

= Poor/Rarely

= Excellent/Always

I am unaware of what qualities a potential leader should obtain.	1 2 3 4 5	We have a clear process to identify, retain, and/ or develop future potential leaders.
My team members are not as involved or empowered throughout the company.	1 2 3 4 5	Empowerment and involvement throughout the company is strong and higher than expectations.
When recruiting new team members, we are unsure what qualities we look for in a potential member.	1 2 3 4 5	We have a clear process for recruitment, hiring and inducting the best new team members.
Team members are not sure how to tackle poor performance issues/conflicts.	1 2 3 4 5	All team members have a process for dealing with poor performance.
My team members don't have a personal development.	1 2 3 4 5	All team members have a personal development plan.
We do not train our team members in topics related to leadership or management skills.	1 2 3 4 5	We have a training curriculum that teaches key leadership skills for our management team.
Our leadership team is not very strong we are not clear where we see our organisation in the years to come.	1 2 3 4 5	We have the right leaders in place to be successful over the next five years.
We do not have a training curriculum for our team members.	1 2 3 4 5	We have a training curriculum that creates great team members at all levels of the organisation.
Our team members tend to be average, and we need more members in the organisation to help us cope.	1 2 3 4 5	We believe that one great person is more effective than two average team members.
We do not like to fire members even if they are not the right fit for the company.	1 2 3 4 5	We hire slow and fire fast.
I find it very hard to delegate to my team and often just do it myself as it will be quicker.	1 2 3 4 5	My team knows exactly their roles and responsibilities are and I delegate regularly with them.
Our firm's job descriptions are out of date, and I have given little or no thought to how my firm's structure will evolve as we grow.	1 2 3 4 5	I know exactly how my firm's structure will change as the firm grows. I have job descriptions for each role and can show my team members how their role will develop and change as the firm grows.
We struggle to recruit in new team members and almost always need to use the services of a recruiter to find new team members.	1 2 3 4 5	We are always on the lookout for potential good team members.
We often make bad recruitment decisions.	1 2 3 4 5	We have virtually no turnover of new team members as our team is always shouting about how great a firm we are.
The firm and team members really do not have a social media presence.	1 2 3 4 5	My team and I really stand out on social media particularly in regard to our niche market.
The growth of my business keeps stalling as I am constantly pulled back into the business to fight fires, deal with crises, or deal with client work.	1 2 3 4 5	I have carved out enough time to work on my business, as per my three year growth plan, to keep the progress of my business consistent and steady.
We expect all our team members to have experience in their role as we are unable to provide adequate training for team.	1 2 3 4 5	We consistently provide training and development for all team members who interact with our customers.