

Please read each of the following statements and rate your level of agreement on a 1–5 scale where 1 = strongly disagree, 2 = disagree, 3 = neutral, 4 = agree, and 5 = strongly agree

	SETTING DIRECTION (BRAINS)	RATING
1	We have a compelling vision for future success	
2	We have a clearly differentiated strategy to achieve our vision	
3	Vision and strategy are so clear that they guide resource allocation and decision making	
4	We have clearly recognizable core capabilities that give us our competitive edge	
5	Everyone in the organization can clearly and consistently articulate our value proposition to clients	
	DESIGNING THE ORGANIZATION TO EXECUTE STRATEGY (BONES)	
6	We have top quality talent with the right skills and experience in all key jobs	
7	Our supporting systems and structures (e.g., performance management, promotion processes) encourage desired performance	
8	Roles, responsibilities, and decision rights are defined as clearly as possible	
9	Our people and resources are deployed in a way that best supports the execution of our strategy	
10	Formal organization structure enables building and strengthening our core differentiating capabilities	
	CREATING A CULTURE OF LONG-LASTING EXCELLENCE (NERVES)	
11	We have a well-defined cultural philosophy (who we are and what we stand for), and it is well understood by everyone	
12	Our compensation and rewards practices encourage desired behaviors in line with the cultural philosophy	
13	Through their actions, our leaders set the right example for others	
14	We focus both on short-term success and long-term capability building	
15	Our culture is one of listening, learning, and constant renewal	
	OTHER	
16	What is working well that we should continue and/or do more of?	
17	What should we do differently to be even more successful?	

I particularly like this B-B-N survey over traditional instruments used in leadership development programs. Most of them try to measure your leadership style, your personality type, or the color of your