

Organizational Readiness Reflection



A guided reflection to help leadership better understand where your organization is today and consider its next steps

This is not an evaluation or a scorecard.

It's an opportunity to pause, reflect honestly, and better understand where your organization is today.



When your organization talks about "change" or "improvement," what's usually meant?

- o Strengthening and refining what already exists
- o Fixing problems as they come up
- o Responding to external pressure (funders, deadlines, crises)
- o Rethinking how we operate at a deeper level

How aligned is leadership right now?

- o Leadership is generally aligned and communicates openly.
- o There's agreement on the surface, but some underlying tension.
- o Different leaders have different priorities or interpretations.
- o Alignment hasn't really been discussed.

How well do people across the organization understand how their work contributes to your organization's shared outcomes?

- o People clearly understand how their work contributes to shared outcomes.
- o Understanding is generally strong but varies across teams.
- o Some people understand their contribution, while others work in isolation.
- o We haven't clearly communicated how individual contributions connect to organizational outcomes.

When your organization faces challenges, what best describes your typical response?

- o We step back and look at systems and structures.
- o A few people carry most of the responsibility.
- o We react quickly, but don't always reflect afterward.
- o We put out fires and move on.

How open is your organization to reflecting on whether current practices support the outcomes you want to achieve?

- o Reflection is a regular part of how we learn and improve.
- o We reflect occasionally, usually after significant challenges.
- o Reflection happens informally but rarely leads to organizational learning.
- o We tend to keep doing what we've always done unless outside pressures require change.

Which statement best describes your organization today?

- o We have a solid foundation and are ready to build on it.
- o We're growing and working to stay aligned.
- o We're committed to our mission while balancing competing demands.
- o We believe there's an opportunity to strengthen how we work together and want to better understand where to begin.



Understanding → Shared Ownership → Lasting Results

Explore Your Next Step:

Continue exploring tools and resources designed to strengthen understanding, shared ownership, and lasting results.

Ownership Framework Discussion Guide (Free)

Questions designed to help leadership teams explore the Building Ownership Framework and discuss what it could mean for their organization.

Organizational Pulse & Alignment Assessment

An anonymous staff assessment that provides insight into organizational alignment, communication, ownership, and organizational strengths.

Organizational Snapshot Report

A customized report that transforms assessment findings into practical insights and opportunities for organizational growth.

Guided Experiences for Individuals

Books, guided experiences, and practical tools that strengthen understanding, ownership, and engagement—enhancing the services your organization already provides.

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