

## Human Systems Assessment™

### *Measuring the Health of Your Organization's Culture*

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#### ***What is organizational culture and why is it important?***

A strong healthy culture is key to creating and supporting successful organizations. We define organizational culture as “the patterns of human interactions that shape an organization.” Aspects of culture include:

- Organizational, team, and individual role and goal clarity
- Management concern and follow-through
- The way interpersonal conflicts are addressed and resolved
- Formal and informal communication
- Decision-making capacity
- The way employee performance is assessed and recognized, and poor performance is addressed.

#### ***What is the Human Systems Assessment and what does it measure?***

The Human Systems Assessment is a tool we've developed to measure and track what elements of an organization's culture are strong, and what elements present opportunities for improvement. The Assessment provides detailed feedback and baseline data around key human systems including leadership, accountability, decision-making capacity, management effectiveness, and the strength of internal staff relations. Like the gauges on the dashboard of a car, the Assessment data can be used to see what's going on “under the hood” in an organization, and to determine what areas need attention to ensure the organization can reach its goals.

#### ***What is the value in assessing the health of my organization's culture?***

Even incremental improvements in an organization's culture can be used to leverage dramatic benefits. By unleashing and refocusing the energy tied up in unproductive behavior, unclear roles, and interpersonal conflicts, an organization can significantly improve its performance in ways that include:

##### *Increasing leadership effectiveness*

- Build trust and clarity of direction
- Increase staff commitment to the organization's vision

##### *Boosting productivity and sparking innovation*

- Redirect energy now lost in unproductive behavior
- Build a strong foundation for successful quality improvement efforts

##### *Retaining valued employees*

- Meaningfully recognize employees
- Increase morale and job satisfaction

##### *Strengthening accountability*

- Clearly define employee roles and expectations
- Create alignment with organizational goals

***Want to learn more?*** Call or e-mail us for more information or visit our website.