

Diagnostix: Tools for assessing your capacity to function as a high performing individual, team, organization, and explorer

High Performing Individual

YOUR TASK:

Make a personal assessment with regard to your ability to regularly practice the eleven qualities describing high performing individuals.

Profile High Performing Individual – How do I see myself?	Rating Scale 1 – 5 with 5 being highest
1. I recognize learning as an ongoing process vital to my success.	
2. I have the ability to identify a task and concentrate on it (focus)	
3. I have the ability to pull together the appropriate resources to successfully complete a task / project (mastery).	
4. I am aware of my own feelings, needs, limitations, attitudes and core values.	
5. I am aware of how I relate to others.	
6. I am aware of the needs and values of those with whom I work / interact.	
7. I demonstrate flexibility and adaptability.	
8. I hold myself accountable for the actions I take.	
9. I am committed to open communication.	
10. I am a self-starter; I initiate action where I see the need without compromising priorities.	
11. My colleagues would say that I conduct myself with integrity.	

Note: This is a highly personal evaluation. You should decide whether you wish to share it with anyone else or just reflect on it as you build a map for the next phase of your journey.

High Performing Team

YOUR TASK:

Reflect on a particular team in which you participate and use the diagnostic to assess the team's performance against each of the eleven qualities describing a high performing team and consider your readiness to help your team operate at a high level of performance.

Profile of High Performing Team	Rating Scale 1-5 with 5 being highest
1. We trust each other highly.	
2. We each bring complimentary skills to the team and have respect for our differences.	
3. We are committed to a common purpose.	
4. We are committed to specific performance goals.	
5. We are committed to producing outcomes that can be measured.	
6. We share a common working approach.	
7. We demonstrate flexibility and adaptability.	
8. We hold ourselves mutually accountable.	
9. We are committed to open communication (which includes an ability to engage in and support high-level conversations/dialogues).	
10. We are committed to continuous learning.	
11. We are committed to having some fun together.	

High Performing Organization

YOUR TASK:

Reflect on a particular organization in which you participate and use the diagnostic to assess the organization’s performance against each of the twelve qualities describing a high performing organization and consider your readiness to help your organization operate at a high level of performance.

Profile of High Performing Organizations	Rating Scale 1-5 with 5 being highest
1. Articulate a clear vision, mission and operating principles	
2. Engage leaders from throughout the organization in practicing systems thinking (seeing the whole pattern) and strategic thinking in order to define and communicate clear strategic intention.	
3. Have an informed and demanding group of stakeholders who are constantly expanding the expectations they have of the organization.	
4. Set significant challenges for themselves and constantly exceed them.	
5. Use effective and empowered teams widely.	
6. Have strong capability to learn quickly, to gather, create and integrate new knowledge and to efficiently and effectively share this knowledge.	
7. Build powerful operations management processes for: <ul style="list-style-type: none"> • Improving quality • Containing costs • Making decisions quickly • Practicing innovation 	
8. Understand the importance of building practical, user-friendly knowledge management systems which help them and their clients integrate knowledge, implementation processes, community development concepts and leadership skills with the appropriate information and communication technologies.	
9. Recognize that the ability to attract, retain and retrain high quality employees is important for continuous improvement in performance.	
10. Acknowledge that the ability to nurture collaboration within their organization and with suppliers, clients and sometimes even with competitors is now a critical asset for performance.	
11. Place a strong emphasis on performance measurement and produce a balanced scorecard with an appropriate tracking system to measure and document their outcome and to assist managers to utilize these measures quickly in revamping their plan.	
12. Constantly produce significant increases in satisfaction of its customers, its investors, its performers and administrators, and its peers globally.	

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Explorer

Profile of Explorers	Rank yourself 1 to 5 (with 5 being the highest level)
1. High level of curiosity, not restricted to the current concerns of the organization	
2. Ability to take risks	
3. High level of positive listening and hearing skills	
4. High level of openness to new ideas and new facts - not stuck in the old paradigm of old facts and old ideas	
5. Works hard at building new maps for the expedition - new routes to success for the organization	
6. Agile, quick and sensitive learner - he or she is especially sensitive to the nuance of possibilities	
7. High tolerance for ambiguity	
8. Able to commit to goals, challenges and opportunities determined by the team of which he or she is a member	
9. Holistic thinker with an ability to integrate seeming diffuse ideas	
10. Trusts their intuition	
11. Ability to learn from failure and false starts	
12. Found a way of rigorously looking at the expedition on which they are embarked and logging key events in this journey	
13. Strong positive self-image (confident) matched with a sense of humility and team belonging	
14. Global view	
15. Asks good questions - ones for which they also do not know the answers	
16. Demonstrates a high level of personal courage and conviction	
17. Ability to give up controls and work closely in partnership and in a team with others as equal colleagues	
18. Sense of optimism	
19. Sense of humor	
20. Strong vision of what the expedition can lead to and can communicate this vision effectively to others	