

Orgametrics™ Snapshot Report

We are pleased to provide you with your Orgametrics™ results.

Orgametrics™ is a pulse survey that allows leaders to get a quick and meaningful assessment of how well their organization is aligned.

Based on years of experience working with Fortune 500 companies, school districts, small businesses, government organizations, and non-profits, Orgametrics™ measures critical indicators of Alignment in organizations, elements that must be aligned in order for organizations to perform at their best.

In this Snapshot Report, you will find the most important information you need to understand the current state of your organization and begin planning steps to strengthen your organization.



Your Orgametrics™ Results

The charts below provide an overall picture of **Alignment within the School District**. Shown here are the average scores for each of the 10 scales measured by Orgametrics™.

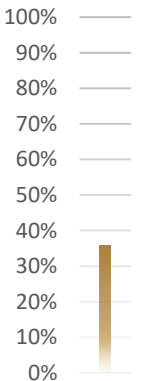
Think of each score as an **Alignment Indicator**: The higher your score, the stronger your alignment as an organization in that area or scale.

Overall alignment occurs when the assessment reveals strong scores on each of the 10 areas of focus and an overall measure of alignment.

Orgametrics™ Score

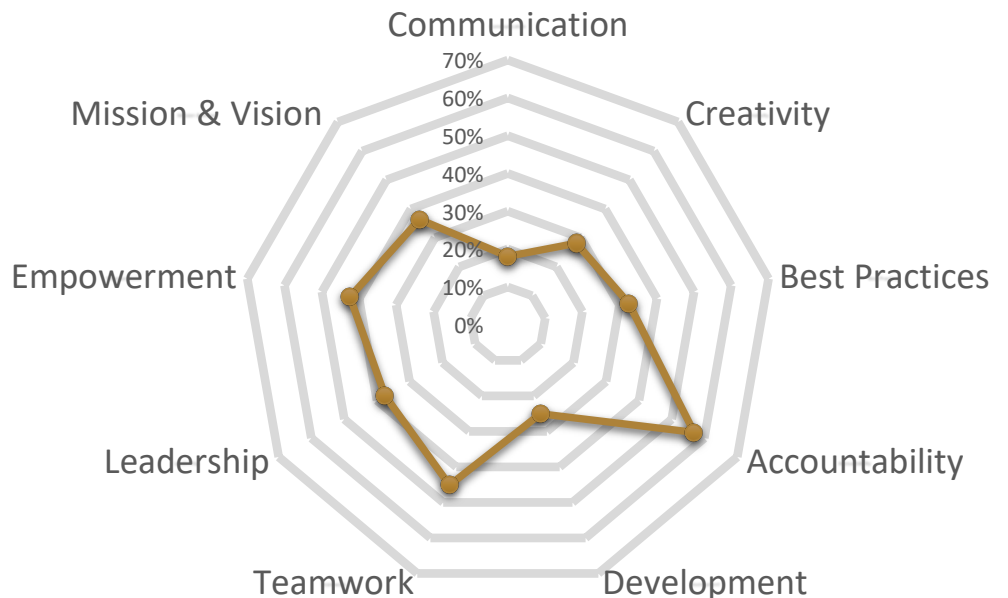
35.9

35.9% Aligned
28.9% Semi-Aligned
35.2% Mis-Aligned



Orgametrics™ Scale Scores

Accountability	56.9%
Teamwork	45.2%
Empowerment	42.4%
Leadership	37.5%
Mission & Vision	36.4%
Best Practices	32.4%
Creativity	28.2%
Development	25.1%
Communication	18.1%
Orgametrics™ Score	35.9%



> 65% = Aligned 64% - 35% = Semi-Aligned < 34% = Misaligned

1 = Strongly Disagree

5 = Neutral

10 = Strongly Agree

1 2 3 4 5 6 7 8 9 10

Misaligned

Semi-Aligned

Aligned

Aligned: Responses of 9-10**Semi-Aligned:** Responses of 7-8**Misaligned:** Responses ≤ 6

Strong alignment in an organization occurs when there is a high number of Aligned employees and a small number of Misaligned. As a general rule, an “Aligned” percentage of $\geq 65\%$ and a “Misaligned” percentage $< 35\%$ is very desirable. For an organization to be fully aligned and performing at its best, employees across the organization must be able to genuinely answer these questions with a strong response to put them in the Aligned category. (i.e. 9-10).

	Orgametrics™ Score: 35.9%				Aligned	Semi-Aligned	Mis-aligned	Avg.
Communication					18.1%	29.3%	52.6%	6.0
1. In my organization, we regularly talk about our Strategic Plan.					19.6%	31.7%	48.7%	6.3
2. We regularly receive information on how well my work group is performing and meeting goals.					16.6%	26.9%	56.6%	5.7
Creativity					28.2%	33.5%	38.3%	6.8
3. In my organization, we have effective methods for generating new ideas to improve our work.					22.4%	36.2%	41.4%	6.6
4. Employee ideas and suggestions are valued.					33.9%	30.9%	35.2%	7.0
Best Practices					32.4%	32.4%	35.2%	7.0
5. In my organization, we regularly share ideas and learn from each other.					39.6%	30.9%	29.5%	7.3
6. We look outside our organization to learn better ways to do our work.					25.3%	33.9%	40.8%	6.6
Accountability					56.9%	24.0%	19.1%	8.1
7. I feel a strong sense of responsibility to meet my performance goals and objectives.					70.9%	18.4%	10.7%	8.7
8. Employees in my work group hold each other accountable to achieve our goals.					42.8%	29.7%	27.5%	7.5
Development					25.1%	29.5%	45.5%	6.4
9. I receive the training and development I need to perform my job well.					22.0%	29.9%	48.1%	6.2
10. My manager and I discuss ways for me to develop my skills and career.					28.1%	29.1%	42.8%	6.5
Teamwork					45.2%	28.1%	26.8%	7.6
11. In my work group, we work well together as a team.					56.0%	23.0%	21.0%	8.0
12. In my organization, we work well across departments and teams.					34.3%	33.1%	32.5%	7.2
Leadership					37.5%	26.5%	36.0%	7.0
13. Leaders in my organization are authentic: You can trust what they say to be true.					42.0%	25.7%	32.3%	7.3
14. Leadership has a good plan in place to guide our organization into the future.					36.2%	28.9%	34.9%	7.1
15. I have received performance goals from my manager that are aligned with our Mission, Vision and Values.					34.3%	25.1%	40.6%	6.7
Empowerment					42.4%	25.5%	32.1%	7.2
16. I have the authority to do my job without being micromanaged.					51.9%	22.4%	25.7%	7.7
17. I am empowered to do my job without getting slowed down by bureaucracy.					32.9%	28.5%	38.6%	6.8
Mission & Vision					36.4%	32.5%	31.1%	7.2
18. I understand the Strategic Plan of my organization.					37.2%	33.3%	29.5%	7.3
19. I understand how my day-to-day work supports the Strategic Plan.					35.6%	31.7%	32.7%	7.1
Alignment					20.6%	28.5%	50.9%	6.0
20. In my organization, resources (e.g. money, people, etc.) are well-aligned to meet our strategic goals and fulfill our vision.					26.1%	34.1%	39.8%	6.6
21. In my organization, rewards and recognition programs recognize performance that is aligned with our Strategic Plan.					15.2%	22.8%	62.0%	5.4