

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

This test—the “Z” score—is a front-line screening tool to help you identify if your organization is a zombie and how far gone it is.

**“Z” Score test instructions:** To calculate your organization’s “Z” score, read the questions and place “True” or “False” in the column with your answer.

Category	Thinking of the behavior you see most frequently within your organization, is this statement True or False?	True/False
Mindset/ Engagement	Leadership prefers spouting slogans to dealing with reality	
	Most people here are hoping to work somewhere else	
	We infrequently learn from our mistakes	
	People do not trust each other much here	
Communication	There are too many emails and other internal communications	
	People do not know what is going on across our organization	
	It’s hard for someone to get useful feedback on their ideas	
Collaboration/ decision-making	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>Total</b>	<i>(Count the number of “True”)</i>	<b>/10</b>

**“Z” score—Calculation** = the number of “True” answers.

**0: All clear:** Your organization is not a zombie and 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 and drastic action is required immediately. Getting your leadership to read this book will start you on the way to recovery.