



Organizational Energy Discovery Report for: Chris Coddington

Organizational Energy Discovery

The Organizational Energy Discovery is designed to provide a representation of how you are progressing with building an organization. You'll rank 85 items in the categories of Business Communication, Business Results, Client Engagement, Business Leadership, Supplier Engagement, Business Values, Business Operations Competence and Business Trust to see a representation of how you are progressing with building your organization.

Section 1: Business Communication Attributes

Name	Chris Coddington
Your Email	madelyn.villareal@dnabehavior.com
The vision and goals of the company are clear and regularly communicated	★★★★★☆☆
Open inter company communication is sustained between all areas	★★★★★☆☆
There is clear communication of the value of products/services	★★★★★★
Internal meetings are positive and constructive	★★★★☆☆
Great ability to understand and adapt communication for different people/situations	★★★★★★
Adept at providing appropriate levels of information	★★★★★☆☆
The company prides itself in communicating the truth transparently	★★★★★☆☆
The open communication of ideas is fostered	★★★★★☆☆
Expectations are positively managed to align ourselves with others	★★★★☆☆

Calm communication is demonstrated in situations of potential conflict ★★★★★★

Business Communication Attributes Calculation 6

Section 2: Business Results Attributes

The organizational structure is aligned to support delivery of products/services ★★★★★★

The company has a strong strategic plan that addresses revenue growth ★★★★★★

There are aligned priorities to meet key corporate objectives ★★★★★★

The company has consistent and objective measurement systems which motivate performance ★★★★★★

The company operates with a business framework that supports excellence across the business ★★★★★★

The company has a detailed understanding of its client base ★★★★★★

The business has a good balance between being task focused and building relationships ★★★★★★

The company has a strong focus on planned outcomes for clients ★★★★★★

An ability to confront challenges in a timely and effective manner is demonstrated ★★★★★★

Accountability to company goals is monitored while simultaneously building strong relationships ★★★★★★

Business Results Attributes Calculations 6.10

Section 3: Client Engagement Attributes

The company's clients are highly engaged	
Clients refer business and speak passionately about the company	
The company is brilliant at resolving clients concerns	
The company is approachable for clients to ask questions and raise problems	
Client communication differences are respected and accepted	
There is clear demonstration of engagement in client feedback	
Clients speak passionately about the company	
There is pride in assisting clients develop their business	
We are the best at providing regular communications to our clients	
Regular meetings are arranged based on client communication preferences	
Client Engagement Attributes Calculation	5.80

Section 4: Business Leadership Attributes

The leadership are a great role model in behaviors for employees 

Leaders in this organization are authentic - (Walks the Talk - Vision and Values) 

The leadership displays sound judgement 

Independent advice is sought by the leadership team when needed 

A client centered people culture is fostered by the leadership 

The leadership actively develop people across the organization 

Trust in the leadership team is high 

A foundation is provided by the leadership for retaining great employees 

An environment is set for making the workplace a place of purpose and fun 

Insight and wisdom is displayed in encouraging work life balance while maximizing talent 

Through the leadership's example, employees are focused on creating value 

Innovation is a core part of this company's leadership 

An environment is created where people are engaged in the journey of change and growth 

The leadership fosters an environment where knowledge is shared and talents are released 

Business Leadership Attributes Calculation 9

Section 5: Supplier Engagement Attributes

Suppliers understand and feel connected to company goals 

The company is great at building mutual relationships with suppliers 

The company is committed to their suppliers success 

Suppliers are regularly engaged by the company to keep abreast of their business 

The company is open and shares new ideas and information 

The intent of a suppliers actions are looked at when dealing with incidents 

An open environment is created for suppliers to comfortably ask questions and raise problems 

The company agrees to realistic deadlines for suppliers 

The suppliers of this company are treated with respect and dignity 

The company regularly seeks and engages in supplier feedback 

Supplier Engagement Attributes Calculation 5.80

Section 6: Business Values Attributes

The corporate values are clearly defined and communicated 

The company's walk matches its talk as experienced by all stakeholders 

The staff demonstrates honest and integral business practices 

Corporate governance is well established with policies and procedures followed 

A high priority is placed on client goals before company goals 

The products and services provided represent value for money 

The company meets its promises in all areas and is considered reliable 

When a potential or real conflict of interest arises it is managed openly and transparently 

The value proposition of products and services align with client perceived benefits 

The company is transparent with pricing and services delivered 

Business Values Attributes Calculation 5.70

Section 7: Business Operations Competence Attributes

The staff across the organization demonstrate high knowledge of products/services 

Staff pride themselves in the disciplined and timely delivery of products and services 

There is evidence of strong and consistent quality control procedures across the business 

Appropriate technical skills and people development education 

Keeps high standards of service relating to accuracy and availability of products and services 

There are the skills and competencies to solve problems resourcefully 

The company's systems and processes support the client value proposition 

The company has appropriate systems for managing opportunities and risks 

Staff mobilize people and resources effectively 

The company's technology and systems base supports its operational needs well 

Business Operations Competence Attributes Calculation 6.20

Section 8: Business Trust Attributes

Positive energy is provided in the business 

Emotions and feelings are shared in the business 

Team members are encouraged to engage in open conversation 

Team members are vulnerable, acknowledge their mistakes 

A supportive and encouraging business environment is created 

Responsibility is provided to team members 

The business decision-making approach is inclusive 

Business decisions are confidently accepted and committed to 

Transparent communication of the truth is encouraged 

The leadership is active in engaging employees and having their contributions recognized 

Team members demonstrate self-belief 

Business Trust Attributes Calculation 6.30

Average Total 6.36

Actual Total Score 511

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Increasing Your Organizational Energy: Step-by-Step Approach

The overall Organizational Energy Score out of a maximum score of 595 indicates your current perception of the organization's energy level for optimizing operational performance and accelerating exponential growth.

The feedback can be used in discussions with your leaders and teammates about the areas where you propose your organization could improve its performance and unlock potential impediments to growth. Key trends and insights will be obtained when your feedback is considered on a collective basis with what others have said by completing this discovery exercise.

So, that you can use the feedback summary we have provided based on your responses, please follow these steps.

Step 1. Identification and Prioritization of Low Scores

- Conduct an initial assessment to identify your current scores for each of the eight primary Organizational Energy categories.
- Rank the eight categories based on their scores, with the lowest scores getting the highest organizational priority.
- We suggest your organization allocate more time and resources to the lowest-scoring categories to initiate improvement efforts.
- In allocating more time to the lowest-scoring categories, your organization mustn't let the highest-scoring categories decline.

Step 2. Setting the Target for Optimization

- We suggest your organization establish a clear goal for each category, ideally aiming for a score of 7/7.
- Recognize that while the ultimate goal is perfection, progress is more important than perfection.
- Develop specific, achievable objectives for each category to gradually progress towards the target score.

Step 3. Incremental Improvement for Mid-Range Scores

- Identify categories with scores between 5 and 7.
- Analyze these categories to understand what's working well and where improvements can be made.
- We suggest implementing targeted actions to elevate these scores, focusing on continuous, incremental progress.

Step 4. Continuous Assessment and Adjustment

- Establish a regular schedule for reassessing your scores in each category.
- Use these assessments to gauge progress and identify new areas that may require attention.
- Adapt your strategies based on these assessments, ensuring a flexible approach that responds to changing needs and circumstances.

Step 5. Documentation and Reflection

- We suggest your organization should keep a detailed record of actions taken, progress made, and challenges encountered in each category.
- As an organization reflect on these experiences regularly to glean insights and lessons that can inform future strategies.
- Share your progress and reflections with a mentor, coach, or peer group to gain external perspectives and advice.
- Repeat completion of the Organizational Energy Discovery every 6 months.