

# SupportingLines High-Performance Index™

## Help Teams Align



1. My team is clear on how our work aligns with organizational goals and objectives
2. I am clear on how my work aligns with organizational goals and objectives
3. Our organization's goals are aligned with its overall mission and vision
4. Our organization regularly communicates progress on overall goals
5. I am clear on what is expected of me in my current role
6. Our team regularly reviews progress on our goals in team meetings
7. I am satisfied with my level of involvement in the company's goal-setting process
8. I am clear on what leadership behaviours are acceptable in our organization
9. The organization's leaders have communicated a vision that inspires me
10. I feel that my direct manager respects me
11. I have the support I need from my manager to do what is expected of me
12. Our organization respects and includes people from different backgrounds
13. I receive the communication I need to perform in my role
14. My manager truly lives the organization's values and principles
15. People are held accountable for commitments and targets in our organization

## Help Teams Collaborate



16. Teams in our company collaborate well with each other
17. Other teams respect our opinion and listen to what we have to say
18. I have positive workplace relationships
19. Other teams follow through on their commitments to support our team
20. My team is adequately resourced to deliver upon commitments to other teams
21. Our team is able to ask for and receive assistance from other teams in our organization
22. Nobody in our organization would deliberately act in a way that undermines my team's efforts

## Help People Grow



23. I have regular, ongoing performance conversations with my manager
24. I regularly receive performance feedback from my manager and/or colleagues
25. Leaders at this organization have shown a genuine interest in my personal development
26. I receive frequent recognition from my manager and/or colleagues
27. I am given opportunities to develop skills relevant to my interests
28. I feel that my job performance is assessed fairly
29. I have opportunities for personal development in my work
30. I am able to have candid conversations about my personal and career goals with my manager, even if I may have to leave the organization to achieve these goals
31. My current role helps me develop toward my long-term career goals
32. I have access to the learning and development I need to perform well



**Great leaders see supporting lines, not reporting lines™**