

Is Your Organisation Ready for Performance Management Questionnaire

CRITERION	CONTINUUM					CRITERION
	1	2	3	4	5	
We take planning seriously	1	2	3	4	5	Planning is a paper exercise for us
We know what factors influence the performance of our business	1	2	3	4	5	We have never really come to grips with the factors that influence the performance of our business
We take a long term view of our business	1	2	3	4	5	We operate mostly from day to day
Our managers take broad view of business results	1	2	3	4	5	Our managers focus only on financial outcomes
We have strong human relations in our company	1	2	3	4	5	We are not really a people focused business
People accept accountability readily on our business	1	2	3	4	5	People avoid taking accountability in our business
We use consultants sparingly – only where we lack the skills required for the task	1	2	3	4	5	We over-use consultants – they are everywhere in our company
The sections of our business work well together	1	2	3	4	5	The sections of our business work as silos
We apply tools/techniques only when we are sure they are right for us	1	2	3	4	5	We apply the latest tools / techniques without fully evaluating their value to us
If staff need skill development in our business, they get it – no questions asked	1	2	3	4	5	We do not provide adequate training and development for our staff

Your score

Total: _____