insights (open-ended questions at the end of each assessment)
- ✓ **Leader briefing**
and discussion
- ✓ **Team Debrief**
for 90-minutes online and creation of next steps
- ✓ **Clear recommendations**
for the leader

Optional Add-ons

Interviews:

Individual 1:1 interviews to provide narrative depth alongside assessment data.

Team Pulse Check:

Follow-up short-form survey (60-90 days) to track progress.

Facilitated Team Workshop:

In person working session (½ day or longer) with facilitated debrief of report and predesigned exercises based on learned team needs.

Custom Integration:

Embed questions into existing engagement or performance tools.

Cost

\$ Set up a call to determine desired outcomes and cost | squinn@leadingwithlift.com