

ORGANIZATIONAL FITNESS REVIEW (FITREV)

Full PowerPlay – Reference + Worksheet

Assess leadership readiness.

Organizational Fitness Review, FITREV, is a structured pause for evaluating organizational performance and your own leadership effectiveness. You and your leadership team each answer the same ten questions independently and honestly, then compare answers to find where you agree and where you don't, before the results feed into strategic planning.

HOW IT WORKS

PREPARE

Distribute the questions

Download the FITREV worksheet and give the ten questions to your leadership team, and answer them yourself. Ask for honest, thoughtful responses, not the polished version people default to when they think a leader might read what they wrote, before any group discussion happens.

REFLECT

Gather and analyze the responses

Collect everyone's answers and look for two things: where people agree, and where they diverge. The agreement confirms what you already suspected. The divergence is usually where the real information is.

ACT

Build the plan

Turn what you found into an actual plan, not a summary document. Name what you're changing and feed it directly into your annual strategic planning process, rather than letting the exercise end when the meeting does.

CADENCE

Annual | 45–60 min | Run as part of your year-end planning cycle.

Semi-Annual | 30 min | A shorter check partway through the year.

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Answer independently, before any group discussion.

1. What does success look like for your organization at the end of the upcoming fiscal year? (What does success look, sound, or feel like to you?)

2. What keeps you up at night?

3. If you could wave a magic wand and change three things about the organization internally, what would they be?

4. Do you believe the organizational culture aligns with what you want it to be? Is it a culture that allows employees to be candid yet respectful, and to have discussions across the organization's various levels?

5. What behavior(s) do you want to see changed in your organization?

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6. Are employees empowered to make necessary decisions? (Are decision rights within the company at the right levels?)

7. Are performance issues addressed timely and effectively? Is exceptional performance rewarded?

8. Have you identified your potential successor(s)?

9. Are frontline contributors aligned with the leadership team's direction?

Poor	Generally not good	Generally good	Strong
1	2	3	4

10. Amount of "churn" (noise, lack of traction) in the organization?

Highly Focused	Somewhat Focused	Somewhat Distracted	Highly Distracted
1	2	3	4

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Leadership Team Worksheet

FOR YOUR LEADERSHIP TEAM

Discuss and answer together, as a team.

1. List the top 3 things that you, as a team, do well.

2. List the top 3 improvements or challenges for you as a team.

3. How would you characterize the level of trust within the leadership team? Please explain your answer.