

Lean Cultural Transformation Self-Assessment

		POINT SCORE:						
		0 pts	1 pt	2 pts	3 pts	4 pts		
		Strongly Disagree	Disagree	Not Sure	Agree	Strongly Agree	SCORE	
Part 1	Company Leadership – 20 points possible						Part 1 Score	
A	Top management believes that a lean transformation is their top priority.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
B	Management has clearly communicated their Lean vision for the future and what we have to do to achieve it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
C	Management is clearly committed to a lean transformation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
D	Employees know their work is valued.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
E	All levels of leadership praise us when we do well, and show appreciation for our contributions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
Part 2	Understanding what it means to be Lean – 20 points possible						Part 2 Score	
A	Everyone understands what Lean is.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
B	Our transformation is built on the 5 principles of lean.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
C	We all try to eliminate the 7 types of waste.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
D	Everyone knows how to use the tools in the lean tool kit.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
E	When problems occur we focus on fixing the process, not blaming the people involved.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
Part 3	Everyone is In synch; all rowing in the same direction – 20 points possible						Part 3 Score	
A	All areas in our company are engaged in the lean transformation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
B	We are evaluated on the right things.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
C	I am encouraged to think and act lean on my own to do my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
D	I am not afraid to fail in my efforts to improve my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
E	We use visual management, scorecards, dashboards, etc., so we can all see our performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
Part 4	Collaborative culture (all for one, one for all) – 20 points possible						Part 4 Score	
A	We all work on improvement projects.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
B	We all know how to handle disagreements.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
C	We work with our internal customers to do a better job for them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
D	We work with our internal suppliers to help them do a better job for us.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
E	We all work across departmental lines to meet the needs of our customers and stakeholders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
Part 5	Outcomes from a lean transformation – 20 points possible						Part 5 Score	
A	I am excited about the future for all of us here at this company.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
B	Our improvement efforts and successes are recognized.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
C	I have benefited from working with my fellow employees on our local lean teams.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
D	I have benefited directly from the Lean transformation program.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
E	Our customers are highly satisfied.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
100 points possible						TOTAL SCORE		

Instructions:

1. This Lean Cultural Transformation Self-Assessment can (and should) be performed by individuals at all level of the organization.
2. As always, the usefulness of the assessment depends on sample size and the participants. Usually the more the merrier.
3. As for interpreting the results, Strongly Agree is the response you're hoping to get for each item. We suggest you take a look at which items participants hold perceptions that are not aligned with this. Then you can target your corrective and supportive feedback accordingly.
4. DPA would be happy to discuss your results with you if you would like a second opinion. Contact information follows below.

Thank you for downloading our Lean Cultural Transformation Self-Assessment. Please contact us if you have any questions or would like to discuss your results. DPA has been helping organizations implement continuous improvement since 1978.

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