

Strategy-to-Action Checkup

How ready is your organization to turn strategy into results?

A strategic plan is only the beginning. This quick checkup helps leadership teams identify where strategy is gaining traction - and where clarity, alignment, ownership, measurement, or momentum may be getting in the way.

RATE EACH STATEMENT 1-5

1 = Not true of us | 3 = Sometimes true | 5 = Consistently true

CLARITY

1. Our people can explain our most important strategic priorities without referring to the strategic plan. ____ / 5
2. Our leaders are as clear about what we have *not* prioritized as they are about what we have. ____ / 5

ALIGNMENT

3. Our board, leadership, and teams share a common understanding of where the organization is going and why. ____ / 5
4. Day-to-day decisions about time, resources, and new opportunities consistently reflect our strategic priorities. ____ / 5

OWNERSHIP

5. Every strategic priority has clear ownership - not simply a committee, department, or group responsible for it. ____ / 5
6. People responsible for strategic work understand what success looks like and what they are empowered to decide. ____ / 5

MEASUREMENT

7. We use a focused set of measures that tells us whether our strategy is producing the results we intended. ____ / 5
8. Performance conversations lead to learning, decisions, and course corrections - not simply status updates. ____ / 5

MOMENTUM

9. Strategic priorities are translated into near-term actions, milestones, and deadlines that keep the work moving. ____ / 5
10. When strategic work stalls, we recognize it early, understand why, and take action to regain momentum. ____ / 5

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Scoring + reflection

YOUR SCORE

Add your responses for a total score between **10 and 50**.

SCORE	WHAT IT MAY BE TELLING YOU
41-50 Built for Action	Your organization has many of the conditions needed to move strategy forward. Protect the rhythm, learn from results, and adapt as conditions change.
31-40 Building Momentum	The foundation is there, but one or two areas may be creating friction. Look at your lowest-scoring dimension before adding more initiatives or processes.
21-30 Execution at Risk	Your strategy may be clear on paper but inconsistent in practice. Focus on strengthening ownership, alignment, measurement, or the mechanisms that move priorities into action.
10-20 Time to Reconnect Strategy and Action	Don't rush to rewrite the strategic plan. First identify where the connection between direction, decisions, people, and execution has broken down.

YOUR FIVE DIMENSIONS

Clarity ____ /10	Alignment ____ /10	Ownership ____ /10	Measurement ____ /10	Momentum ____ /10
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DON'T JUST LOOK AT THE SCORE

Circle your two lowest-rated statements.

What would have to change for each of these statements to become a 5?

NOTES

"Strategy works when people understand where they're going, why it matters, and their role in getting there."

- Dr. Ursula L. Mullins