



## ASSESSMENT #2

### For Leaders Who Are Suspicious That There May Be an Underground Fire Already Smoldering In Their Organization

To how many of the following questions would you answer “YES”?

- I've had a feeling that something just isn't right in my organization for some time now, but I've been unable to wrap my fingers around it.
- Staff and/or volunteers have been talking to board members behind my back.
- I have heard a considerable amount of negative talk lately.
- Staff do not trust me like they used to.
- Staff appear to be on edge and I do not know why.
- When I walk into a room the conversations stop.
- I'm not sure that I can trust one or two staff members.
- The board is having meetings without me.
- Some staff are not looking me in the eye when we talk.
- Things are not getting done as efficiently as in the past.
- Staff are meeting for lunch off site and I am not invited.
- Staff have been commenting that they do not feel appreciated.
- I've been distracted with a major project.



- I am often out of the office.
- The energy in the office feels tense.
- Staff feels that the board does not understand what they really do.
- Board members want to sit in on staff meetings.
- Staff wants to attend board meetings.
- The board is expressing concern about the health of internal operations.
- I am not confident that the board has my back.
- The board wants to interview staff about how things are going.
- Staff has been underpaid and overworked for a long time now.
- I don't have the right people in the right places doing the right things.
- One or more staff are staying late at the office when everyone else has gone home.
- Staff and volunteers are unclear about the real mission of the organization.
- I am struggling with discouragement.
- I am growing more uncomfortable at the office.

Your "YES" Score: \_\_\_\_\_

The higher your score the greater the chances that you have an organizational fire smoldering in your organization. Please feel free to contact us at 509-886-4894 if you want to talk to someone about your situation.