

Organisational Health: A Quick Scan

An organisation is a living system. When it is healthy, it can absorb pressure, surface honest conversations, and translate alignment into action. When it is not, the same tensions keep recycling beneath the surface. The four dimensions below are the indicators that matter most.

HOW TO USE: Tick your answer for each statement.

☐ Yes: consistently true
 ☐ Sometimes: partially true
 ☐ No: rarely applies

01 Systemic Resilience Self-correct, adapt, recover		02 Inclusive Collective Intelligence Every relevant voice reaches the decision	
	Y S N		Y S N
When direction changes, people understand why and adapt.	☐ ☐ ☐	People challenge ideas openly without making it personal.	☐ ☐ ☐
When something goes wrong, people reflect honestly instead of blaming or staying silent.	☐ ☐ ☐	People closest to the problem can influence the solution, regardless of seniority.	☐ ☐ ☐
Tensions are addressed, not avoided.	☐ ☐ ☐	Departments collaborate instead of protecting their own interests.	☐ ☐ ☐
People have the conversations that matter, even when they are uncomfortable.	☐ ☐ ☐	Decisions include different perspectives from across the organisation.	☐ ☐ ☐
The organisation learns from setbacks and adjusts.	☐ ☐ ☐	Voices that are often missed are heard by decision-makers.	☐ ☐ ☐
Overall for this dimension:	☐ ☐ ☐	Overall for this dimension:	☐ ☐ ☐

03 Emotional Agility & Psychological Safety Safe to speak up without fear		04 Proactive Ownership People act without waiting to be told	
	Y S N		Y S N
The real conversation happens in the room, not afterwards in the corridor.	☐ ☐ ☐	Decisions made in meetings are followed through afterwards.	☐ ☐ ☐
Leaders are willing to hear difficult truths.	☐ ☐ ☐	People act on problems they see instead of waiting for managers to notice.	☐ ☐ ☐
People are challenged, but not pushed into exhaustion.	☐ ☐ ☐	Vision, purpose, strategy, and priorities are clear and shared.	☐ ☐ ☐
Employees feel safe to raise concerns and name what is not working.	☐ ☐ ☐	New people experience the culture in everyday decisions, not only in words.	☐ ☐ ☐
There is enough trust for people to disagree and still move forward together.	☐ ☐ ☐	People take responsibility for shaping the organisation.	☐ ☐ ☐
Overall for this dimension:	☐ ☐ ☐	Overall for this dimension:	☐ ☐ ☐

Mostly Yes	Mix of Yes and Sometimes	Mostly No or Sometimes
☐ Strong systemic health here. Build on it.	☐ Real strengths and blind spots worth exploring.	☐ This dimension may be costing you more than you realise.

These questions are a starting point. If something here has surfaced a pattern worth exploring, get in touch and we can talk through what kind of intervention makes sense for where your organisation is right now.