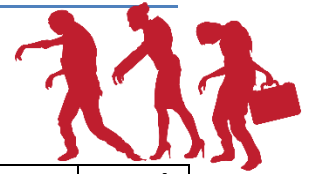


# “Z” score: Is your organization a zombie?

The “Z” score is a front-line screening tool to see if your organization is a zombie.

**Instructions:** Answer each question and then add up your score.



Category	I frequently see this within my organization . . .	True/ False
<b>Mindset/ Engagement</b>	Leadership prefers spouting slogans to dealing with reality	
	Most people here are hoping to work somewhere else	
	We don't learn from our mistakes	
	People do not trust each other much here	
<b>Communication</b>	There are too many emails and internal communications	
	People do not know what is going on across our organization	
	It's difficult to get useful feedback on your ideas	
<b>Collaboration/ decision- making</b>	Coordinating work with people in other parts of the organization is hard	
	It is easy to get to a “No” decision and hard to get a “Yes”	
	Meetings here are useless and unproductive	
<b>“Z” score</b>	<i>Count the number of “True”</i>	

## What your score means

- 0 All clear:** Your organization has a “smart” organizational operating system.
- 1-3 Congratulations:** Your organization is not a zombie—beware though, there is a bit of zombie virus loose in your operating system
- 4-6 Danger:** Your organization is on the cusp of becoming a zombie; you must reboot your organization’s operating system as soon as possible to survive in our VUCA world
- 7+ Emergency!** Your organization is in full-fledged zombie mode. Drastic action is required. Get your leadership to take the test and read this book will start your recovery.

To learn or for help go to: <http://www.buildingsmarterorganizations.com/>  
 To order the book go to [Amazon](#) or [Chapters / Indigo](#) or [Elevate](#) (publisher)