Operational Clarity & Alignment Diagnostic

The P.A.C.E. Leadership Method™
By Delia Tomassini, MBA, SHRM-SCP | Founder, Tomassini Consulting Group
Website: https://tomasconsgrp.com

Overview & Purpose

This self-assessment tool is designed for operational, plant, and frontline leaders to evaluate organizational health across the four core pillars of **The P.A.C.E. Leadership Method**: **P**erformance, **A**lignment, **C**larity, and **E**xecution.

Rating Scale

Rate each statement below on a scale of **1 to 5**:

- **1** = Strongly Disagree / Never True
- **2** = Disagree / Rarely True
- **3** = Neutral / Sometimes True
- **4** = Agree / Mostly True
- **5** = Strongly Agree / Always True

TOMASSINI
CONSULTING GROUP

Section 1: Performance (Building High-Performance Cultures)

#	Diagnostic Statement	Score (1–5)
1	Our team has clearly defined, documented non-negotiable quality and output standards for all key operational roles.	
2	Leaders actively track both lead indicators (proactive behaviors) and lag indicators (output metrics) to evaluate team success.	
3	High performance and operational wins are consistently recognized and celebrated across departments.	
4	Underperformance is identified and addressed promptly through structured feedback and supportive coaching.	

Performance Pillar Subtotal Score: `____ / 20`

Section 2: Alignment (Connecting People to Purpose)

#	Diagnostic Statement	Score (1–5)
5	Frontline team members clearly understand how their daily tasks directly impact broader company goals and business KPIs.	
6	Departmental and shift priorities are transparent, fully aligned, and free from competing silos.	

#	Diagnostic Statement	Score (1–5)
7	Leaders conduct regular, structured 1-on-1 check-ins focused on priorities, alignment, and barrier removal.	
8	Team members exhibit a strong sense of ownership and purpose in their work rather than simple compliance.	

Alignment Pillar Subtotal Score: `____ / 20`

Section 3: Clarity (Removing Ambiguity, Fostering Focus)

#	Diagnostic Statement	Score (1–5)
9	Team targets and individual goals are explicit, measurable, and communicated using SMART/HARD criteria.	
10	Decision-making authority is clearly defined (using RACI or similar models) so employees know who can approve or make key operational calls.	
11	Communication across shifts and departments is transparent, direct, and minimizes guesswork or rework.	
12	Priorities are clear, ensuring employees know what tasks take precedence when operational tradeoffs must be made.	

Clarity Pillar Subtotal Score: `____ / 20`

TOMASSINI
CONSULTING GROUP

Section 4: Execution (Turning Intention into Action)

#	Diagnostic Statement	Score (1–5)
13	Teams follow a structured, repeatable weekly cadence (such as stand-ups or sprint reviews) to track progress and handle blockers.	
14	Strategic initiatives and process improvements are consistently completed on time despite daily operational demands.	
15	Our organization conducts After-Action Reviews (AARs) or retrospectives following key projects to capture learnings and improve systems.	
16	Accountability systems are embedded into our daily operational culture, driving sustainable, long-term momentum.	

Execution Pillar Subtotal Score: `____ / 20`

Total Diagnostic Score & Scoring Guide

Overall Diagnostic Total: `____ / 80`

Scoring Interpretation

Total Score	Operational Health Status	Description & Strategic Focus
68 – 80	**High Alignment & Execution**	Your team operates with strong clarity and momentum. Focus on sustaining high-performance habits and mentoring emerging leaders.

Total Score	Operational Health Status	Description & Strategic Focus
52 – 67	**Moderate Performance / Emerging Friction**	Good foundation, but operational bottlenecks or communication gaps exist in specific pillars. Target these focus areas to prevent burnout and turnover.
36 – 51	**Significant Operational Friction**	Firefighting, ambiguity, and silos are likely hindering growth and impacting retention. A structured rollout of P.A.C.E. principles will yield immediate improvements.
Below 36	**Critical Alignment Deficit**	Strategic intent is disconnected from daily operations. Immediate intervention is recommended to clarify standards, realign teams, and build execution rhythms.

Action Planning & Next Steps

- **Lowest-Scoring Pillar:** _____
- **Top Operational Bottleneck Identified:** _____
- **Immediate Action Step (Next 30 Days):** _____

Ready to Transform Your Leadership Team?

To schedule an executive preview, discover custom workshop options, or explore a P.A.C.E. rollout for your organization, visit tomasconsgrp.com or connect with Delia Tomassini, MBA, SHRM-SCP.