



## Measure and Improve the Drivers of Organizational Performance

**70%** of organizational change efforts fail, primarily due to the people side of performance.\* How do you develop the insight to stay in the 30%?

Vital Signs is an organizational model and integrated suite of statistically-validated assessments that capture key information about the people side of performance. Built on solid business logic as well as sound science, the assessments connect people's perceptions and attitudes with hard business outcomes in an actionable, practical framework.



\* Freedman & Ghini (2010) *INSIDE CHANGE*

“The OVS report stands out as one of the best pieces of consulting I’ve seen in 30 years as an executive – they identified the root causes of our issues in a way that built consensus and motivation for change.”

**George McCown, Managing Partner,**  
McCown De Leeuw & Co., Inc.

## Value: Beyond Staff Satisfaction

The Vital Signs tools equip you with powerful data to:

- Create a strategy that works with and through your people.
- Focus and build buy-in for change efforts.
- Quantify the people-side of the organization.
- Accurately assess the effectiveness of development initiatives.
- Prepare for and track restructuring or M&A - are your people on board? What will it take to get them there?
- Identify needs and opportunities for training, communication, and development.

The Vital Signs tools are published by Six Seconds, a global leader in emotional intelligence dedicated to driving positive change and people performance. Leading companies around the world have relied on Six Seconds’ innovative tools for individual and organizational change.

The tools measure the capacity to foster a climate of **Trust** in order to:

- ◆ inspire deep **motivation**,
- ◆ achieve smooth **execution**,
- ◆ create effective **teamwork**, and
- ◆ transform resistance into readiness for **change**.

### LEARN MORE:

Contact: Stefania Picheca



Email: [stef@yourturnsolutions.com](mailto:stef@yourturnsolutions.com)

Phone: +17038508564

Website: [www.yourturnsolutions.com](http://www.yourturnsolutions.com)

Vital Signs offers scientific measurement tools to improve effectiveness for leaders, teams, and across the whole organization. The Vital Signs model creates a framework for understanding people performance and the dedicated outcomes provide power and specificity at each level of analysis.

## A Complete Toolset

### LVS LEADERSHIP VITAL SIGNS

Insight on leadership impact and effectiveness.

**Outcomes:** Influence, Efficacy, Design, Direction



### TVS TEAM VITAL SIGNS

Identify opportunities and obstacles for optimal group performance.

**Outcomes:** Satisfaction, Results, Agility, Sustainability



### OVS ORGANIZATIONAL VITAL SIGNS

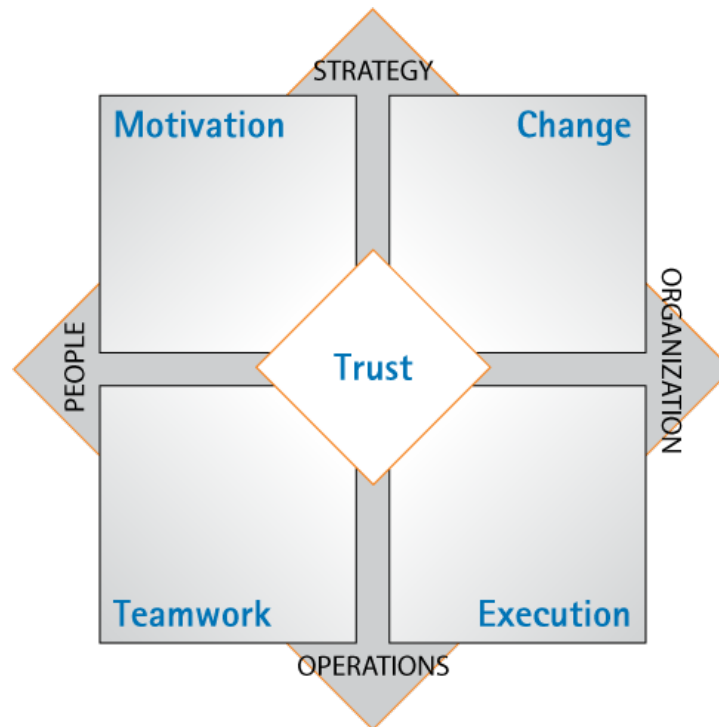
Measure key indicators of organizational climate across the enterprise.

**Outcomes:** Retention, Productivity, Customer Focus, Future Success



The Vital Signs assessments provide a snapshot of current organizational climate – an overview of employees’ relationships with the organization. The climate in which employees work strongly influences how they do their jobs. Measuring climate and engagement gives leaders the insights necessary to improve management practice and organizational performance.

## The Vital Signs Model



### The survey addresses the four factors that shape climate plus an overlay dimension of Trust:

- Motivation is the source of energy to overcome challenges, pursue a goal, or maintain commitment.
- Change is the readiness to innovate and adapt to succeed in a continuously evolving situation.
- Teamwork is collaborating to pursue a goal; it requires a sense of shared purpose and belonging.
- Execution is the ability to achieve strategic results by implementing effective tactics.
- Trust is a feeling of confidence, faith, and surety that engenders a willingness to risk and facilitates success in the other climate factors.

Based on research and experience, we know these key factors drive critical performance outcomes -- which are also measured by the VS tools. While the core drivers are consistent, individual leaders, teams, and organizations are focused on slightly different outcomes. To reflect this, the tools each have specific outcomes (all are aligned with the four dimensions on the outside of the model above).

**LVS:** Influence, Efficacy, Design, Direction

**TVS:** Satisfaction, Results, Agility, Sustainability

**OVS:** Retention, Productivity, Customer Focus, Future Success