



Executive Team Effectiveness Assessment

The Executive team...

1. Has an agreed-upon set of group norms and a set of practical steps to follow those norms.
2. Demonstrates a 'First Team' mindset by prioritizing peers, aligning goals and expectations, and residing accountability at the top.
3. Functions together with a high level of trust and healthy conflict that leads to strong commitment for the plan.
4. Achieving team goals is recognized and rewarded above achieving individual goals.
5. Effectively and consistently communicates the mission, vision, values, goals, and strategies for the organization that ensure sustainability for the organization.
6. Focuses on the business's broader strategies and long-term goals understanding how to efficiently assign responsibilities, prioritizing the work they personally do versus assigning it to others.
7. Team members leave the meetings feeling focused, supported, and energized.
8. Shows respect in all their interactions, whether with employees, clients, stakeholders, or other executive leaders.
9. Balances innovation and risk while anticipating future opportunities and needs.
10. Answers questions honestly, taking responsibility for their actions and follows through on their commitments.
11. Holds themselves and others accountable for their commitments and responsibilities in an honest and candid manner.
12. Is aware of their individual and corporate strengths and weaknesses knowing when to ask for help.
13. Creates a culture where learning is a top priority, there is no finger-pointing when mistakes occur, and the team comes together to fix a problem and ensure it does not keep occurring.
14. Looks at a problem from multiple perspectives before deciding on the optimal solution considering all ideas carefully.
15. Demonstrates leadership transparency by being upfront and honest with employees, encouraging them to ask questions about the organization and decisions they make.