

INTEGRATOR REPORT CARD

- a) Check each sub-area where your Integrator is consistently achieving success.
- b) Rate each Major Area on a scale of 1-10 (10 is best).

MAJOR AREA	SUB-AREA	(1-10)
01	The Integrator works with the Visionary to ensure that we consistently follow the disciplines of the 5 Rules.	<input type="checkbox"/>
	V/I are consistently on the same page.	<input type="checkbox"/>
	V/I show each other mutual respect.	<input type="checkbox"/>
	V/I have eliminated end runs.	<input type="checkbox"/>
	The Integrator breaks the ties.	<input type="checkbox"/>
02	Any/all Owners behave as model Employees when working "in" the business.	<input type="checkbox"/>
	The Integrator works with the Visionary to ensure that we consistently follow the disciplines of the 5 Tools.	<input type="checkbox"/>
	We have selected and implemented an Operating System, and it is adhered to by everyone.	<input type="checkbox"/>
	V/I are solidly aligned around the Core Questions (VTO), and that plan is shared by the organization.	<input type="checkbox"/>
	The Accountability Chart is complete and constantly updated; everyone is clearly accountable for their seat(s).	<input type="checkbox"/>
THE FIVE TOOLS (+OS)	Everyone has meaningful Rocks, and our completion rates are consistently 80% or better.	<input type="checkbox"/>
	Everyone is engaged in a weekly Level 10 Meeting, where they are reviewing results, solving issues, and staying connected.	<input type="checkbox"/>
	We have a weekly Scorecard that gives us a pulse on the business, and helps us spot issues earlier.	<input type="checkbox"/>
	The V/I Connector Scores indicate a strong V/I Duo fit.	<input type="checkbox"/>
	Integrator has the skills/competencies needed for this business. (Integrator Spectrum fit)	<input type="checkbox"/>
03	Visionary has a high level of trust for the Integrator, and spends most time/energy in their area of unique giftedness "sweet spot."	<input type="checkbox"/>
	The Integrator consistently takes the Visionary's ideas and makes them happen.	<input type="checkbox"/>
	Integrator effectively harnesses the best ideas and the unique energy of the Visionary.	<input type="checkbox"/>
	Integrator effectively "translates" the Visionary's vision to the team.	<input type="checkbox"/>
	Integrator references the Visionary's "Wish List" to guide planning & priorities.	<input type="checkbox"/>
04	Integrator effectively compartmentalizes the Visionary's ideas, so the Visionary feels that every idea has a place - and is not getting lost.	<input type="checkbox"/>
	The RF Power Index is completed and discussed every 90 days (at least), with steadily improving alignment and scores.	<input type="checkbox"/>
	The Integrator executes the Business Plan, and consistently exceeds P&L objectives.	<input type="checkbox"/>
	The major functions of the business (Sales/Marketing, Operations, Finance/Admin)/ALL work well.	<input type="checkbox"/>
	The Leadership Team consistently chooses the right priorities and delivers on them.	<input type="checkbox"/>
05	The Integrator keeps things on track NOW... the trains consistently run on time.	<input type="checkbox"/>
	There is clearly "One Team."	<input type="checkbox"/>
	The Integrator harmoniously integrates the major functions.	<input type="checkbox"/>
	Cross-functional issues are effectively identified and resolved.	<input type="checkbox"/>
	V/I + Leadership Team are consistently aligned with each other - and the rest of the organization.	<input type="checkbox"/>
TEAM ALIGNMENT	Communication flows freely across the organization.	<input type="checkbox"/>
	Messages cascade effectively, so there are no surprises.	<input type="checkbox"/>

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06 TEAM HEALTH	The Leadership Team is a model of "Team Health" for the organization.	<input type="checkbox"/>
	We have a strong foundation of vulnerability-based Trust.	<input type="checkbox"/>
	Conflict is healthy and comes from a place of seeking to understand different perspectives.	<input type="checkbox"/>
	Commitments are meaningful - we do what we say we will.	<input type="checkbox"/>
	Accountability is expected and embraced.	<input type="checkbox"/>
07 PEOPLE	We are consistently focused on the specific results we want to achieve, and not afraid to discuss them.	<input type="checkbox"/>
	Every person in the organization is a Right Person (fits our Core Values).	<input type="checkbox"/>
08 LEADERSHIP, MANAGEMENT, AND ACCOUNTABILITY	Every person is in a Right Seat (GWCs their seat in the Accountability Chart).	<input type="checkbox"/>
	The Integrator is a role model for effective Leadership and Management.	<input type="checkbox"/>
	The Integrator is continually developing those abilities in their direct reports.	<input type="checkbox"/>
	Accountability is strong across the Leadership Team.	<input type="checkbox"/>
	Everyone in the organization with direct reports is delivering effective Leadership and Management to each of them.	<input type="checkbox"/>
	Accountability is strong across the organization.	<input type="checkbox"/>
	The Integrator demonstrates high Emotional Intelligence (EQ) when dealing with people.	<input type="checkbox"/>
	The Integrator is emotionally stable and confident, which inspires confidence in others.	<input type="checkbox"/>
	Our 6-10 Core Processes are documented.	<input type="checkbox"/>
	Our 6-10 Core Processes are simplified	<input type="checkbox"/>
09 CORE PROCESSES	Our 6-10 Core Processes are followed by all. (training, measureables, LMA, continuous improvement)	<input type="checkbox"/>
	We have a "Company Way" document that pulls them all together.	<input type="checkbox"/>
	We experience improved scalability and consistency.	<input type="checkbox"/>
	Integrator is continually looking for ways to improve capacity, speed, and quality.	<input type="checkbox"/>
10 CONTINUAL IMPROVEMENT	Integrator is obsessed with simplification.	<input type="checkbox"/>
	Integrator creates capacity via delegation, systems, and processes.	<input type="checkbox"/>
	Problems and obstacles are quickly identified and articulated.	<input type="checkbox"/>
	Integrator leverages analysis and deductive reasoning to create and implement effective solutions.	<input type="checkbox"/>
	ALL Leaders are expected to make decisions, build capacity, and find ways to get stuff done through others.	<input type="checkbox"/>
	TOTAL SCORE	