

Overview

The xQ (Execution Quotient™) Survey is our exclusive assessment tool that gathers—from an employee perspective—how well organizational goals are understood and carried out. The 30 survey questions, administered through a Web-based system, probe for details to uncover underlying focus and teamwork barriers or issues.

To report the results of the xQ™ Survey, the xQ Debrief is a review session for executives that reveals where the organization stands in relation to other companies, and identifies areas of concern within particular divisions or departments. With this comprehensive xQ scorecard, leaders can see the specific action needed and where in the organization they can take steps to improve.

Features

- Gathers employee perspectives on how sharply they focus on and execute the organization's "wildly important" objectives
- Provides xQ findings and recommendations through an executive debriefing session, with interactive and hard-copy reporting
- Provides to executives (with viewing approval) ongoing Internet access to a comprehensive xQ scorecard
- Enables executives to view results for specific units or workgroups of 10 or more individuals (aggregate data only, protecting the anonymity of the respondents)
- Can be administered repeatedly to determine whether or not the organization's capacity to execute is improving over time (FranklinCovey recommends four to six administrations over a period of two to four years)

Components

- 30 survey questions, including three open-ended questions (10 to 15 minutes)
- In the area of focus, the xQ Survey helps answer the following:
 - Does everyone know and understand your organization's most important goals?
 - Is everyone committed to achieving them?
 - Do all employees know what they need to do to achieve them?
 - Do they have the discipline to follow through?
- In the area of teamwork, the xQ Survey addresses these questions:
 - Do employees have the interactive skills to work together?
 - Do they trust each other enough to move forward together?
 - Does everyone have the resources and tools to execute?
 - Is everyone held accountable for achieving key goals?
- Executive debrief (two to four hours) with an expert interpreter of the data
- Hard-copy and interactive (Web-based) reports including findings and recommendations, along with benchmarking against industry, best-in-class, and global data

