



Helping you develop the organization of your dreams!

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## **Attract top talent: Organizational Assessment**

**Understanding the eight elements of your organization**

Danielle Lord, PhD ©  
Archetype Learning Solutions

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## INTRODUCTION

Our modern organizations are complex. We have the complexity of multiple people (i.e., personality styles, learning needs, motivational preferences), multiple business or operational units (i.e., marketing and finance), and culture.

How do you know where your organizational opportunities lie? Archetype Learning Solutions has a unique tool to assess your organizational needs across eight (8) functional areas.

If you've been wondering where your pain points are, are looking for clarity and direction to make course corrections, the Archetype Learning Solutions Organizational Assessment can pinpoint exactly where and what.

A third party tool ensures that data will be kept confidential, as we are federally bound to Safe Harbor laws that ensure your team members have anonymity which will enhance their ability to safely share their experiences in confidence.



## PRODUCT/SERVICE/METHODOLOGY

Are you measuring the right things? Great measurement is key to assessment and correction. If you're not measuring the right thing, you won't correct the right area. Use our tool to gather data related to eight areas that may be impacting your overall effectiveness.

Our proprietary tool measures the following key organizational-effectiveness areas:

1. Purpose and goals
2. Roles
3. Organizational or team processes
4. Team relationships
5. Organizational relations
6. Problem solving
7. Passion and commitment
8. Organizational knowledge and learning

Believe it or not, most of our organizational challenges can actually be linked to a lack of process. This lack of processes creates role stress, confusion, tension and stress, and conflict that impact your organization's culture and therefore team member commitment.

# KEY FINDINGS

We provide the data summation, executive summary, and three (3) recommendations.

*An automotive team at a local repair shop, identified as a team, two key areas that the team felt frustration: organizational or team processes and organizational relationships. The Archetype Team was able to provide three recommendations to get the team back on track!*

## Key Findings #1



The assessment provides a very clear picture through both quantitative and qualitative data analysis. Through a survey process, data is collected in a very safe and neutral way, analyzed by an independent third party.

*Data collected from the auto shop indicated that the team lacked any processes. This lack of processes was damaging the relationships between team members and the manager.*

## Key Findings #2



The Executive summary portion includes a summary of the data analysis, which ensures that organization owners/executives are getting additional synthesis of the data or the story that goes beyond the data.

*A very specific message and summary of findings to the Auto Shop team manager that included specific comments to support the quantitative data. Findings included sensitive information to help the manager make effective decisions.*

## Key Findings #3



Three recommendations provides very clear and specific ideas from a team of Organizational Development professionals with years of experience!

Recommendations to the Auto Shop:

1. Use Lean tools to capture data about how to identify much needed process improvements
2. As a team, prioritize which processes to tackle first
3. Begin weekly rounding with team members to be present in the environment.

Results: a follow up assessment revealed that the team was functioning at a much better level, relationships had significantly improved and there was a reduction in role stress.



## Visual Data

The scoring portion of the Archetype Learning Solutions Organizational Assessment breaks down highly specific information based on a series of 56 questions, related to eight (8) organizational areas.

Scoring instructions: Transfer your assessment scores to your personal scoring boxes [below](#)

1. In the matrix below, write the numerical value of your assessment for each of the 56 [questions](#)
2. Total the scores for each [section](#)
3. Divide each total by seven (7) to calculate the average for each effectiveness [dimension](#)
4. Total the average of all eight (8) scores to find your overall team effectiveness score.

Purpose & goals	Roles	Organizational or team processes	Team relationships
1 _____	2 _____	3 _____	4 _____
9 _____	10 _____	11 _____	12 _____
17 _____	18 _____	19 _____	20 _____
25 _____	26 _____	27 _____	28 _____

Using as many individuals as possible in your team or organization, the Organizational Assessment provides a rich dataset that provides very specific information about your organization. Data is collected and analyzed by a scientific, organizational researcher, committed to ethical practices that includes complete confidentiality.





## CONCLUSION

Don't guess. Use our assessment to get very clear and confidential information that you might not get otherwise.

Your team members may not be willing or able to provide you with the specific information that you need. This may be in part due to a lack of psychological safety or they may not know how to convey the right message.

Let Archetype Learning Solutions introduce their proprietary Organizational Assessment and collect the data that you need to make the right solution and the right decisions.

### Key Takeaways

- Quantitative and qualitative data analysis
- A confidential Executive Summary
- Three recommendations to help turn around your organizational effectiveness
- Ensure the safety your team needs with third party data analysis and the safety of federally guided ethics.