

ORGANIZATIONAL READINESS REFLECTION

A 2-MINUTE LEADERSHIP SELF-ASSESSMENT

Where are we standing today? Before asking teams or participants to shift direction, leaders must see their true starting point. Select the statement in each category that best reflects your agency's current operational reality.

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

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|---|--|
| ☐ Refining what exists | ☐ Fixing problems as they come up |
| ☐ Responding to external pressure (funders/crises) | ☐ Rethinking how we operate at a deeper level |

2. How aligned is leadership right now?

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| ☐ Generally aligned & open | ☐ Agreement on surface, underlying tension |
| ☐ Different leaders have different priorities | ☐ Alignment hasn't been discussed |

3. How well do staff understand how their work connects to shared outcomes?

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|---|--|
| ☐ Clearly understand connection to commitments | ☐ Some roles clear, others less so |
| ☐ Expectations exist, but ownership varies | ☐ Roles defined, but success isn't consistently discussed |

4. When challenges come up, what tends to happen?

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|---|---|
| ☐ Step back & look at systems/structures | ☐ A few people carry most responsibility |
| ☐ React quickly, don't always reflect | ☐ Put out fires and move on |

5. How open is the organization to changing how work gets done — not just who does it?

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|--|--|
| ☐ Very open (systems matter) | ☐ Somewhat open |
| ☐ Cautious (change feels risky) | ☐ Not very open (current ways feel safer) |

6. Right now, which statement feels closest to the truth?

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|--|--|
| ☐ Stable & ready to strengthen foundation | ☐ Growing, but feeling stretched |
| ☐ Committed to mission, but overwhelmed | ☐ Know something needs to change, but not sure where to begin |

Wherever your organization landed — this is a valid place to begin.

Readiness isn't about having perfect systems. It's about willingness, clarity, and shared ownership.

OPTION 1: Schedule a Free Conversation

Complimentary Leadership Conversation (CLC)

A relaxed, no judgment 30-minute conversation with Donna to review your reflection results, drop the mask, and talk through what's really happening in your agency.

Schedule Call: <https://calendly.com/hello-luvsolutions/complimentary-leadership-conversation>

OPTION 2: Measure Your True System Alignment

Organizational Pulse & Alignment Snapshot

Take this deeper than leadership assumptions. Deploy our anonymous, staff-wide diagnostic to surface operational friction, role confusion, and alignment gaps across your entire team.

Explore Alignment Snapshot: <https://luvsolutions.net/organizational-pulse-alignment/>

OPTION 3: Bring This to Your Entire Agency

Building Ownership Discussion Guide

Download our complimentary discussion guide to bring these reflection questions to your next team or agency-wide meeting. Designed for frontline staff, leadership teams, board members, and community partners.

Download Discussion Guide (PDF): https://luvsolutions.net/wp-content/uploads/LUV_Ownership_Framework_Master.pdf

OPTION 4: Align Roles to Core Purpose

Ownership & SOCO Mapping Tool™

A strategic framework designed to instill shared ownership and decision integrity by ensuring every member of an organization deeply understands the entity's core purpose.

Learn About SOCO Mapping™: <https://luvsolutions.net/organizational-pulse-alignment/>