

What it is

An assessment of the effectiveness of an organization's existing vision, mission and values

What it can do

This tool can help leaders and consultants:

- Assess the degree to which the existing vision, mission and values are serving their needed functions in an organization.
- Clarify specific gaps in the existing vision, mission and values and how they're being implemented in organizational life.
- Help determine whether an organization is in need of work on vision, mission or values.

How it works

The digital version of this PDF form can be filled out using Adobe Reader. It can be downloaded at: atctools.org/resources/tools-for-transformation

Rate your responses to the statements in the assessment that follows using a scale of 1 to 7, with 1 representing NOT AT ALL and 7 representing COMPLETELY.

- The tool should be given to as many key organizational stakeholders as possible.
- It is best to have data collected confidentially, by creating either an online survey or having individual members fill out printed copies.
- The results should be reviewed by key leaders to determine what, if anything, is needed to address gaps identified in the assessment.
- Share highlights of the survey and any actions to be taken with those who filled out the assessment.

If work is needed on vision, mission and/or values, refer to our series of articles, ***Visioning Toolkit***, filled with best practices on how to facilitate these processes.

You can download the articles in this series, and many other tools for transformation, at: atctools.org/resources/tools-for-transformation

12) Is there substantive unclarity or disagreement around vision within your organization? If so, what?

What is the impact on performance?

13) How in tune do you personally feel with your organization's overall vision and mission? How well is it currently serving as a vehicle for the fulfillment of your own personal purpose?