Advanced Agency Diagnostic Tool (10 Dimensions)

Purpose: Rapidly assess organizational health across the 10 core drivers of high-performing agencies.

Scoring:
Rate each item **1–5**

- **1 = Broken / Not Present**
- **2 = Weak**
- **3 = Adequate**
- **4 = Strong**
- **5 = Excellent**

---

1. Mission Clarity

- Mission is clearly defined
- Staff understand the purpose of the agency
- Decisions align with mission

Score: ___ /15

---

2. Strategic Direction

- Long-term strategy exists
- Priorities are clearly defined
- Leadership communicates direction regularly

Score: ___ /15

---

3. Leadership Effectiveness

- Leaders model integrity
- Leaders develop staff
- Leaders make timely decisions

Score: ___ /15

---

4. Governance

- Roles between leadership and governance are clear
- Policies guide decisions
- Oversight is effective

Score: ___ /15

---

5. Operational Systems

- Processes are documented
- Workflows are efficient
- Technology supports operations

Score: ___ /15

---

6. Financial Health

- Budget is well managed
- Revenue streams are stable
- Financial reporting is clear

Score: ___ /15

---

7. Talent & Staffing

- Right people are in the right roles
- Staff development occurs regularly
- Performance expectations are clear

Score: ___ /15

---

8. Communication

- Leadership communicates regularly
- Staff share information openly
- Stakeholders receive clear updates

Score: ___ /15

---

9. Culture & Engagement

- Employees feel valued
- Collaboration is strong
- Conflict is addressed constructively

Score: ___ /15

---

10. Outcomes & Impact

- Programs achieve intended outcomes
- Performance metrics are tracked
- Continuous improvement occurs

Score: ___ /15

Overall Score

Maximum Score: **150**

Score	Organizational Health
120–150	High Performing
90–119	Functional but Improvement Needed
60–89	Significant Organizational Stress

Score	Organizational Health
Below 60	Structural Intervention Needed