



ELEVATED  
PERFORMANCE  
GROUP

BRINGING  
CLARITY TO  
COMPLEXITY.

# ORGANISATIONAL HEALTH SELF-ASSESSMENT

A PRACTICAL GUIDE FOR LEADERS  
AND EXECUTIVE TEAMS



## REFLECT

Understand  
where you are



## ASSESS

Evaluate your  
organisation



## IDENTIFY

Spot strengths  
and gaps



## PRIORITISE

Focus on what  
matters most



## ACT

Take action and  
create change

A healthy organisation is intentional.  
This assessment gives you a clear snapshot  
to guide better decisions and stronger results.

## ORGANISATIONAL HEALTH SELF-ASSESSMENT

Rate each statement based on how your organisation is feeling right now.

01

### STRATEGY & DIRECTION

Is there a clear and aligned strategy that guides decision-making and drives performance?



| GREEN – Strong & Embedded                                                                                                                                                                   | AMBER – Inconsistent / Under Pressure                                                                                                 | RED – At Risk                                                                                                              |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|
| Strategy is current, documented and understood. Priorities are clear and decisions align with them. Leaders can explain what matters and why.                                               | A strategy exists, but priorities are not always clear or consistently understood. Day-to-day pressures can override strategic focus. | Strategy is absent, outdated or largely disconnected from operations. Priorities compete and decisions are often reactive. |
| <input type="radio"/>                                                                                                                                                                       | <input type="radio"/>                                                                                                                 | <input type="radio"/>                                                                                                      |
|  WHAT YOU ARE ASSESSING: Clarity • Alignment • Understanding • Decision-making • Connection to operations |                                                                                                                                       |                                                                                                                            |



#### NOTES / EVIDENCE

What's working well? What's challenging?

02

### GOVERNANCE & OVERSIGHT

Are governance structures effective, transparent and ensuring accountability at all levels?



| GREEN – Strong & Embedded                                                                                                                                                                   | AMBER – Inconsistent / Under Pressure                                                                                                       | RED – At Risk                                                                                                                      |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|
| Roles and decision rights are clear. Leaders receive useful information, risks are visible and accountability is actively maintained.                                                       | Governance structures exist but are inconsistently applied. Reporting, oversight or accountability may depend heavily on particular people. | Responsibilities or authority are unclear. Oversight is limited, key risks are not visible and accountability is weak or reactive. |
| <input type="radio"/>                                                                                                                                                                       | <input type="radio"/>                                                                                                                       | <input type="radio"/>                                                                                                              |
|  WHAT YOU ARE ASSESSING: Role clarity • Decision authority • Oversight • Accountability • Risk visibility |                                                                                                                                             |                                                                                                                                    |



#### NOTES / EVIDENCE

What's working well? What's challenging?



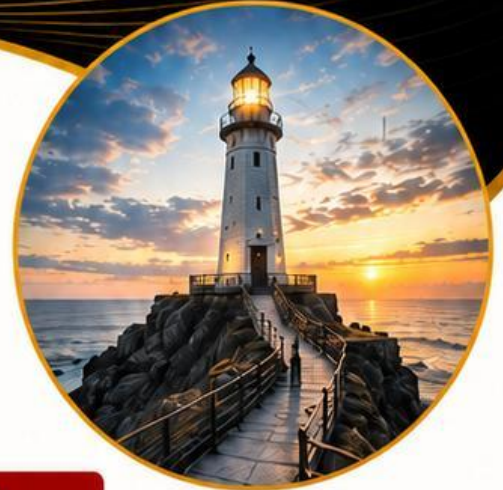
## ORGANISATIONAL HEALTH SELF-ASSESSMENT

Rate each statement based on how your organisation is feeling right now.

03

### PEOPLE & CAPABILITY

Do we have the right people, with the right skills, support and environment to perform at their best?



| GREEN – STRONG & EMBEDDED                                                                                                                                                                                                  | AMBER – INCONSISTENT / UNDER PRESSURE                                                                                                                                                                  | RED – AT RISK                                                                                                                                                                                      |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| We attract, develop and retain great people. Roles are clear, capability is strong and people feel supported, engaged and empowered to contribute. Performance is recognised and conversations are regular and meaningful. | We have capable people but gaps in skills, clarity or support exist. Workloads or change create pressure and impact engagement. Development and feedback happen, but not consistently across the team. | We struggle to attract or keep the right people. Roles are unclear, capability gaps are significant and people feel overwhelmed or unsupported. Engagement is low and performance is inconsistent. |
| <input type="radio"/>                                                                                                                                                                                                      | <input type="radio"/>                                                                                                                                                                                  | <input type="radio"/>                                                                                                                                                                              |

WHAT YOU ARE ASSESSING: Capability | Role clarity | Support | Engagement | Culture | Performance



#### NOTES / EVIDENCE

What's working well? What's challenging?



#### HOW TO USE THIS CHECK

For each question, select the rating (Green, Amber or Red) that best reflects your organisation right now.

Be honest.  
The value comes from insight, not perfection.

04

### OPERATIONS & PROCESSES

Are our systems, processes and resources enabling efficient, consistent and high-quality delivery?



| GREEN – STRONG & EMBEDDED                                                                                                                                                                            | AMBER – INCONSISTENT / UNDER PRESSURE                                                                                                                                 | RED – AT RISK                                                                                                                                                                   |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Processes are well designed, documented and followed. Systems support consistent delivery and quality. Resources are well managed and we continually look for ways to improve efficiency and impact. | Processes and systems exist but are not always followed or are inconsistently applied. Some inefficiencies or duplication occur. Resources can be stretched at times. | Processes are unclear, outdated or not documented. Systems don't connect or create extra work. Resources are limited and impact quality, timeliness and our ability to deliver. |
| <input type="radio"/>                                                                                                                                                                                | <input type="radio"/>                                                                                                                                                 | <input type="radio"/>                                                                                                                                                           |

WHAT YOU ARE ASSESSING: Process effectiveness | System & tools | Resource management | Efficiency | Consistency



#### NOTES / EVIDENCE

What's working well? What's challenging?

# ORGANISATIONAL HEALTH SELF-ASSESSMENT

Rate each statement based on how your organisation is feeling right now.

05

## PERFORMANCE & IMPACT

Are we achieving meaningful outcomes and using data and feedback to drive continuous improvement?



| GREEN – STRONG & EMBEDDED                                                                                                                                                                 | AMBER – INCONSISTENT / UNDER PRESSURE                                                                                                                                                              | RED – AT RISK                                                                                                                                                      |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| We have clear measures of success and regularly track progress. Data and feedback inform decisions and drive improvement. We consistently achieve strong outcomes and demonstrate impact. | We track some measures but not consistently. Data or feedback is available but not always used to inform decisions. Outcomes vary and improvement is happening but not yet consistent or embedded. | We don't have clear measures or rely on limited data. Feedback is not collected or used. It's hard to demonstrate impact and outcomes are unclear or inconsistent. |
| <input type="radio"/>                                                                                                                                                                     | <input type="radio"/>                                                                                                                                                                              | <input type="radio"/>                                                                                                                                              |

**WHAT YOU ARE ASSESSING:** Outcome focus | Data use | Feedback loops • Continuous improvement | Impact



### NOTES / EVIDENCE

What's working well? What's challenging?

06

## CULTURE & ENGAGEMENT

Do our people feel engaged, respected and supported to do their best work?



| GREEN – STRONG & EMBEDDED                                                                                                                                                       | AMBER – INCONSISTENT / UNDER PRESSURE                                                                                                                                 | RED – AT RISK                                                                                                                                     |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|
| Our culture is positive, inclusive and values-driven. People feel engaged, supported and trusted. We communicate openly and resolve issues constructively. Retention is strong. | Culture is generally positive but there are pockets of disengagement or inconsistency. Communication or support could be stronger. Change or pressure impacts morale. | Engagement is low and morale is poor. People don't feel heard, respected or supported. Communication is limited and conflict or turnover is high. |
| <input type="radio"/>                                                                                                                                                           | <input type="radio"/>                                                                                                                                                 | <input type="radio"/>                                                                                                                             |

**WHAT YOU ARE ASSESSING:** Employee engagement • Leadership behaviour • Communication • Inclusion • Wellbeing



### NOTES / EVIDENCE

What's working well? What's challenging?



## WANT CLARITY ON YOUR RESULTS?

Your self-assessment is the first step. Let's turn insight into action.



## LET'S TALK

Book a complimentary 30-minute clarity session to discuss your results and explore how we can help you move forward.



## BOOK NOW

Email us at [admin@elevatedperformancegroup.com.au](mailto:admin@elevatedperformancegroup.com.au) or visit our website to schedule a time that suits you.

*Bringing clarity to complexity.*

## ORGANISATIONAL HEALTH SELF-ASSESSMENT

Rate each statement based on how your organisation is feeling right now.

07

### LEADERSHIP EFFECTIVENESS

Is leadership visible, aligned and enabling the organisation to thrive?



| GREEN – STRONG & EMBEDDED                                                                                                                                                                 | AMBER – INCONSISTENT / UNDER PRESSURE                                                                                                        | RED – AT RISK                                                                                                                                                  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Leaders are visible, authentic and empowering. They communicate clearly, make decisions with confidence and develop others. Leadership behaviours are consistent across the organisation. | Leadership is present but not always consistent. Communication or decision-making can be reactive. Development and support for leaders vary. | Leadership is absent, inconsistent or unclear. Decisions are reactive or unclear. People lack direction and confidence in leaders. Trust in leadership is low. |
| <input type="radio"/>                                                                                                                                                                     | <input type="radio"/>                                                                                                                        | <input type="radio"/>                                                                                                                                          |

WHAT YOU ARE ASSESSING: Visibility | Communication | Decision-making | Alignment | Trust | Capability



#### NOTES / EVIDENCE

What's working well? What's challenging?

08

### SUSTAINABILITY & RESILIENCE

Is our organisation resilient, adaptive and positioned for long-term success?



| GREEN – STRONG & EMBEDDED                                                                                                                                        | AMBER – INCONSISTENT / UNDER PRESSURE                                                                                                                 | RED – AT RISK                                                                                                                         |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|
| We are adaptable and forward thinking. Risks are identified early and managed well. Resources are used wisely and we are well positioned for sustainable impact. | We manage challenges as they arise but are not always proactive. Some risks or resource constraints impact our ability to plan and adapt effectively. | We are reactive and overwhelmed by challenges. Risks are not managed well, resources are stretched and our sustainability is at risk. |
| <input type="radio"/>                                                                                                                                            | <input type="radio"/>                                                                                                                                 | <input type="radio"/>                                                                                                                 |

WHAT YOU ARE ASSESSING: Risk management | Adaptability | Resource strength | Innovation | Future readiness



#### NOTES / EVIDENCE

What's working well? What's challenging?



### WANT CLARITY ON YOUR RESULTS?

Your self-assessment is the first step. Let's turn insight into action.



### LET'S TALK

Book a complimentary 30-minute clarity session to discuss your results and explore how we can help you move forward.



### BOOK NOW

Email us at

[admin@elevatedperformancegroup.com.au](mailto:admin@elevatedperformancegroup.com.au)

or visit our website to schedule a time that suits you.

*Bringing clarity  
to complexity.*

# ORGANISATIONAL HEALTH SELF-ASSESSMENT

Rate each statement based on how your organisation is feeling right now.

09

## PROCESS & SYSTEMS

Do our processes and systems enable effectiveness and a great experience?



| GREEN – STRONG & EMBEDDED                                                                                                                                           | AMBER – INCONSISTENT / UNDER PRESSURE                                                                                              | RED – AT RISK                                                                                                                 |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|
| Our processes are clear, efficient and consistently followed. Systems are integrated and support our people to do their best work. We review and improve regularly. | Processes exist but are not consistently followed. Systems have gaps or duplication. People work around issues to get things done. | Processes are unclear, outdated or rarely followed. Systems are fragmented or don't work well. There is confusion and rework. |
| <input type="radio"/>                                                                                                                                               | <input type="radio"/>                                                                                                              | <input type="radio"/>                                                                                                         |

**WHAT YOU ARE ASSESSING:** Process clarity • Consistency • System effectiveness • Integration • Continuous improvement



### NOTES / EVIDENCE

What's working well? What's challenging?

10

## IMPACT & VALUE

Are we making a meaningful difference for our clients, communities and stakeholders?



| GREEN – STRONG & EMBEDDED                                                                                                                                     | AMBER – INCONSISTENT / UNDER PRESSURE                                                                                                 | RED – AT RISK                                                                                                                       |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|
| We clearly understand and measure our impact. Stakeholders see and value the difference we make. Our work aligns with our purpose and delivers lasting value. | We measure some outcomes but not consistently. Impact is not always clear to stakeholders. We are aligned in parts but could do more. | We don't have clarity on our impact. Stakeholders are unclear on the value we deliver. Our work is not well aligned to our purpose. |
| <input type="radio"/>                                                                                                                                         | <input type="radio"/>                                                                                                                 | <input type="radio"/>                                                                                                               |

**WHAT YOU ARE ASSESSING:** Outcome measurement • Stakeholder value • Alignment • Contribution • Long-term impact



### NOTES / EVIDENCE

What's working well? What's challenging?



## HEALTHY ORGANISATIONS DON'T LEAVE PERFORMANCE TO CHANCE.



Clarity creates alignment. When we know where we're going, everyone moves in the same direction.



Strong systems create space. Great systems remove friction and free people to focus on impact.



Insights drive better decisions. Data and feedback turn assumptions into actions that work.



Small steps, big transformation. Consistent improvement today builds lasting organisational health.

*Bring clarity.  
Create impact. Elevate together.*



ELEVATED  
PERFORMANCE  
GROUP

BRINGING  
CLARITY TO  
COMPLEXITY.

# CONGRATULATIONS ON TAKING THE FIRST STEP.

Self-awareness is the foundation of meaningful change. Use your insights to focus your efforts, strengthen what's working and take action where it matters most.



## WHAT'S NEXT?



### 1. REFLECT

Review your results and identify your priority areas.



### 2. FOCUS

Choose 1-2 key areas to improve first.



### 3. PLAN

Set clear actions and measurable outcomes.



### 4. ACT

Take consistent steps and stay accountable.



### 5. IMPACT

Measure progress, celebrate wins and keep elevating.

## SELF-ASSESSMENT SCORE GUIDE



### STRONG & EMBEDDED

You're performing well! Keep building on your strengths and continue to drive impact.

SCORE: 7-10



### INCONSISTENT / UNDER PRESSURE

You have opportunities to strengthen. Focus on consistency and close the gaps.

SCORE: 4-6



### AT RISK

Immediate attention needed. Prioritise action to reduce risk and improve outcomes.

SCORE: 0-3



## WANT CLARITY ON YOUR RESULTS?

Book a complimentary **30-MINUTE** clarity session with our team to explore your results and uncover your next best steps.

*Let's turn insight*  
**INTO ACTION.**



LET'S TALK  
1300 164 834



EMAIL US  
[admin@elevatedperformancegroup.com.au](mailto:admin@elevatedperformancegroup.com.au)



VISIT OUR WEBSITE  
[elevatedperformancegroup.com.au](http://elevatedperformancegroup.com.au)

“

CLARITY CREATES MOMENTUM.  
MOMENTUM DRIVES TRANSFORMATION.

”