

Organizational Mindful Leadership Assessments

Psychological Safety

1. We encourage respectful and open discussion of conflict.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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2. We address conflict in a timely and open manner, regardless of the content or people involved.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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3. We ensure that decision-making processes throughout the organization are transparent.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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4. We use employees' uncomfortable emotions to create positive change in the organization (*emotional competence*).

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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5. We have a set of operating principles and/or code of conduct.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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6. Our behavior adheres to the organization's operating principles and/or code of conduct.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	6 - Totally
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7. We introduce changes in projects and processes to employees in a manner that minimizes fear and frustration.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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8. We ensure that conflict between employees does not hinder work processes.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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9. We identify and correct systems issues (problems with processes and communication that affect the effectiveness of the organization).

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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10. We ensure that our goals are achievable with the resources we have.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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11. We clearly communicate our expectations to employees.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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12. We practice consensus-based decision-making.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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Employee Well-Being & Growth

1. We encourage employees to develop a personal mission and vision related to the organizational mission and vision.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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2. We value employees' well-being more than any work task or project.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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3. We provide effective clinical supervision for all employees who work with clients on health or behavioral challenges.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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4. We encourage employees' self-care for their physical and mental health, even if it has cuts into work time.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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5. We encourage employees to take self-determined approaches to best meet client needs.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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6. On a consistent basis, we ensure that all employees receive personalized, in-person, authentic, and growth-oriented feedback on their work.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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7. We encourage employees to take varied approaches to meet client needs.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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8. We give lots of appreciation and praise to employees for their accomplishments.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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9. We support and empower each other.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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Diversity & Inclusion

1. We purposefully hire employees to reflect the diversity of our clients.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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2. We fully accept and embrace employees' diverse experiences and characteristics (*inclusivity*).

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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3. We collaborate with affected employees on changes in projects and processes.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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4. We equally value and respect all employees.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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5. We equally value and respect employees' unique abilities and experiences.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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6. We fully support employees' unique needs so they can fully support the organization.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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7. All employees are collectively responsible for service user outcomes; we do not assign blame.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	6 - Totally
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8. We treat all employees equally, regardless of their position on the organizational chart.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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9. We allow the people who are most affected by a challenge (regardless of their position on the organizational chart) to primarily determine the pathways through process and project challenges.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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Human Systems

Build people potential. Improve organizational outcomes.

10. We encourage informal leadership (the opportunity to lead projects and make decisions regardless of position on the organizational chart) for all employees.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	5 - Totally
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Mission & Vision Focus

1. We have established a common understanding of how the mission and vision look in practice.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	6 - Totally
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2. Our projects and tasks reflect the mission and vision of the organization.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	6 - Totally
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3. We value quality over quantity of services.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	6 - Totally
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4. We make decisions based on how best to achieve the mission and vision.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	6 - Totally
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5. We ensure that organizational principles remain stable through staff changes.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	6 - Totally
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6. We ensure that organizational goals remain stable through staff changes.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	7 - Totally
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7. We differentiate between the long-term best interests of the organization and short-term relief.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	8 - Totally
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8. We do not obligate the organization to projects or tasks that are outside of the mission and vision.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	6 - Totally
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Community Embedding

1. We foster relationships with individuals and organizations in the surrounding community.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	7 - Totally
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2. We give time and resources to support individuals and organizations in the surrounding community.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	8 - Totally
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3. We collaborate with other organizations on shared projects.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	7 - Totally
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4. We spend time in the surrounding community to attend events, patronize businesses, or in other supportive activities.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	8 - Totally
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5. We purposefully contribute to social justice in the surrounding community.

1 – Not at all	2 – A Little	3 - Somewhat	4 – Mostly	7 - Totally
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