



Organizational Impact Alignment Assessment

**A Practical Executive Tool for Evaluating Mission Alignment, Organizational
Effectiveness, and Sustainable Impact**

Why This Matters

Successful organizations create more than activity—they create meaningful impact. Yet many organizations become so focused on daily operations that they lose sight of whether their strategies, programs, people, and resources remain aligned with their mission and desired outcomes.

Organizational impact is strengthened when leadership, strategy, operations, financial resources, and organizational culture work together toward a common purpose. Misalignment in any of these areas can reduce effectiveness, limit growth, and weaken long-term sustainability.

This assessment is designed to help executive leaders, leadership teams, and boards evaluate how well their organization is aligned to achieve its mission and strategic objectives. It encourages thoughtful reflection, identifies opportunities for improvement, and supports conversations that strengthen organizational performance and community impact.

Strong organizations do not simply accomplish more—they ensure that what they accomplish matters.

Who Should Complete This Assessment?

This assessment is most valuable when completed independently by multiple organizational leaders before discussing the results together.

Recommended participants include:

- Chief Executive Officer / Executive Director
- Senior Leadership Team
- Board Chair
- Executive Committee Members
- Department Directors
- Program Leadership
- Strategic Planning Committee (if applicable)

Each participant should complete the assessment independently. Compare scores afterward to identify areas of alignment, differing perspectives, and opportunities for organizational improvement.

How to Use This Assessment

Rate each statement using the following scale.

Score Rating

- | | |
|---|---------------------------------|
| 1 | Strongly Disagree |
| 2 | Disagree |
| 3 | Neutral / Partially Implemented |
| 4 | Agree |
| 5 | Strongly Agree |

Record your score beside each statement.

At the end of each section, total your score.

SECTION 1

Mission & Purpose Alignment

Statement	Score (1–5)
Our mission clearly guides organizational decisions.	_____
Employees understand our mission and purpose.	_____
Programs directly support our mission.	_____
Organizational priorities reflect our mission.	_____
Leadership consistently communicates our purpose.	_____
Decisions are evaluated against mission impact.	_____
Section Score: _____ / 30	

SECTION 2

Strategic Alignment

Statement	Score (1–5)
We have a current strategic plan.	_____
Strategic priorities are clearly communicated.	_____
Annual goals align with strategic objectives.	_____
Progress is measured regularly.	_____
Resources are allocated according to priorities.	_____
Leadership regularly reviews strategic progress.	_____
Section Score: _____ / 30	

SECTION 3

Program & Service Effectiveness

Statement	Score (1–5)
Programs consistently achieve intended outcomes.	_____
Client or stakeholder feedback is collected regularly.	_____
Services are evaluated for effectiveness.	_____
Programs adapt to changing community needs.	_____
Organizational resources support high-quality service delivery.	_____
Program performance informs future planning.	_____

Section Score: _____ / 30

SECTION 4

Organizational Capacity

Statement	Score (1–5)
Staffing levels support organizational goals.	_____
Employees have the skills needed to succeed.	_____
Technology supports organizational effectiveness.	_____
Policies and processes improve efficiency.	_____
Departments collaborate effectively.	_____
Leadership develops future organizational capacity.	_____

Section Score: _____ / 30

SECTION 5

Financial Sustainability

Statement	Score (1–5)
Financial resources support strategic priorities.	_____
Revenue sources are appropriately diversified.	_____
Financial planning supports long-term sustainability.	_____
Budgets reflect organizational priorities.	_____
Leadership monitors financial performance regularly.	_____
Financial decisions support mission achievement.	_____

Section Score: _____ / 30

SECTION 6

Stakeholder Engagement

Statement	Score (1–5)
We maintain strong relationships with key stakeholders.	_____
Community needs influence organizational decisions.	_____
Donors, partners, or customers understand our value.	_____
Feedback is actively sought and considered.	_____
Partnerships strengthen our organizational impact.	_____
We communicate our impact effectively.	_____

Section Score: _____ / 30

SECTION 7

Continuous Improvement

Statement	Score (1–5)
We regularly evaluate organizational performance.	_____
Innovation is encouraged throughout the organization.	_____
Lessons learned lead to meaningful improvements.	_____
Data informs organizational decisions.	_____
Leadership embraces change when appropriate.	_____
Continuous improvement is part of our organizational culture.	_____
Section Score: _____ / 30	

Overall Assessment Score

Add the scores from all seven sections.

Total Score: _____ / 210

Interpreting Your Results

Total Score	Organizational Assessment
180–210	Highly Aligned Organization – Your organization demonstrates strong alignment between mission, strategy, leadership, operations, and organizational effectiveness. Continue building on these strengths through ongoing evaluation and continuous improvement.
150–179	Well-Aligned Organization with Opportunities for Growth – Your organization has a solid foundation. Focus on strengthening selected areas to increase organizational effectiveness and long-term impact.

Total Score **Organizational Assessment**

120–149 **Alignment Requires Focused Improvement** – Several organizational systems would benefit from greater alignment. Prioritize the areas with the greatest opportunity to improve performance and mission delivery.

Below 120 **Organizational Realignment Recommended** – Your assessment suggests meaningful opportunities to strengthen organizational alignment, improve effectiveness, and enhance long-term sustainability through focused leadership and strategic planning.

Organizational Action Planner

Our Greatest Organizational Strengths

1. _____
2. _____
3. _____

Highest Priorities for Improvement

1. _____
2. _____
3. _____

90-Day Organizational Improvement Plan

Action Item	Person Responsible	Target Date	Status
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Leadership Discussion Questions

After completing the assessment, discuss the following questions with your leadership team or board:

1. Which results most accurately reflect our organization today?
2. Where did leadership perspectives differ the most?

3. Which organizational strength creates the greatest value for those we serve?
4. What barriers are preventing greater organizational alignment?
5. Which improvement would have the greatest impact over the next twelve months?
6. What actions should begin within the next 90 days?
7. How will we measure progress before completing this assessment again?

Professional Use Notice

This assessment is intended as an educational and organizational development resource. It is designed to encourage thoughtful reflection, strategic discussion, and continuous organizational improvement. It should not be considered legal, financial, accounting, or regulatory advice. Organizations should consult appropriate professionals regarding matters requiring specialized expertise.

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