



the field

DO YOU HAVE AN Extraordinary Workplace?

The Field is an organisational development company with expertise in human cognition and behaviour through the fields of psychology and neuroscience. We have years of experience working with literally thousands of leaders and teams, ranging from multinationals, charities, private companies and government organisations. We have been a preferred supplier to a government organisation for leadership development too, and along the way have discovered what makes EXTRAORDINARY workplaces.

An extraordinary workplace culture is comprised of:

<p>Extraordinary Awareness</p> <p>Extraordinary workplaces are filled with people who understand that their first responsibility is to develop themselves. They support each other in the belief that they can nurture their own potential through their work.</p>	<p>Extraordinary Connection</p> <p>Extraordinary workplaces are psychologically safe. These environments have values that promote inclusion, respect and authentic communication. People highly value their relationship with each other and behave accordingly.</p>	<p>Extraordinary Thinking</p> <p>Extraordinary workplaces are rich environments for advancing the potential of creativity and innovation. People in these workplaces are seeking excellence and are uninterested in the mundane.</p>	<p>Extraordinary Leadership</p> <p>The leaders of these organisations are the embodiment of humility, a growth mindset and a deep care for their people. They exercise extraordinary interpersonal skills and understand their identity through the lens of leadership.</p>
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SO MANY PEOPLE ARE SETTling FOR AVERAGE WORKPLACE CULTURES however we know that this is not going to cut it moving into the future. The world is changing, and so must we...

Self-Assessment Questionnaire

We have created a little questionnaire for you to help you see where your organisational culture is in relation to an extraordinary workplace culture. The following statements are referring to your organisation as a whole, so answer as honestly as you can to get the most accurate estimate of where your culture is currently!

For each of the items below, rate your organisation from 1 to 5. Add your totals at the end of each section. 1 = Strongly Disagree | 2 = Disagree | 3 = Neither agree nor disagree | 4 = Agree | 5 = Strongly Agree

Self-Awareness

The people in my workplace demonstrate an attitude of 100% responsibility for what they think, feel and do.	<input type="radio"/>				
The people in my workplace show a commitment to a mindset of constant and never ending improvement for themselves and others.	<input type="radio"/>				
The people in my workplace regularly seek feedback from their colleagues and leaders for improvement (outside structured feedback processes).	<input type="radio"/>				
The people in my workplace see interpersonal issues as opportunities for personal growth, and are handled directly and constructively.	<input type="radio"/>				
The people in my workplace recover quickly from setbacks and respond with excellence to change.	<input type="radio"/>				

Self-Awareness Total:

Connection

The people in my workplace are educated in, and demonstrate, social intelligence.	<input type="radio"/>				
The people in my workplace highly value all of their working relationships and invest their time and effort in maintaining them.	<input type="radio"/>				
Developing the interconnectedness and collaboration of teams is highly prioritised within my organisation.	<input type="radio"/>				
The people in my workplace communicate in ways that are transparent and authentic making the environment safe for courageous conversations.	<input type="radio"/>				
The people in my workplace feel connected to each other and to the bigger purpose of the organisation.	<input type="radio"/>				

Connection Total:

Thinking

The people in my workplace feel included and valuable.	<input type="radio"/>				
Diversity is naturally embraced because people love to expand their minds, understand others and collaborate in idea sharing.	<input type="radio"/>				
My workplace is a genuinely safe environment to make mistakes and fail.	<input type="radio"/>				
The people in my workplace challenge thinking and push each other toward excellence in all business activities.	<input type="radio"/>				
Curiosity, creativity and innovation are valued as highly important by leaders and teams.	<input type="radio"/>				

Thinking Total:

Leadership

There is an organisation wide respect and admiration for my leaders, including at the executive level.	<input type="radio"/>				
The leaders in my workplace have a high level of emotional intelligence	<input type="radio"/>				
The Leaders in my workplace are known to genuinely prioritise and invest in the development of human potential.	<input type="radio"/>				
The leaders in my workplace have a high level of social intelligence.	<input type="radio"/>				
My leaders are humble, and consistently communicate an attitude of learning and growing.	<input type="radio"/>				

Leadership Total:

Self-Awareness + Connection + Thinking + Leadership = Grand Total

So what do your scores mean?

<p>0-25</p> <p>Toxic</p> <p>This is what is commonly referred to as a 'toxic' workplace. High resentment, an absence of leadership and a place where people gather simply to earn money. This kind of workplace will be having an impact on mental and physical health, plus families of employees.</p>	<p>26-50</p> <p>Okay</p> <p>This kind of workplace is generally considered an 'ok' place to work. Nothing exciting, no real commitment to improvement and people are not connected to their work or others. This is just a job.</p>	<p>51-75</p> <p>Good</p> <p>This would be described as a good place to work. People might be trying to create a good workplace culture where people feel valued. The intention is there however intention doesn't always land. There may still be a struggle between business needs and people needs. People will say 'I can't complain!'</p>	<p>76-85</p> <p>Excellent</p> <p>Your workplace is well on its way to being extraordinary. There are things that are definitely working and people can feel it. There are things that you still want to work on that are a bit clunky. There are probably some areas of this diagnostic that you are doing incredibly well in however you need the knowledge and the tools to go to the next level.</p>	<p>86-100</p> <p>Extraordinary</p> <p>You would consider what we would consider to be an extraordinary workplace culture. Your organisation is focusing on what really matters in the workplace – the growth and potential of people – as this is what creates outstanding business, and success for all. This kind of workplace is where people thrive, love coming to work, and feel they are becoming more of who they really are through their work.</p>
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What do you think your scores say about your workplace culture?

Where are the strengths of your workplace culture based on your answers? The areas for improvement?

From the above statements, which three, if improved, would make the biggest difference in your workplace?

The Field works with organisations

who would score between 51 and 85 on this questionnaire to take their workplace cultures to that extraordinary level through 'The Extraordinary Minds Program.' This program has been designed to require less time and resources to build incredible workplace cultures, using the brilliance of your people.

ABOUT US

Our reputation is that of incredible facilitation, coaching, design and cutting edge practice. We ourselves aim for extraordinary, and we have the collective skills, expertise and sense of purpose to persistently become this. We believe human beings are wildly colourful, creative and wired for connection, and we are on a mission to develop extraordinary potential, one organisation at a time...

LIKE TO KNOW MORE?

- 1 Email us (below) to book a free 30 minute strategy session with us to discuss your diagnostic, and some Small Extraordinary Things you might be able to do to take your workplace to the next level!
- 2 Go to our website and order yourself a free gift: Our Small Extraordinary Action cards (pictured below) that we send out to you at absolutely no cost (and we can send out some for your colleagues too!)
- 3 Check out our free flipbook on our website about creating an extraordinary workplace.

All of these things are free with absolutely no obligation. Subscribe to our website to get free resources, articles and updates from us at www.thefield.com.au.

You can also check out The Extraordinary Minds Program brochure, and other programs we run while you are there!



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ORGANISATIONAL LEADERSHIP DEVELOPMENT