

# Self Assessment: Tracking

	Yes	No	Sometimes or Somewhat
We have systems to measure the things that are important to us	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We recognize that there are “soft” indicators we must watch	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We measure everything – by location, functional area, overall company, and individual	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We survey our people annually to get <i>their</i> feedback	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We survey our customers annually to get their feedback	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We review what we measure regularly and act on our findings to more closely align our products, services, processes and people with our vision of success	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We share all data (except personal salaries) with all employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We review individual performance with every employee in writing at least 2x/year – this process is also a career conversation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We understand that leaders get the behavior that they incent so we align individual objectives with company objectives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We have a process in place to address under-performance and this process (along with consequences) is understood by everyone	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We are not afraid of respectful conflict so we will initiate tough conversations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**BUSTIN & CO.**

7557 Rambler Road • 7<sup>th</sup> Floor • Dallas, Texas 75231 • 214.720.3700 • [www.bustin.com](http://www.bustin.com)

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