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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)*

|  |  |
| --- | --- |
| Display Authenticity | |
| By being open and accountable to others | |  |  |  |  |  | | --- | --- | --- | --- | --- | | 1 | 2 | 3 | 4 | 5 | | Strongly  Disagree | Disagree | Undecided | Agree | Strongly  Agree | |
| By a willingness to learn from others | |  |  |  |  |  | | --- | --- | --- | --- | --- | | 1 | 2 | 3 | 4 | 5 | | Strongly  Disagree | Disagree | Undecided | Agree | Strongly  Agree | |
| By maintaining integrity and trustworthiness | |  |  |  |  |  | | --- | --- | --- | --- | --- | | 1 | 2 | 3 | 4 | 5 | | Strongly  Disagree | Disagree | Undecided | Agree | Strongly  Agree | |

|  |  |
| --- | --- |
| Value People | |
| By believing and trusting in people | |  |  |  |  |  | | --- | --- | --- | --- | --- | | 1 | 2 | 3 | 4 | 5 | | Strongly  Disagree | Disagree | Undecided | Agree | Strongly  Agree | |
| By serving other’s needs before your own | |  |  |  |  |  | | --- | --- | --- | --- | --- | | 1 | 2 | 3 | 4 | 5 | | Strongly  Disagree | Disagree | Undecided | Agree | Strongly  Agree | |
| By receptive, non-judgmental listening | |  |  |  |  |  | | --- | --- | --- | --- | --- | | 1 | 2 | 3 | 4 | 5 | | Strongly  Disagree | Disagree | Undecided | Agree | Strongly  Agree | |
|  |  |
| Develop People | |
| By providing opportunities for learning and growth | |  |  |  |  |  | | --- | --- | --- | --- | --- | | 1 | 2 | 3 | 4 | 5 | | Strongly  Disagree | Disagree | Undecided | Agree | Strongly  Agree | |
| By modeling appropriate behavior | |  |  |  |  |  | | --- | --- | --- | --- | --- | | 1 | 2 | 3 | 4 | 5 | | Strongly  Disagree | Disagree | Undecided | Agree | Strongly  Agree | |
| By building up others through encouragement and affirmation | |  |  |  |  |  | | --- | --- | --- | --- | --- | | 1 | 2 | 3 | 4 | 5 | | Strongly  Disagree | Disagree | Undecided | Agree | Strongly  Agree | |

|  |  |
| --- | --- |
| Build Community | |
| By building strong personal relationships | |  |  |  |  |  | | --- | --- | --- | --- | --- | | 1 | 2 | 3 | 4 | 5 | | Strongly  Disagree | Disagree | Undecided | Agree | Strongly  Agree | |
| By working collaboratively with others | |  |  |  |  |  | | --- | --- | --- | --- | --- | | 1 | 2 | 3 | 4 | 5 | | Strongly  Disagree | Disagree | Undecided | Agree | Strongly  Agree | |
| By valuing the differences of others | |  |  |  |  |  | | --- | --- | --- | --- | --- | | 1 | 2 | 3 | 4 | 5 | | Strongly  Disagree | Disagree | Undecided | Agree | Strongly  Agree | |

|  |  |
| --- | --- |
| Provide Leadership | |
| By envisioning the future (Vision) | |  |  |  |  |  | | --- | --- | --- | --- | --- | | 1 | 2 | 3 | 4 | 5 | | Strongly  Disagree | Disagree | Undecided | Agree | Strongly  Agree | |
| By taking initiative (Action) | |  |  |  |  |  | | --- | --- | --- | --- | --- | | 1 | 2 | 3 | 4 | 5 | | Strongly  Disagree | Disagree | Undecided | Agree | Strongly  Agree | |
| By clarifying Goals (Mobilization) | |  |  |  |  |  | | --- | --- | --- | --- | --- | | 1 | 2 | 3 | 4 | 5 | | Strongly  Disagree | Disagree | Undecided | Agree | Strongly  Agree | |

|  |  |
| --- | --- |
| Share Leadership | |
| By facilitating a shared vision | |  |  |  |  |  | | --- | --- | --- | --- | --- | | 1 | 2 | 3 | 4 | 5 | | Strongly  Disagree | Disagree | Undecided | Agree | Strongly  Agree | |
| By sharing power and releasing control | |  |  |  |  |  | | --- | --- | --- | --- | --- | | 1 | 2 | 3 | 4 | 5 | | Strongly  Disagree | Disagree | Undecided | Agree | Strongly  Agree | |
| By sharing status and promoting others | |  |  |  |  |  | | --- | --- | --- | --- | --- | | 1 | 2 | 3 | 4 | 5 | | Strongly  Disagree | Disagree | Undecided | Agree | Strongly  Agree | |

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