



THE MAGNETIC TEAM SELF-ASSESSMENT

The intention of this assessment is to explore initial discovery for each element of the MAGNETIC TEAM framework. You may leverage it as a starting point to illustrate strengths and opportunities within your organization.

INSTRUCTIONS

On a scale of 1 – 5, please rate where you feel your team is today.

(1 = Strongly Disagree; 2 = Somewhat Disagree; 3 = Neutral; 4 = Somewhat Agree; 5 = Strongly Agree)

MEANING

Our employees are consistently asked if they are fulfilled or have meaning in their work.

We regularly connect our individual roles to the impact they have at a team level.

We regularly connect our individual roles to the impact they have at a company level.

AVERAGE SCORE:

ALIGNMENT

Our employees know our company's Mission, Vision, and Values without looking them up.

Our organization's Strategic Goals are transparent and widely communicated.

Team Goals are directly tied to the organization's Strategic Goals.

Employee Goals are directly tied to company Goals.

AVERAGE SCORE:

GROWTH & DEVELOPMENT

Every employee has the opportunity to express their short and long-term goals in 1:1 meetings.

We have regular conversations with employees about growth and development opportunities.

Our organization offers personal development opportunities outside of a specific function.

AVERAGE SCORE:

NETWORK & RELATIONSHIPS

- There is consistent and dedicated time devoted to building relationships within our work team.
- There is Leadership support to build relationships outside of an employee’s team.
- There are formal programs or groups dedicated to Diversity, Equity, Inclusion, and/or Belonging at our organization.
- We give paid time during the work day for employees to volunteer in the community.

AVERAGE SCORE:

EMPLOYEE EXPERIENCE

- When a new hire accepts an offer to come on board with us, their manager calls or texts them congratulations and welcomes them to the team.
- We have a formal process for onboarding all new hires through their first 45 days.
- We consistently ask for employee feedback about their experience in our organization.

AVERAGE SCORE:

TOTAL PERSON

- Our employees are able to work whenever they need as long as their goals are met.
- Our employees are able to work where they need as long as their goals or production are met.
- Our company provides resources to all employees that support their overall well-being. (Social, mental, emotional, physical, financial, and spiritual wellbeing)
- Our organization is actively engaged in providing support to reduce or mitigate employee burnout.
- As Leaders, we consistently ask our people how they’re doing and mean it.

AVERAGE SCORE:

INTENTIONAL LEADERSHIP

- We offer formal Leadership Development consistently at our organization.
- We have formal onboarding for new Leaders within our organization.
- I have regular conversations with my Direct Supervisor about opportunities to learn and grow as a Leader.
- Our Leadership team shares common Leadership Principles that we are expected to live, apart from company values.

AVERAGE SCORE:

COMMUNICATION

- Our organization communicates information with our employees consistently and in a variety of formats to ensure they are informed.
- Our employees have a voice through a formal bottom-up process.
- Leaders actively listen and respond to challenges appropriately.
- Our organization has a clear path to share information with all employees.

AVERAGE SCORE:

TRUST

- Leadership within our organization says one thing and does another.
- Our Leadership follows through on promises made to employees.
- I trust my teammates.
- Genuine and authentic relationships are the norm at our company.

AVERAGE SCORE:

ENVIRONMENT

Proactive precautions are taken in the form of training, tools, and resources to ensure the physical safety
of our employees.

Leaders are taught how to provide psychological safety for their teams.

Leaders are educated to know how to proactively include everyone on their team.

I feel safe at work.

AVERAGE SCORE:

APPRECIATION

We offer a variety of ways to recognize performance at our company for all roles.

We celebrate behaviors we want to see on top of performance within the organization.

We consistently celebrate life events or personal accomplishments of our employees.

In the last 6 months, I surprised my team as a way to say thank you.

I feel valued and appreciated as a Leader at my company.

AVERAGE SCORE:

MATTERING

Leadership makes it a point to regularly express appreciation to individuals, pointing out the difference
they make.

Teammates consistently recognize one another.

AVERAGE SCORE:

TOTAL AVERAGE SCORE:

Each element of the framework will produce an average score. From there, review and rank the scores from highest to lowest. Areas of greatest opportunity are those with the lowest average scores. Any average scores below 5 pose an opportunity for your organization.

If you would like to learn more or explore custom solutions for your organization, please connect with me at:

cjohnston@magneticcultures.com today!