



Score Page 1

out of 40

(use on page 3)

THE FIT SELF ASSESSMENT ARE YOUR BUSINESS PRACTICES A NATURAL FIT?

This FIT Self-Assessment measures the degree to which your sales and marketing practices are a natural fit for organization. Chambers Pivot Industries helps businesses design practices that your people actually enjoy doing, which drives substantial, profitable growth.

Score yourself from 1 to 4 for each of the statements below. After completing the assessment follow the instructions to add up your score and then consider the implications for your organization as listed on page three.

Rank each statement on a scale of 1 to 4 1=Strongly Disagree, 2=Disagree, 3=Agree, 4= Strongly Agree

1. My team starts its day energized.

Strongly Disagree (1) (2) (3) (4) Strongly Agree

2. My revenue per employee is top among my peers.

Strongly Disagree (1) (2) (3) (4) Strongly Agree

3. Everyone on my team generates new business opportunities.

Strongly Disagree (1) (2) (3) (4) Strongly Agree

<u>4.</u> I have quality people approaching me for positions that don't exist.

Strongly Disagree (1) (2) (3) (4) Strongly Agree

5. My team is challenged every day.

Strongly Disagree 1 2 3 4 Strongly Agree

<u>6.</u> My team takes positive action to improve our reputation in the market.

Strongly Disagree (1) (2) (3) (4) Strongly Agree

7. My turnover is far below industry averages.

Strongly Disagree 1 2 3 4 Strongly Agree

8. My people are very satisfied with their direct managers.

Strongly Disagree 1 2 3 4 Strongly Agree

<u>9.</u> My people take pride in working here.

Strongly Disagree 1 2 3 4 Strongly Agree

<u>10.</u> My team is confident in senior leadership's direction.

Strongly Disagree (1) (2) (3) (4) Strongly Agree

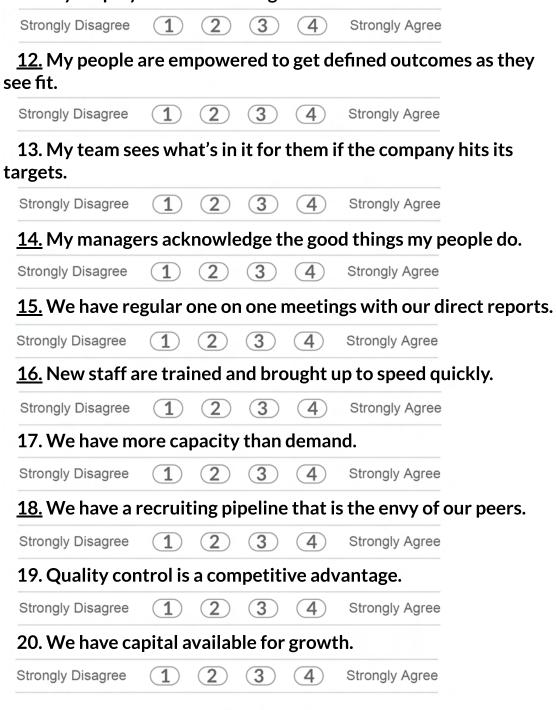




THE FIT SELF ASSESSMENT

11. My employees find meaning in our work.

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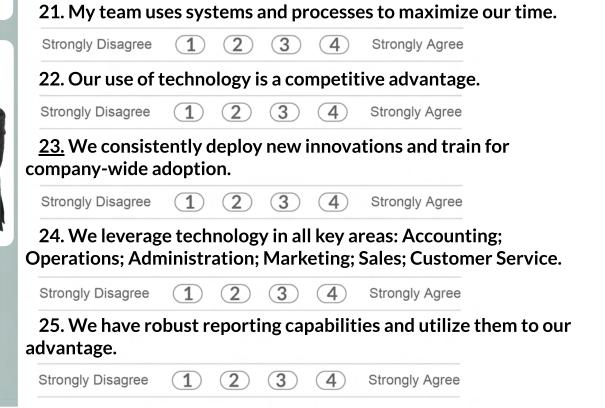




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OVERALL FIT P. 1 Total _____+ P. 2 Total _____+ P. 3 Total _____=

Considering Your Overall Score

<u>90+</u> Your organization has a superior sales and marketing fit. Your people are engaged in activities they find enjoyable and are using their strengths to push your company to new heights. Encourage your team to use deliberate practice and conscious effort to evolve with changes. Take time to sharpen the saw.
 <u>75-89</u> Your team has the tools in place for excellence, now it's time to be more deliberate with sales and marketing fit. The runway is clear and it's time for your team to lift off by purposely putting practices in action.
 <u>Below 70</u> Your organization has some practices that are holding your people back and keeping you from the results you want. They're supposed to sprint on the beach, but they're wearing wingtips that are two sizes too large. Train your people on the concepts behind FIT and apply them to managment. Results will improve.

AREAS of FOCUS Score by questions 1-5; 6-10; 7-15; 8-20; and 21-25

To start improving on FIT, focus on improving your score in one of these five areas: <u>Questions 1-5</u> focus on the question, Are you getting the most from your people's efforts? <u>Questions 6-10</u> focus on the question, Are your people being energized at work? <u>Questions 11-15</u> focus on the question, Are your people laser focused on outcomes? <u>Questions 16-20</u> focus on the question, Is our work scalable? <u>Questions 21-15</u> focus on the question, Does technology enhance our business?

HOW does MANAGEMENT score? Look at the 10 underlined number questions.

For scores under 30, expose your management team to FIT concepts via Articles, Books, and Workshops.