

Enlightened Rebels “Next-Stage” Assessment

Each of the attributes below corresponds with one of our Enlightened Rebel design principles. Rate your practice/business on a scale of 1 (not at all) to 5 (all the time).

Rating	“Next Stage” Attribute
	1. All members take accountability for team outcomes.
	2. Leadership tasks are shared among team members.
	3. Everyone is encouraged to think for themselves and take responsible action based upon our shared values and purpose.
	4. We develop only the plans, systems, roles and agreements necessary to help us move forward, but not so much as to be bureaucratic or burdensome.
	5. People are encouraged and supported to speak openly and honestly about what they think and feel.
	6. There is genuine conversation – leaders and team members actively listen and are open to new thoughts and ideas.
	7. Team structures enhance the ability of members to be collaborative, flexible, creative and adaptive.
	8. Information is not spun and team members are all told the whole story about what’s really going on.
	9. Team members are equipped with real-time data and business information so that they can make timely decisions that align with our shared purpose and goals.
	10. Every employee is given the chance to grow and develop.
	11. Everyone is acknowledged and valued as an individual team member and contributor.
	12. We create a safe space for each other and have a shared sense of identity and belonging.
	13. We are committed to our shared purpose.
	14. We use our team’s purpose to guide decisions or shape plans.
	15. We quickly adapt to changing circumstances.
	16. We develop creative approaches to problems.
	17. Everyone looks for and initiates ideas for how the team can improve its effectiveness and achieve its goals.
	18. Mistakes are accepted and viewed as learning opportunities without placing blame.
	Total

What is your assessment “data” saying to you? How do your responses compare with others in your practice/business? How can we help you process your results?