

10-MINUTE

# Business Fit Test

Use this rating tool to get a fresh perspective on the internal workings of your business. Discover what areas of your organization are in optimal health, stagnating, or on their last breath. You might be surprised by what you learn!

## *Pause. Reflect. Restart.*

Why check on the health of your business? Because the 2020 pandemic changed everything and we can never go back to doing business the way we used to. In order to start anew and thrive in a post-pandemic market, you need to have a business plan that adapts to virtual work, altered operations, different employee needs, marketing disruptions, and plenty more.

**Here's the bottom line: If you're not an agile business owner, you're losing to your competition.**

How do you become agile? You take the time to evaluate what's working and what needs work. Then, you make a plan to fix the broken stuff and you actually execute on that plan instead of letting it collect dust on your desk.

You've already taken the first step by downloading this fit test. Carve out ten minutes to go through this rating tool and really be honest with yourself- you're not here to impress or defend, you're here to get your business back on track and ready for the future.

## *10-Minute Fit Test: An Internal Rating Tool for Agile Business Owners*

### LEADERSHIP

*A strong bottom line begins with the health of your top level leadership. But, when's the last time you looked at your own leadership abilities? Are your blind spots in leadership hindering your business? Worse yet, is your blind spot being passed down onto your managers and affecting your entire business?*

*In this section you can begin to see if you're embodying the vision, the goals, and the standards you set for the rest of your company.*

1. Is your mission & vision clearly communicated so that it can be followed and acted upon by all members of your organization?

 Yes No



5. How would you rate your operational systems?
  - 1- We are leveraging tech for better efficiency and accuracy
  - 2- Hybrid- some processes are automated and others are manual
  - 3- All of our operations are conducted manually

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## CULTURE

*Your culture is all about your employees. Are you just sustaining your team until something goes wrong? Are you doing anything to attract A players? An optimal business culture means everyone comes to work excited and aligned with the mission, executes on it efficiently, and takes the success of your business personally. They have skin in the game.*

*Use this section to evaluate your current culture and see ways you can re-engage your employees and retain top talent. Everybody wins when your culture is strong - your team, your leadership, and your customers.*

1. How would you rate your overall company culture?
  - 1- Poor
  - 2- Average
  - 3- Optimal
  
2. Is your hiring process serving your culture or working against it?  
 What do you prioritize when bringing on new hires:
 

Resume/abilities-----		Culture fit
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
  
3. How well does your culture promote the team vs individual employee?
 

Siloed-----		Collaborative
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
  
4. How well are you recognizing milestones in the employee life cycle?  
 Circle all that your recognize and celebrate in your business:
  - Hiring your employees (onboarding)
  - Developing and training
  - Performance-based
  - Work anniversaries
  - Exit and well wishes
  
5. How would you rate yourself on diversity and inclusion?
  - Not a top priority
  - We meet the recommended quotas for diversity
  - We take actionable steps to strengthen the diversity and inclusion amongst our teams

