

Learning Organization Assessment

Organization learning (OL) is crucial for a variety of beneficial functions, these include: employee engagement, creativity and innovation, multi-operational communication, and so much more. How is your organization poised to learn? Take our quick assessment to answer the question is your organization is learning? Before you do, check out the what it sounds like and looks like on the reverse side.

1. Our organization actively encourages employees to share new ideas and approaches.

	1 (Strongly Disagree)	2	3	4	5 (Strongly Agree)
Rating	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. Leaders model openness to learning and regularly seek feedback from staff.

Rating	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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3. When mistakes happen, we treat them as learning opportunities rather than assigning blame.

Rating	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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4. Information and best practices are easily accessible to everyone who needs them.

Rating	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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5. Employees feel empowered to suggest improvements to processes or products.

Rating	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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6. We regularly review and update our practices based on new information or feedback.

Rating	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Scoring and next steps on back



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What does organizational learning sound like and look like? Take a look at some of the examples below and test your bias!

What does OL sound like?	What does OL look like?
“That’s an interesting idea—let’s explore it further.” “What can I do differently to support you?” “What did we learn from this, and how can we prevent it in the future?”	Regular team brainstorming sessions. Leaders admitting mistakes or sharing their own learning experiences. Cross-team meetings where best practices are discussed and shared.

Here are a few examples of negativity statements:

“We’ve always done it this way.” “Who’s responsible for this mistake?”
 “I don’t need feedback—I know what I’m doing.” “That’s not your responsibility.”

Scoring and next steps:

_____ **24–30:** Strong learning culture—continue to build on strengths

Congratulations, you have a learning organization. Continue to build on the strengths and practices that you have in place.

If your total is 23 or below, Connect with us for a more in-depth assessment for targeted insights and strategies.

_____ **18–23:** Some positive practices—consider a deeper assessment.

Ready to move into a better space for organizational-wide learning to occur?

_____ **12–17:** Learning culture may be limited—further investigation recommended.

Culture eats strategy is a real occurrence.

_____ **6–11:** Significant learning deficit—immediate action needed.

Your organization may be at risk of low engagement, higher turnover, sabotage, or worse.

We can help! We have a variety of tools, assessments, and learning events to re-charge your organization’s ability to learn. The ability for your organization to learn from one another improves engagement, recruitment and retention, communication and trust, creativity and innovation, and so much more!

Contact us, we can help:

Danielle@archetypelearningsolutions.com or 253-269-2116

www.archetypelearningsolutions.com