

Roar Readiness Mini Survey

From **Murphy Leadership** and the upcoming book **Run Toward the Roar: How Exceptional Leaders Build the Courage to Win** by Emmett C. Murphy, PhD

Introduction: The following items are selected from the comprehensive **Roar Readiness Assessment for Organizations** developed by Murphy Leadership through its research of 982 business, healthcare, public service and governmental organizations during the period 2007-2010. *Roar Readiness* refers to one's capacity to address the challenge of the Lion's Roar in business and professional life. This mini assessment may provide you insights into your and your organization's need to build the capacity for courage and the willingness to engage the challenges of a new and markedly different economy.

Directions: Score each of the following on a score of 1-7. Total your individual scores and average them. Then, read the interpretation below.

In my organization...	Score (1-7)
1 Associates across all levels are involved in assessing risk and opportunity.	_____
2 High level performers are deeply engaged in change.	_____
3 When the organization is under stress, individuals regularly step forward to take on new responsibilities.	_____
4 When change hits, leaders spend 60% plus of their time directly in the front-lines.	_____
5 Individuals feel safe taking vital information directly to a C-Level Leader.	_____
6 60% plus of associates own personal responsibility for the survival and success of the organization.	_____
7 Teams are focused on highest priority survival and success issues.	_____
8 The Right People are in the Right Place, doing the Right Work to deliver high quality performance.	_____
9 Leaders believe their futures are aligned with the organization's future.	_____
10 Leaders have the skills and courage necessary to engage risk and opportunity head on.	_____
	Total Score _____
	Average Score _____

See next page for Interpretation

Interpretation

Each of the above items is derived from research of how leaders have generated the skills and courage to succeed in the face of powerful and asymmetric forces of change. These leaders have established a new generation of organizational best practices for generating and sustaining profitability, customer and brand loyalty and, most significantly, the personal ownership and courage to step forward to achieve both.

In this context, an average score of 5, 6 or 7 for the above **Roar Readiness Mini Assessment** reveals an above average readiness to generate the courage and ownership necessary to adapt to new realities and achieve sustainable success. Obviously, a score of 4 suggests borderline readiness, and scores of 3, 2 and 1 reveal significant levels of risk.

While this is a mini assessment, the indicators have far more than mini implications. Each is grounded in measurable research that are predictive of specific causes and outcomes. Our science on the dynamics and metrics of adaptation - the process by which we individually and collectively survive - is growing dramatically through **Run Toward the Roar** and other research and consulting efforts. We are making dramatic progress in how to help leaders target their efforts with non-invasive precision and impact. The results are strengthening of an individual's and organization's healthy tendencies and the building of new intellectual and emotional fitness and muscle. The result is courage, which is expressed in the stepping forward of individuals and teams to accept higher levels of ownership for the organization's mission and success.

For more information on the research and the practices that translate it into action, please see our research and presentations, or call us for a collegial discussion.

Good luck. We wish you good fortune on your personal **Run Toward the Roar**.