



Section 1: Leadership Effectiveness

1. How would you rate the overall effectiveness of leadership within your organization?

- Very ineffective
- Somewhat ineffective
- Neutral
- Somewhat effective
- Very effective

Provide specific examples of effective or ineffective leadership practices that you have observed.

This question aims to assess how well the current leadership is perceived by the members of the organization, focusing on their ability to guide and achieve goals.

2. How clearly are leadership roles and responsibilities defined within your organization?

- Not defined at all
- Poorly defined, leading to confusion
- Somewhat defined, but with gaps
- Mostly defined, but not completely clear
- Fully defined and understood

Clearly defined roles and responsibilities are crucial for efficient management and accountability within the organization.

3. Do leaders inspire and motivate team members to perform their best?

- Rarely
- Occasionally
- Sometimes
- Often
- Consistently

Effective leaders inspire their teams, fostering motivation and engagement. This question helps determine if leadership practices are encouraging optimal performance.



4. How significant are the following challenges with your leadership? Rate the following 1-5 with 5 being a significant challenge.

- Lack of accountability
- Poor communication
- Resistance to change
- Undefined goals and direction
- Low morale or engagement

Identifying specific leadership challenges can highlight areas for improvement and allow for targeted leadership development initiatives.

Section 2: Operational Systems (MOS/MES)

5. How effective are your current operational systems in managing tasks and production?

- Have there been any recent upgrades or changes to these systems? If so, what impact have they had on overall effectiveness?

- Ineffective and outdated
- Somewhat ineffective
- Moderately effective, but with limitations
- Mostly effective, but still room for improvement
- Highly effective and well-integrated

This question evaluates the efficiency of Manufacturing Operations Systems (MOS) and Manufacturing Execution Systems (MES) in streamlining work processes.

6. Do you have plans to update your operational systems in the near future?

- No plans
- Not soon (1-2 years)
- Considering minor updates in the next year
- Planning significant changes within the next year
- Currently implementing changes



This question aims to understand the organization's strategic planning regarding operational system improvements.

7. How critical are the following issues with your operational systems? Rate the following 1-5 with 5 being a significant challenge.

- ___ Data inconsistency or inaccuracies
- ___ Difficulty in tracking key metrics
- ___ Integration issues with other systems
- ___ Lack of real-time data visibility
- ___ Poor user adoption and training

Understanding these operational challenges helps prioritize system enhancements and improve efficiency.

Section 3: Training and Development

8. How effective are your current training and development programs?

- Very ineffective
- Ineffective
- Moderately effective, but with gaps
- Effective, but with room for improvement
- Very effective and comprehensive

Training is crucial for employee skill development and productivity. This question helps evaluate the efficacy of current programs.

9. How much focus is given to the following training areas in your organization? Rate the following 1-5 with 5 being a significant focus.

- ___ Leadership skills development
- ___ Technical skills for operational systems
- ___ Soft skills (e.g., communication, conflict resolution)
- ___ Compliance and safety training
- ___ Onboarding new hires



This question helps identify priority areas for employee training to meet organizational needs.

10. How confident are you that the training programs are helping employees reach their full potential?

- Not confident at all
- Slightly confident
- Moderately confident
- Quite confident
- Very confident

Which specific elements of the training programs do you find most beneficial or lacking?

Assessing the confidence in training effectiveness can reveal whether the current programs are aligned with employee growth goals.

Section 4: Dispute Resolution

11. How often do interpersonal conflicts occur within your teams?

- Very frequently
- Frequently
- Occasionally
- Rarely
- Never

What are the main causes of these conflicts?

Interpersonal conflict can affect team dynamics and productivity. This question assesses how often such conflicts arise.



12. How effective are your current dispute resolution methods?

- Very ineffective
- Somewhat ineffective
- Neutral, needs improvement
- Effective, but not perfect
- Very effective and efficient

Effective dispute resolution is essential for maintaining a positive work environment. This question assesses the efficiency of current resolution processes.

13. Sources of conflict in your organization. Rate the following 1-5 with 5 being a significant source of conflict.

- ___ Leadership decisions
- ___ Poor inter-departmental communication
- ___ Unclear expectations or role confusion
- ___ Personality clashes or cultural differences
- ___ Resource allocation or workload distribution

Understanding the sources of conflicts is key to developing strategies to mitigate their occurrence.

Section 5: Organizational Change Readiness

14. How open is your organization to adopting new strategies or making changes?

- What past experiences has your organization had with change initiatives, and what were the outcomes?

- Resistant to change, prefers stability
- Somewhat resistant, but open to minor adjustments
- Neutral, no strong preference
- Somewhat open, with occasional hesitation
- Very open and proactive in embracing change

This question helps gauge the organization's culture and willingness to adapt to new challenges and changes.



Organizational Diagnostic Tool

15. How critical is it to address the following areas in your organization immediately? Rate the following 1-5 with 5 being critical.

- Leadership development and accountability
- Improvement of operational systems (MOS/MES)
- Employee training and professional development
- Effective dispute resolution and communication enhancement
- Cultural and organizational alignment

Prioritizing these areas helps focus resources and efforts on the most pressing issues to enhance organizational performance.

Please return the completely survey to contact@unitysolutions.com. We will be in touch shortly.

Note: This document is a structured overview of the Organizational Diagnostic Tool, intended for use by organizational leaders and teams to evaluate key operational and managerial aspects. Each section is designed to provide insights into leadership effectiveness, operational efficiency, training adequacy, dispute resolution mechanisms, and readiness for change. The diagnostic tool aims to identify challenges and opportunities for improvement, ultimately supporting informed decision-making and strategic planning to foster a more cohesive and productive organization.