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**Nurturing Healthy Organizations – Quick Assessment**

*Utilizing the Organizational Leadership Assessment (OLA) model to promote increased organizational health*

**The Six Key Areas of a Healthy Organization (The OLA model)**

How healthy is your leadership? *To what level do you agree, or disagree, that the following characteristics accurately describe your leadership? (Circle the best response)*

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| --- |
| Display Authenticity |
| By being open and accountable to others |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |
| Strongly Disagree | Disagree | Undecided | Agree | StronglyAgree |

 |
| By a willingness to learn from others |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |
| Strongly Disagree | Disagree | Undecided | Agree | StronglyAgree |

 |
| By maintaining integrity and trustworthiness |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |
| Strongly Disagree | Disagree | Undecided | Agree | StronglyAgree |

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| --- |
| Value People |
| By believing and trusting in people |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |
| Strongly Disagree | Disagree | Undecided | Agree | StronglyAgree |

 |
| By serving other’s needs before your own |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |
| Strongly Disagree | Disagree | Undecided | Agree | StronglyAgree |

 |
| By receptive, non-judgmental listening |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |
| Strongly Disagree | Disagree | Undecided | Agree | StronglyAgree |

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|  |  |
| Develop People |
| By providing opportunities for learning and growth |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |
| Strongly Disagree | Disagree | Undecided | Agree | StronglyAgree |

 |
| By modeling appropriate behavior |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |
| Strongly Disagree | Disagree | Undecided | Agree | StronglyAgree |

 |
| By building up others through encouragement and affirmation |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |
| Strongly Disagree | Disagree | Undecided | Agree | StronglyAgree |

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| --- |
| Build Community |
| By building strong personal relationships |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |
| Strongly Disagree | Disagree | Undecided | Agree | StronglyAgree |

 |
| By working collaboratively with others |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |
| Strongly Disagree | Disagree | Undecided | Agree | StronglyAgree |

 |
| By valuing the differences of others |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |
| Strongly Disagree | Disagree | Undecided | Agree | StronglyAgree |

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| --- |
| Provide Leadership |
| By envisioning the future (Vision) |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |
| Strongly Disagree | Disagree | Undecided | Agree | StronglyAgree |

 |
| By taking initiative (Action) |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |
| Strongly Disagree | Disagree | Undecided | Agree | StronglyAgree |

 |
| By clarifying Goals (Mobilization) |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |
| Strongly Disagree | Disagree | Undecided | Agree | StronglyAgree |

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| --- |
| Share Leadership |
| By facilitating a shared vision |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |
| Strongly Disagree | Disagree | Undecided | Agree | StronglyAgree |

 |
| By sharing power and releasing control |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |
| Strongly Disagree | Disagree | Undecided | Agree | StronglyAgree |

 |
| By sharing status and promoting others |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |
| Strongly Disagree | Disagree | Undecided | Agree | StronglyAgree |

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*To what level would others agree, or disagree, with your assessment?*