

**Assessment of the Abundant Organization® - The Why of Work, Ulrich & Ulrich**

<b>Principles of Abundant Organizations</b>	<b>Abundant Organization Questions</b>	<b>Assessment 1 = lo, 5 = hi</b>
<b>IDENTITY: WHAT ARE WE KNOWN FOR?</b>	1. Have a clear identity around what we are known for that is shared by those inside and outside the organization?	
Build on strengths (capabilities in an organization) that strengthen others	2. Focus on key individual strengths (or organizational capabilities) that distinguish us in our markets?	
	3. Encourage employees to use their signature strengths at work to strengthen others?	
<b>PURPOSE AND DIRECTION: WHERE ARE WE GOING?</b>	4. Communicate its social purpose and organizational direction with clarity and consistency?	
Have purposes that sustain both social and fiscal responsibility	5. Match employees' personal goals with the organization purpose?	
	6. Help employees achieve what motivates them?	
<b>TEAMWORK/RELATIONSHIPS: HOW WELL DO WE TRAVEL TOGETHER?</b>	7. Bring team member together to solve problems and make decisions?	
Go beyond high-performing teams to high-relating teams	8. Foster teamwork that delivers creative outcomes?	
	9. Enable people to form positive relationships and resolve conflict?	
<b>ENGAGEMENT/CHALLENGING WORK: WHAT CHALLENGES INTEREST EMPLOYEES?</b>	10. Encourage employees to choose work projects that challenge them?	
Engage not only employees' heads (competence) and hands (commitment) but also their hearts (contribution)	11. Allow flexibility in how work is done?	
	12. Help employees see how their work positively impacts others?	
<b>EFFECTIVE CONNECTIONS: HOW DO WE DEMONSTRATE A POSITIVE WORK ENVIRONMENT?</b>	13. Demonstrate a positive rather than a cynical work environment?	
Create work cultures that affirm and connect people throughout the organization	14. Use time and space to build patterns of affirmation and connection?	
	15. Provide resources to help every person meet the demands of his or her job?	
<b>RESILIENCE: HOW DO WE LEARN AND GROW FROM CHANGE?</b>	16. Persevere to develop people and products?	
Respond to change by mastering principles of growth, learning, and resilience	17. Encourage learning from both successes and setbacks?	
	18. Recover when things go wrong?	
<b>CIVILITY AND DELIGHT: HOW DO WE BRING DELIGHT INTO OUR ORGANIZATION?</b>	19. Feel like a friendly place?	
Attend to what helps individuals feel happy, cared for, and excited about life	20. Encourage employees to have fun at work?	
	21. Demonstrate respect and civility for all?	