

The Cattermole 8-Point Alignment Survey

Please score the following statements to the best of your ability: **Agree = 4; Don't know = 3 points; Disagree = 2 points; N/A = 1 point.** These Statements have been communicated to your employees:

Our organization has the following:	Agree (4)	Don't know (3)	Disagree (2)	NA (1)
A meaningful Vision Statement				
A meaningful Mission Statement				
Identified our Company Values				
Identified our Core Competencies				
Clearly-identified leadership				
Leaders who are in charge				
An Organization Chart that reflects reality				
An Integrated Cash-Focused Plan				
Well Controlled Cash				
A financial forecast comparing Actual to Plan				
A clear Marketing Plan				
A clear Production Plan				
A Management System				
Identified Key Processes				
Meaningful Job Descriptions				
Effective Performance Appraisals				
Identified Individual Behavioral Styles				
Identified individual Values				
Your Score				

0 – 32 Your organization may have some structures in place, but you are not aware of them. This leaves employees with inadequate information to do their jobs. You need help!

33 – 54 Things are unclear and muddled, although some things may be known “through the grapevine”. Not enough information to do a good job. You need help!

55 – 76 Congratulations! Your company shares information well and this allows you to do a good job.