

STRATEGY ASSESSMENT

Confirm strategic alignment.

The PI Strategy Assessment™ is an untimed, free-choice, stimulus-response tool that captures a senior leadership team’s perceptions, agreement, and confidence regarding their business strategy. The assessment documents an organization’s business strategy and expresses it in people-centric terms so everyone’s clear on how to execute.

How does the assessment work?

The Strategy Assessment consists of two questions. The first asks respondents to identify which statements best reflect their organization's top strategic priorities. The second asks them to rank their confidence in the organization’s ability to complete those selected statements. Each statement is associated with one of four strategies: cultivating, exploring, stabilizing, and producing (learn more below). It is recommended that 5-15 members of an organization’s leadership team complete the assessment. Results are not explicitly linked to a respondent so everyone should feel comfortable providing unbiased feedback.

What organizational strategies does the assessment measure?

Most organizations will have a business strategy that focuses on one or two of the following strategy types, with less strongly expressed elements of the remaining types.



Exploring

Pursues new opportunities and investigates potential innovations.
Success: the ability to bring new products or services to fruition.

Cultivating

Focuses on the commitment, loyalty, and morale of employees.
Success: high levels of employee engagement.

Stabilizing

Tends toward improving the efficiency and predictability of services and offerings.
Success: coaxing higher performance out of existing offerings.

Producing

Driven by accumulating customers and building reputation.
Success: market penetration and increased market share.

Why does it matter?

When leadership team members agree and align on strategy, they can drive toward common goals more efficiently. The PI Strategy Assessment is an integral part of the Design aptitude of the talent optimization discipline.