BETTER WORLD STRATEGY

Organizational Health Check

A Self-Assessment for Mission-Driven Leaders

By Better World Strategy

Every organization hits moments where things feel harder than they should. Projects stall. Priorities compete. Teams lose momentum. This Health Check is designed to help you step back and honestly evaluate where your organization stands across three areas that drive long-term success: **Strategy**, **Planning**, and **Culture**. It takes about 10 minutes, requires no preparation, and the results are yours to keep.

How to Use This Tool

For each statement below, rate your organization on a scale of 1 to 5. Be honest, not aspirational. This works best when you score based on what's actually happening today, not where you hope to be. If you're unsure, lean toward the lower number. When you're done, add up your scores in each section and check the interpretation guide at the end.

💡 For the strongest results, share this with members of your leadership team or board of directors and ask each person to complete the health check. Compare results and arrive at a final, agreed-upon score. Based on your organization's score, collaboratively determine next steps. If helpful, contact Better World Strategy for a no-obligation Need Assessment or a 30-minute, no obligation conversation by phone, Teams, or Zoom.

Score	Meaning
1	**Strongly Disagree** - This isn't happening at all
2	**Disagree** - We've tried, but it's not working
3	**Neutral** - It's inconsistent or partially in place
4	**Agree** - This is mostly working, with some gaps
5	**Strongly Agree** - This is a clear strength

SECTION ONE

© 2026 Better World Strategy LLC

Strategy: Your Direction

Strategy is about clarity of direction. These statements assess whether your organization knows where it's going, why, and whether the people doing the work understand it too.

#	Statement	Score (1-5)
1	Our organization has a clearly articulated and documented strategic direction that goes beyond a mission statement.	
2	Nearly everyone in our organization can describe our top three strategic priorities without looking them up.	
3	We can clearly explain what makes us different from similar organizations, and our team agrees on it.	
4	Our strategic priorities have been reviewed or refreshed within the past 18 months.	
5	When new opportunities arise, we have a consistent way to evaluate whether they align with our strategy.	
6	All of our team members can connect their daily work to the organization's broader strategic goals.	
7	We regularly assess whether our programs, services, or products are still aligned with our mission and market.	

Section Score: _____ / 35

SECTION TWO

Planning: Your Execution

Planning is where strategy meets reality. These statements assess whether your organization can turn direction into action, and whether the people responsible have what they need to follow through.

#	Statement	Score (1-5)
1	Our strategic goals are broken down into clear, time-bound action plans with owners assigned.	

© 2026 Better World Strategy LLC

#	Statement	Score (1-5)
2	We have a regular cadence strategy reviews (quarterly, monthly, or weekly) to evaluate progress against our plans, identify risks, and remove potential blockers.	
3	When priorities shift, we have a process for adjusting plans without losing momentum.	
4	Cross-functional work (projects that span teams or departments) runs smoothly and with clear accountability.	
5	Our budgeting and resource allocation process is directly tied to our strategic priorities.	
6	We use data or defined metrics to evaluate whether we're advancing our priorities, not just gut feeling.	
7	When a project or initiative underperforms, we have a clear process for deciding whether to adjust, pause, or stop it.	

Section Score: _____ / 35

SECTION THREE

Culture: Your Foundation

Culture is the foundation everything else sits on. These statements assess whether your organization has the trust, clarity, and health it needs to sustain strategy and planning over time.

#	Statement	Score (1-5)
1	Our team members feel safe raising concerns, disagreeing, or flagging problems without fear of consequences.	
2	Roles and responsibilities are clearly defined, and people understand how their work connects to others' work and to our strategic goals.	
3	Our leadership team is aligned on our direction and models the values and behaviors we say matter to this organization.	
4	We invest in developing our people through coaching, mentoring, feedback, or professional growth opportunities.	
5	Our team would describe morale as stable or strong, not fragile or declining.	

© 2026 Better World Strategy LLC

#	Statement	Score (1-5)
6	Everyone in our organization knows what skills and accountabilities are required for their roles	
7	Everyone in our organization has a clear understanding of their career path and how to achieve their professional goals within the organization.	

Section Score: _____ / 35

Your Results

Total Score: _____ / 105

Score Range	What It Means	What to Do
79 - 105 Strong Foundation	Your organization has solid fundamentals in place. You're likely operating with clarity, alignment, and a healthy team dynamic. The gaps that exist are refinement opportunities, not structural problems.	Focus on the specific statements where you scored 3 or below. These are your precision improvement areas. A targeted engagement or strategy refresh can help you move from strong to exceptional.
53 - 78 Solid but Uneven	You have real strengths, but inconsistency across the three areas is likely creating friction. Teams may feel busy but unclear, or strategic on paper but reactive in practice. This is the most common range, and it's the most important one to act on.	Look at which section scored lowest. That's your bottleneck. Strategy gaps create confusion. Planning gaps create burnout. Culture gaps create turnover. A focused assessment can help you identify the highest-leverage fix.
21 – 52 Foundational Work Needed	Your organization is likely experiencing significant challenges with alignment, execution, team health, or all three. This isn't a failure. It's a signal that foundational work is needed before layering on new initiatives or growth plans.	Start with an honest conversation about where the pain is most acute. A no-obligation Needs Assessment can help you prioritize what to fix first and build a realistic roadmap. Trying to fix everything at once will make things worse.

© 2026 Better World Strategy LLC

Digging Deeper: Reading Your Section Scores

Your total score tells part of the story, but the section breakdown tells you more. A total score of 70 could mean a balanced 23-24-23 across all three areas, or it could mean a 30 in Strategy, a 28 in Planning, and a 12 in Culture. Those are very different situations. Look at the gap between your highest and lowest sections. A spread of 10 or more points means one area is dragging the others down, and that's usually where the most impactful work lives.

If Strategy Is Your Lowest Section

Your team may be working hard on the wrong things or working hard on the right things but unable to explain why. This creates drift. When the strategic foundation is unclear, planning becomes reactive and culture erodes because people lose connection to purpose.

If Planning Is Your Lowest Section

You probably have good ideas that don't get executed consistently. This shows up as missed deadlines, initiative fatigue, and the feeling that everyone's busy but nothing's moving forward. Planning gaps are often the most fixable of the three.

If Culture Is Your Lowest Section

This is the hardest to fix and the most consequential to ignore. Culture problems compound. Low trust, unclear roles, and poor conflict resolution will undermine even the best strategy and the most detailed plans. If this is your weak area, it's worth addressing before investing in the other two.

Ready for a Deeper Look?

This Health Check is designed to give you a clear starting point, not a prescription. If your scores surfaced questions or confirmed concerns you've been carrying, that's exactly what it's meant to do. Better World Strategy offers a free, no-obligation Needs Assessment where we'll look at your specific situation together and identify the highest impact next steps. If you're ready, visit **betterworldstrategy.com** or reply to the email that brought you here to schedule a time.

About Better World Strategy

Better World Strategy works with business and nonprofit teams to strengthen the three things that drive lasting organizational success: Strategy, Planning, and Culture. Founded in Seattle by Erik J. Reker and operating nationwide, BWS brings more than 25 years of experience helping organizations of all sizes solve complex problems with practical, sustainable approaches. Every organization doing meaningful work deserves access to the kind of strategic support that makes the work easier, clearer, and more impactful.

© 2026 Better World Strategy LLC