

# Business Spirit Intelligence – A Quiz

*Are you optimising the success of your organisation? To assess your current level of Business Spirit Intelligence, circle the letter that best summarises your current position for each of the five questions.*

## ***1. Does your organisation have a clear vision of future success?***

- a) You are focused on achieving quarterly and annual budget targets
- b) You have a mission / purpose / vision statement in the annual report
- c) You are plagued by on-going inter-departmental politics and rivalry
- d) Senior management annually develop a rolling 5 year plan
- e) The entire organisation is motivated by a widely distributed graphical vision

## ***2. Are your staff enthusiastic and motivated?***

- a) Staff are listless and passive
- b) Staff tend to work to rule
- c) Management is very political
- d) Some areas are motivated
- e) The entire organisation is buzzing with enthusiasm, initiative and creativity

## ***3. Is your organisation aligned with practical departmental and personal plans?***

- a) No coordinated planning
- b) Continual reaction to crisis
- c) Sporadic short term planning for some projects
- d) Annual plans produced at budget time and then filed
- e) Well organised with short and long term graphical plans for all to use

## ***4. Is your organisation persistent or run by crisis?***

- a) Each week seems to bring a new crisis
- b) Staff and management are chronically stressed
- c) The employee feedback surveys show a negative culture
- d) Organisational support systems are constantly causing problems
- e) Staff are resilient - backed by strong culture and good support systems

## ***5. Is your organisation creating its own future?***

- a) You follow along behind by copying other organisations
- b) You are heavily influenced by management trends and fads
- c) You watch and follow your competitors closely
- d) You are cautious in taking bold initiatives that may defy current trends
- e) You are masters of customer value and lead your field

Now add up how many of each letter (a – e) you have circled. Then multiply your number of a's by 1; b's by 2; c's by 3; d's by 4; e's by 5.

If your organisation's score is less than 25 and you feel frustrated, then please do reference the relevant sections of *Spirit Intelligence™* for practical tools and approaches to maximise your success and improve your score.