



ORGANIZATIONAL ASSESSMENT

A Leadership Tool for Identifying Early Signs of Organizational Drift



PURPOSE

Why This Assessment Exists

Organizational drift rarely announces itself. It arrives quietly...a shortcut here, an unenforced policy there; until practices that would once have been unthinkable become routine. This assessment is designed as a conversation starter, not a scientific instrument, to help leaders and teams surface the early warning signs of drift before they harden into culture.

Rate each statement below from 1 (Strongly Disagree) to 5 (Strongly Agree) based on how your organization actually operates today, not how policy says it should operate.

The Scale

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

How to Use It

- Complete it individually first, then compare notes as a team or command staff.
- Be honest about current practice, not stated policy or best intentions.
- There are no passing or failing scores, only starting points for conversation.
- Revisit the assessment periodically to track whether drift is trending up or down.



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SECTION 1 OF 3

Leadership & Accountability

#	STATEMENT	1	2	3	4	5
1	Leaders consistently model expected behaviors.	☐	☐	☐	☐	☐
2	Accountability is applied fairly regardless of rank.	☐	☐	☐	☐	☐
3	Problems are addressed early instead of ignored.	☐	☐	☐	☐	☐
4	Policies are reviewed and enforced consistently.	☐	☐	☐	☐	☐
5	Employees feel safe raising concerns.	☐	☐	☐	☐	☐

Section Subtotal: _____ / 25



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SECTION 2 OF 3

Culture & Communication

#	STATEMENT	1	2	3	4	5
1	Near misses are discussed openly.	☐	☐	☐	☐	☐
2	Constructive disagreement is welcomed.	☐	☐	☐	☐	☐
3	Information flows across ranks.	☐	☐	☐	☐	☐
4	“We’ve always done it this way” is challenged.	☐	☐	☐	☐	☐
5	Successes and failures are shared as learning opportunities.	☐	☐	☐	☐	☐

Section Subtotal: _____ / 25



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SECTION 3 OF 3

Training & Operations

#	STATEMENT	1	2	3	4	5
1	Training reflects current risks.	☐	☐	☐	☐	☐
2	Competency is routinely evaluated.	☐	☐	☐	☐	☐
3	Shortcuts are challenged.	☐	☐	☐	☐	☐
4	After-action reviews lead to improvements.	☐	☐	☐	☐	☐
5	Risk decisions are documented and understood.	☐	☐	☐	☐	☐

Section Subtotal: _____ / 25



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SCORING

What Your Score Means

Add the three section subtotals together for a total score of 75, then find your range below.

TOTAL SCORE: _____ / 75

15–34

Healthy Culture

Standards are consistently understood, modeled, and enforced.

35–54

Early Signs of Drift

Isolated gaps exist. Left unaddressed, they will normalize.

55–64

Significant Drift

Deviation from standards has become routine in multiple areas.

65–75

High-Risk Culture

Requires immediate leadership intervention.



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REFLECTION

Turning Scores Into Action

A number is only useful if it leads to a conversation. Use the space below to capture what the assessment revealed and where your organization goes from here. |

1. Where did you score lowest, and why?

2. What behaviors have become normalized that would once have been unacceptable?

3. What one change could reduce drift in the next 90 days?



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NEXT STEPS

Let's Continue the Conversation

This assessment is not a scientific instrument; it is designed to spark meaningful leadership conversations about how good organizations slowly accept bad practices. The real work begins after the scores are in.

Bring DRIFT to Your Organization

To facilitate a DRIFT workshop, leadership retreat, or organizational culture review, contact me at:

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