

INVESTORS IN PEOPLE – DIAGNOSTIC QUESTIONNAIRE

1. Does your organisation have a clear purpose and vision which is shared and communicated to everybody?
2. Do you have a plan for the business which is regularly reviewed?
3. Do you have SMART targets that will ensure the achievement of the purpose, vision and business plan?
4. Are there constructive relationships with representative groups and are they consulted when developing the business plan?
5. Has the organisation defined and communicated to managers what they should know and be able to do, consistently well, in order to lead, manage and develop people effectively?
6. Do you think managers understand and devote sufficient time to their role in leading, managing and developing people?
7. How do your people describe their managers when given the opportunity?
8. How do managers ensure that the organisation continues to improve?
9. Are your people encouraged to contribute ideas for the improvement of their own and other people's performance?
10. Are the needs of different people recognised and does everyone have equal opportunity to develop in the organisation?
11. How do you promote a sense of ownership and responsibility across your organisation?
12. How effective is communication within the organisation?
13. Does the organisation have plans and resources in place to meet those learning and development needs which link to the achievement of targets?
14. How does the organisation involve people in planning their own development?
15. How has your organisation improved as a result of investing in the development of your people?
16. How do you introduce new recruits into the organisation and their roles?
17. To what extent do people receive constructive feedback on individual performance?
18. Does the organisation recognise and reward peoples' contribution?
19. Is regular feedback provided to people on the performance of the organisation against the business plan?
20. Are improvements continually made as a result of evaluating the investment made in managing and developing people?