

Five Signs Your Organization Has Gone Quiet

A Reflective Self-Assessment for Organizational Leaders

Inspired Coaching and Leadership | inspiredcoaching.net

Organizational silence rarely announces itself. It settles in gradually — through subtle shifts in behavior, engagement, and voice. This assessment is designed to help you slow down and look honestly at what may already be happening beneath the surface of your organization.

For each statement below, rate how true it is for your organization on a scale of 1 to 5. There are no right or wrong answers — only honest ones.

1 — Strongly Disagree	2 — Disagree	3 — Neutral	4 — Agree	5 — Strongly Agree
------------------------------	---------------------	--------------------	------------------	---------------------------

Sign 1 — Meetings Feel Too Smooth

Low conflict in meetings can signal healthy culture — or it can signal that people have stopped believing their voice matters. These questions help you tell the difference.

1. In our meetings, I regularly hear pushback or alternative perspectives on key decisions.	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree
2. When I propose a direction, team members feel comfortable challenging it openly.	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree
3. Disagreements in our meetings tend to surface early, before decisions are finalized.	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree

Sign 2 — High Performers Have Become Easy to Manage

Your most capable people used to ask hard questions and push for growth. If that's stopped, it may not be maturity — it may be withdrawal.

4. My highest-performing employees still regularly ask for new challenges or growth opportunities.	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree
5. The people I rely on most are also the ones most likely to bring me difficult information.	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree
6. I can identify at least one instance in the past month where a top performer went above and beyond what was required of them.	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree

Sign 3 — Problems Are Appearing Out of Nowhere

When your system stops surfacing problems early, issues escalate before you see them. This sign is about whether your organization is still warning you.

7. Issues in my organization are typically surfaced to me early — before they become crises.	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree
8. When something goes wrong, I can usually trace it back to an early signal that was raised by someone on my team.	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree
9. My team proactively flags risks and concerns without being asked.	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree

Sign 4 — You Are Hearing Less, Not More

A reduction in ideas, questions, and honest feedback is one of the earliest and most reliable signals that an organization is going quiet.

10. The volume of new ideas and suggestions from my team has stayed consistent or increased over the past six months.	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree
11. People in my organization ask clarifying questions and challenge assumptions in group settings.	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree
12. I regularly receive feedback from followers that surprises me or gives me new perspective.	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree

Sign 5 — You May Be Sending Mixed Signals

What leaders say and what leaders do can communicate very different things. This sign is about whether your actions are reinforcing or contradicting your stated values.

13. When someone raises a concern in my organization, there is a visible and consistent response.	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree
14. The people in my organization who speak up honestly are recognized — not marginalized — for doing so.	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree
15. My organization's stated values and the behaviors I actually reward are closely aligned.	1 Strongly Disagree	2 Disagree	3 Neutral	4 Agree	5 Strongly Agree

Scoring Instructions

Add up your scores for all 15 questions. Note that this assessment uses a reflective scale — higher scores indicate healthier patterns. Lower scores indicate areas of concern.

Score	Category	What It Means
60 – 75	Strong Foundation	Your organization shows healthy patterns of voice and engagement. Stay intentional — silence can develop quickly when conditions shift.
42 – 59	Early Warning Signs	Some patterns of silence or disengagement are beginning to emerge. These are worth addressing proactively before they become harder to reverse.
25 – 41	Moderate Concern	Your organization is showing clear signs of a quiet culture. Voice and engagement have likely been declining for some time. Structured intervention is recommended.
15 – 24	Significant Risk	Your organization may already be in an advanced state of organizational silence. The cost — in innovation, resilience, and performance — is likely already visible. Please consider reaching out for a structured diagnostic.

My Total Score: _____ / 75

If your score raised questions about what's really happening beneath the surface of your organization, you're not alone — and you don't have to figure it out without support.

Listen to The Resilient Organization podcast and explore the full diagnostic training — When Followers Go Quiet: Diagnosing Hidden Disengagement in Your Organization — both available at inspiredcoaching.net.

"The most dangerous moment in an organization isn't when people are loud. It's when they stop speaking and no one notices."