



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

4. 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

6. 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

9. My people take pride in working here.

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

10. My team is confident in senior leadership's direction.

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

Score Page 1

____ out of 40

(use on page 3)



THE FIT SELF ASSESSMENT

PAGE 2



11. My employees find meaning in our work.

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

12. My people are empowered to get defined outcomes as they see fit.

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

13. My team sees what's in it for them if the company hits its targets.

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

14. My managers acknowledge the good things my people do.

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

15. We have regular one on one meetings with our direct reports.

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

16. New staff are trained and brought up to speed quickly.

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

17. We have more capacity than demand.

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

18. We have a recruiting pipeline that is the envy of our peers.

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

19. Quality control is a competitive advantage.

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

20. We have capital available for growth.

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

Score Page 2

____ out of 40

(use on page 3)



THE FIT SELF ASSESSMENT

PAGE 3



© 2016 Chambers Pivot Industries, LLC

21. My team uses systems and processes to maximize our time.

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

22. Our use of technology is a competitive advantage.

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

23. We consistently deploy new innovations and train for company-wide adoption.

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

24. We leverage technology in all key areas: Accounting; Operations; Administration; Marketing; Sales; Customer Service.

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

25. We have robust reporting capabilities and utilize them to our advantage.

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

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

Considering Your Overall Score

90+ 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.

75-89 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.

Below 70 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 management. 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:

Questions 1-5 focus on the question, *Are you getting the most from your people's efforts?*

Questions 6-10 focus on the question, *Are your people being energized at work?*

Questions 11-15 focus on the question, *Are your people laser focused on outcomes?*

Questions 16-20 focus on the question, *Is our work scalable?*

Questions 21-25 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.