

Organizational Health Model

Communication is professional and direct, even on tough topics.

Morale is positive and a constructive work environment is present.

Employees across the company are **included** in improvement and change efforts.

Personal **accountability** is demonstrated at all levels.

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Robust **systems** for hiring, managing performance, developing talent and building future leaders are active.

The senior **leadership** team is cohesive and leads by example.

Employee **engagement** is high, reflecting that employees feel valued, and are proud to work here.

Diversity of perspectives exists and is embraced when brought forward.

Roles are **aligned** and organized in order to meet goals.

Roles are clear and distinguishable.

A motivational purpose is present.

Company values are clear and alive.

Organizational **sustainability** prospects are strong with no heroic efforts required.

Employees **perform** at or above attainable expectations.

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