

# Performance Culture Gauge Self-Assessment.

Is your organisation set up to scale performance and retain talent?

## Why This Matters

Growth brings opportunity, and pressure. Scaling companies often find that the very things that fuel success early (entrepreneurial drive, informal ways of working, heroic effort) start to limit performance and retention as the organisation grows.

The strongest growth companies deliberately build a performance culture, clarity, accountability, and leadership strength balanced with engagement and connection.

This self-assessment will give you a snapshot of your strengths and blind spots across the four pillars of Humankind's EX for Performance model. Detail about model on [page 4](#).

## Score Your Organisation

Rate each statement from 1 (Strongly Disagree) to 5 (Strongly Agree). Keep it quick, your first instinct is usually right!

### Align Your Team to the Future

Our people strategy is clearly aligned to our business strategy and growth priorities

Everyone knows what is most important right now, and understands how their role contributes

Our organisation's purpose and values inspire performance, not just engagement

### Cultivate Leadership Strength

Our leaders consistently support, challenge, and develop their people to perform at their best

Leaders across the organisation role-model our values in action

We have the leadership capability required for the next stage of growth

### Shape Your Organisation

Roles, responsibilities, and expectations are clear across the organisation

Top talent risks (succession, retention, skills gaps) are visible and actively managed

Performance and recognition systems are fair, consistent, and drive results

## Build Better Ways of Working

Our rhythms, rituals, and communication enable accountability and results

Collaboration across teams is strong and diverse perspectives are valued

Decision-making is fast, disciplined, and owned, we don't let things drift

### Your Score

Add up your total (out of 60)

#### 48 - 60 | Strong Foundations

You're scaling well, with leadership and systems that can carry you forward. Focus on optimisation and embedding.

#### 36 - 47 | At Risk

You're achieving results, but friction is likely building. Without intervention, growth and retention may slow. Prioritise sharpening clarity and leadership capability.

#### < 36 | Urgent Attention

Culture and performance risks are likely already costing you talent and momentum. Addressing these now will unlock significant value.

## Insight & Action - Your Results, by EX for Performance Pillar

### Align your team to the future

High-growth companies lose alignment fast. If your score is low here, revisit your strategy cascade, does every team know why you exist, how you succeed, and what's most important right now?

#### Quick Wins:

- Re-set focus at your next all-hands: one clear "most important thing" for the quarter.
- Ask each leader to check if their team can answer: "How does my work contribute to the company's success?"
- Map your values against actual behaviours, where are you strong, where are you drifting?

### Cultivate Leadership Strength

Scaling leadership is the #1 performance driver. Weak or inconsistent leadership creates costly churn and disengagement.

#### Quick Wins:

- Run a simple 360° or peer feedback for your top team.
- Align your leaders on one standard of "what great leadership looks like here."

- Choose one leadership behaviour you want consistent across the org (e.g., Close the Loop – If you ask for input or commit to something, you always circle back with an answer), and spotlight it for 90 days.

## Shape Your Organisation

Ambiguity around roles, succession, and recognition slows execution and creates risk. Growth requires clarity and visible talent planning.

### Quick Wins:

- Audit your top 20 roles: do you have the right people, in the right seats, with clear expectations?
- Do a 1-page “roles on a page” exercise, list your critical roles, who’s in them, and what success looks like.
- Build a one-page succession view for your critical talent - In your next exec meeting, ask: “Who are our top 5% of talent, and what are we doing to keep them?”

## Build Better Ways of Working

How you work is as important as what you work on. Collaboration and disciplined rhythms are the operating system for growth.

### Quick Wins:

- Review one recurring meeting, cut time in half and sharpen focus on decisions.
- Introduce one ritual that reinforces accountability to strategic priorities (e.g. “What will I deliver against this priority by next week?” check-in)

## Next Steps

### Claim Your Complimentary 1-Hour Performance Culture Session

Your self-assessment is a starting point. In this 1-hour session we’ll:

1. Explore the biggest people challenges you’re experiencing right now
2. Stress-test whether your people strategy will support your business ambition
3. Identify 1–2 practical focus areas to unlock growth and retention.

Email [sophie@humankind.nz](mailto:sophie@humankind.nz) to claim your complimentary 1-Hour Performance Culture session

**Humankind | Performance Partners to NZ’s growth companies**

# Humankind's EX for Organisational Performance Model.

Humankind's EX for Organisational Performance model empowers organisations to focus on four key strategic areas to make positive changes that will optimise your team's EX to ultimately boost your organisational performance.



## Align Your Team to the Future

This alignment cultivates motivation and engagement among employees, propelling them to contribute effectively towards common goals. A collective sense of purpose empowers individuals, fostering cohesion and determination to drive the company forward.

## Cultivate Leadership Strength

Investing in leadership development and support is pivotal to nurturing capable leaders who inspire and guide their teams. These leaders cultivate a positive work environment, building trust and commitment to excellence. A robust leadership culture fosters innovation, employee development, and a supportive atmosphere.

## Shape Your Organisation

This involves clarifying roles, establishing reporting lines, and implementing effective decision-making processes. A well-designed structure enhances clarity, reduces conflicts, and enables smoother collaboration across teams. It equips the organisation to respond swiftly to challenges, adapt to market shifts, and seize opportunities. Organisational design goes beyond structure, encompassing policies, frameworks, and systems to facilitate efficient work processes.

## Build Better Ways of Working

Deliberately designed rhythms and rituals, streamlining communication channels, encouraging knowledge-sharing, and nurturing a culture of learning enable better teamwork and performance. A dynamic work environment that embraces change and fosters innovation motivates employees to excel.