

Fierce Factor Benchmarking Survey

Communication (Foundations)

| | Strongly Disagree | | | Strongly Agree | |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 1. I consistently seek to enrich relationships in my conversations with others. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 2. I am mindful of how I leave others feeling after a conversation. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 3. My colleagues and I readily share information that is critical to success. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 4. There are certain topics that my team avoids discussing.* | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 5. There is an openness to new ideas and perspectives in our organization. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 6. I am kept well informed by leadership on what's going on in the company. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 7. I ask questions to know more about a situation before I assume anything. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Input and Decision-Making (Team)

| | Strongly Disagree | | | Strongly Agree | |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 8. I regularly ask for input, especially from those who may think differently than me. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 9. When I call a meeting, I prepare participants with background information and materials prior to the meeting. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 10. I am often asked my perspective and have an active voice in department decisions. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 11. I feel that the right people are invited to the conversation when important decisions need to be made. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 12. On our team, both internal and external processers equally voice their opinions. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 13. Departments in our organization communicate well and frequently with each other. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 14. Multiple perspectives are gathered and considered when my organization makes important decisions. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Development and Problem Solving (Coaching)

| | Strongly Disagree | | | Strongly Agree | |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 15. When helping a colleague work through a problem, I ask questions to encourage them to come up with solutions for themselves. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 16. When coaching others, I help them weigh the pros and cons of the options they are considering. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 17. Our team effectively engages in coaching one another to enhance accountability. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 18. Our team embraces change in a productive way. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 19. My manager effectively coaches me with thought provoking questions whenever challenges arise. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 20. Our organization equips leaders with strong coaching skills to develop their staff. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Career Growth, Role Clarity, and Time Management (Delegation)

| | Strongly Disagree | | | Strongly Agree | |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 21. I feel that my work schedule is filled with activities that are the best use of my time. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 22. I am given the opportunity to take on more responsibility outside of my current job description and duties. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 23. I have the capacity to take on new, important projects that would make a difference for our results. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 24. When delegating, my manager consistently ensures I clearly understand my new responsibility, level of authority, and how often I should keep them informed of progress. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 25. My manager strives to ensure each team member is delegated responsibilities based on their interests, strengths, and goals. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 26. Our organization has a strong culture of succession planning to support internal promotions. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Feedback Culture (Feedback)

| | Strongly Disagree | | | Strongly Agree | |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 27. I ask for specific feedback on a regular basis. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 28. I receive continuous feedback from my manager that helps me to perform better. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 29. There is a healthy culture of praise and recognition on my team. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 30. My team regularly gives feedback to one another. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 31. My manager frequently invites feedback from our team. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 32. Our organization takes feedback and suggestions seriously. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Ownership & Results (Accountability)

| | Strongly Disagree | | | Strongly Agree | |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 33. Even when it feels out of my control, I find ways to influence the results I strive for. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 34. My teammates proactively communicate delays and roadblocks to the appropriate parties. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 35. On my team, people hold themselves and others accountable for results. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 36. When something goes wrong, our team members focus on resolution rather than blaming. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 37. My manager addresses poor performance in a timely and effective way. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 38. Our organization fosters a culture of accountability. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 39. When things aren't going as planned, I ask myself what I can do to get a better result, given the current reality. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Conflict & Authenticity (Confrontation)

| | Strongly Disagree | | | Strongly Agree | |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 40. When conflicts arise, I engage in the needed conversation in a timely manner. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 41. I try to avoid difficult conversations because they can be uncomfortable.* | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 42. I am comfortable voicing concerns. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 43. Our team members are unafraid to voice their perspectives, even when it may be risky. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 44. On my team, we resolve conflict in an effective and timely manner. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 45. My manager engages in difficult conversations in an effective and timely manner. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 46. Departments generally point fingers before engaging in problem solving.* | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 47. Our organization has a culture of niceness where we often avoid tough conversations as long as we can.* | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Influence, Persuasion, and Consulting (Negotiation)

| | Strongly Disagree | | | Strongly Agree | |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 48. When I need to build support and buy-in, I spend time identifying the interests of the other party. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 49. When I need to influence a decision, I spend more time listening, than talking. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 50. I am calm in the face of strong emotions when stakes are high. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 51. When needing to compromise or negotiate an outcome, I am genuinely interested in the other party's needs and perspectives. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 52. My colleagues can be assertive without damaging working relationships. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 53. Elevating my ability to influence and persuade will make a positive impact on my contributions at work. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 54. My manager skillfully advocates for the needs of our team. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

55. What would be helpful to know about the existing conversation culture?
 56. When it comes to the impact of conversations on your culture, what are the most challenging issues you've encountered?
 57. What is one change that would make the biggest impact on your company's conversation culture?
 58. What else?

Note: *reverse scored questions

All survey responses are confidential. The only reason we collect your name is to match your scores to the post benchmarking survey you will complete 90 days after the Fierce Conversations Training series. Formal reports shared with your organization will not link your name to your responses.