**Identifying Gaps and Opportunities: A Sample Analysis**

**Instructions:**

**Think about the team you currently manage and circle the response that best describes your current situation.**

1. ***Based on behavior, attitude, and performance, what percentage of your work group (team) is internally committed (engaged)****?*

|  |  |
| --- | --- |
| 1 = | 0 – 20% |
| 2 = | 21 – 40% |
| 3 = | 41 – 60% |
| 4 = | 61 – 80% |
| 5 = | 81 – 100% |

1. ***How internally committed how are the engaged team members?***

|  |  |
| --- | --- |
| 1 = | None are internally committed |
| 2 = | Barely recognizable as internally committed |
| 3 = | Internally committed |
| 4 = | Very Internally committed |
| 5 = | Totally Internally committed |

1. ***Our current rewards and recognition program acknowledges the valuable contributions of our employees and makes them feel*** ***appreciated.***

|  |  |
| --- | --- |
| 1 = | We do not have a rewards and recognition program, or another mechanism for acknowledging contributions |
| 2 = | We have somewhat of a program, but it lacks consistency and substance |
| 3 = | We have a good program, but it is primarily rewards based on performance targets |
| 4 = | We have a great program, that includes rewards and recognition for contributions |
| 5 = | We have an excellent program that truly makes employees feel appreciated and valued |

1. ***Our team members are given opportunities for meaningful participation.***

|  |  |
| --- | --- |
| 1 = | No opportunities for participation |
| 2 = | Few opportunities for participation |
| 3 = | Some opportunities for participation, but “meaningful” is questionable |
| 4 = | Frequent opportunities for truly meaningful participation |
| 5 = | Meaningful participation is offered and expected within job function |

1. ***Regarding peer influence among our team members, choose the most accurate statement.***

|  |  |
| --- | --- |
| 1 = | No knowledge of the level of or impact of peer influence |
| 2 = | Peer to peer communication is considered the only source for the “real deal” |
| 3 = | Frequent misguided messages and influence, much time and energy spent on damage control |
| 4 = | Some misguided messages, but are quickly clarified |
| 5 = | Communication and interpretations among peers is aligned with management’s messages |

1. ***What would team members say about our leadership team?***

|  |  |
| --- | --- |
| 1 = | We don’t have leaders around here |
| 2 = | Our managers are okay |
| 3 = | Our leaders do a fine job |
| 4 = | Consistent, trustworthy, clear messages through communication and action – their actions match their words. |
| 5 = | Our leadership inspires and brings out the best in all of us |