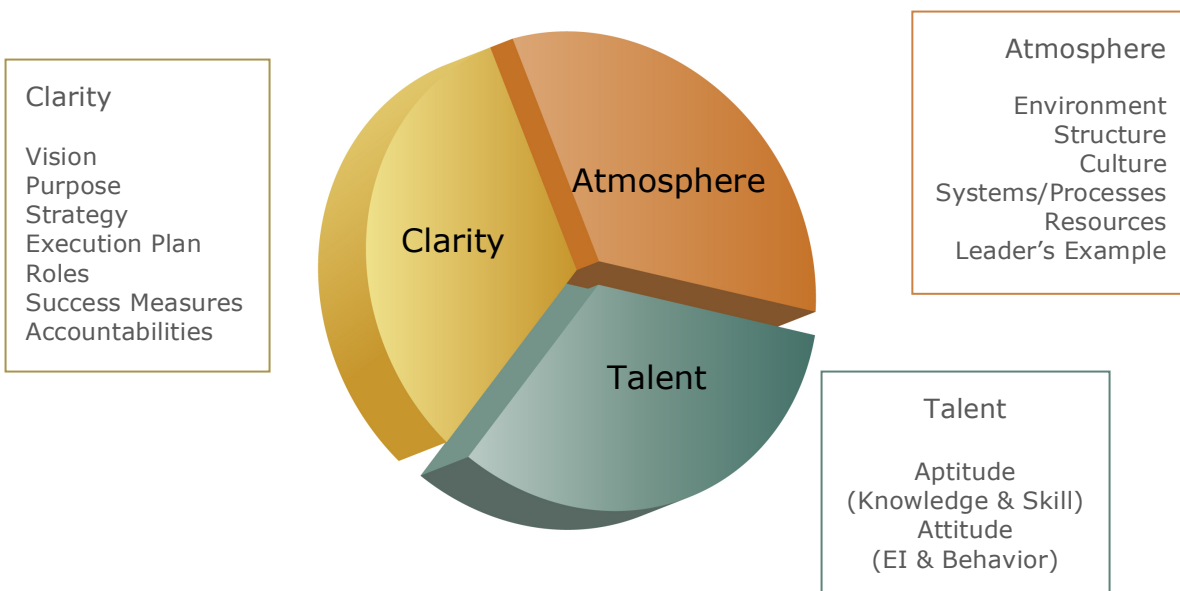




There are two constants in business. Change is one constant. Another constant in business are the conditions necessary for success. Speaking to leaders, author Arie de Geus said, “You have to learn to work with people as you find them. Your role is to create the conditions in which they will voluntarily give their best. (The Living Company, 1997)” Leaders are responsible for creating the conditions for success for themselves, their teams, and the organization. By creating and sustaining these conditions for success, leadership is taking steps to create a change mindset in the organization. An organization with a culture with a change mindset and strong leadership is more likely to implement change successfully.

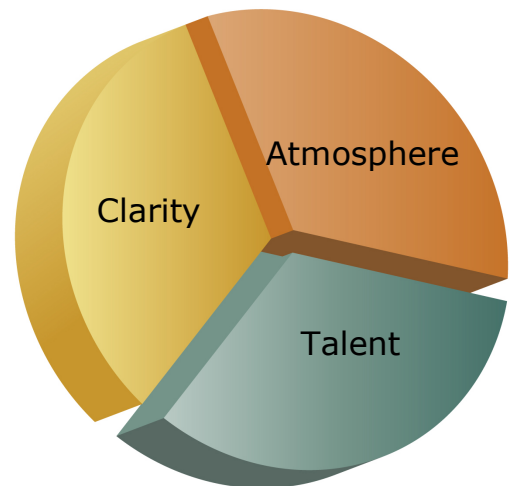
If asked to list everything necessary to lead change, everything listed would fall into one of three categories. First, a leader must provide **clarity**; imparting clear information to all stakeholders and ensuring that what was communicated is understood. Second, a leader must create an **atmosphere** that supports successfully achieving the desired results. The atmosphere must also encourage people to engage and perform at a high level. That is the third condition for which the leader is responsible, developing **talent**.



The Leadership CAT Scan is a diagnostic tool to identify factors impacting the engagement and performance of a team and/or organization.

The Leadership CAT Scan provides you and your team information that will help you to create the conditions through which your team's engagement and performance can increase.

Respondents assess the level of clarity, the shape of the atmosphere, and the talent level (mindset and skill set) present in the team. The results of your Leadership CAT Scan give you a snap shot of current realities, Point A. This is merely the first step. Next, serious thought must be given to two important questions, "What does the best possible future look like (Point B)?" and "What might you do to make that vision your new reality (Move from A to B successfully)?"



The Leadership CAT Scan is a valuable tool for organizations, teams, and individuals. It is fully customizable to meet the needs of your organization. It can be administered electronically or done as a team exercise in a meeting or offsite. For more information on how to use the Leadership CAT Scan with your team or organization or as a 360 Feedback tool for your leadership, email or call us today.

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Clarity	Score on scale of 1 to 5 (1 = low; 5 = high)
Do you and your key stakeholders and team members have clarity about...?	
	Score
• Organizational Vision, Mission/Purpose	
• Organizational Strategy	
• Team and Individual Objectives	
• Individual Roles and Responsibilities	
• Organizational, Team, and Individual Success Measures	
• Accountabilities and contribution measurements	
Total / Average	

Atmosphere	Score on scale of 1 to 5 (1 = low; 5 = high)
Do you and your key stakeholders and team members have an atmosphere that is...?	
	Score
• Typified by high levels of trust within and between teams, departments, business units	
• A culture of openness and honest communication	
• Fed by strong positive examples from top leaders	
• Organized to enable quick and smart decision making	
• Supported with the right systems and processes resourced appropriately	
Total / Average	

Talent		Score on scale of 1 to 5 (1 = low; 5 = high)
Do you have a high engagement, high performance team / organization formed and informed by...?		
		Score
Aptitude	• Solid functional knowledge	
	• Industry and market knowledge	
	• Functional skills and abilities	
	• Leadership skills and abilities	
Attitude	• Self-awareness	
	• Emotional self-regulation	
	• The capacity for self-motivation	
	• Empathy with others	
	• The desire and capacity to work and play well with others	
Total / Average		