



# BUREAUCRACY EVALUATOR

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# BUREAUCRACY EVALUATOR

Below are the 10 dysfunctions of a fear based bureaucracy.

For each item check ✓ the number that best depicts your organization (0 is always and 10 never)

Dysfunction	Never										Always											
#1 Lack of Empowerment	10	9	8	7	6	5	4	3	2	1	0	10	9	8	7	6	5	4	3	2	1	0
#2 Lack of Focus	10	9	8	7	6	5	4	3	2	1	0	10	9	8	7	6	5	4	3	2	1	0
#3 Lack of Accountability	10	9	8	7	6	5	4	3	2	1	0	10	9	8	7	6	5	4	3	2	1	0
#4 Lack of Vision	10	9	8	7	6	5	4	3	2	1	0	10	9	8	7	6	5	4	3	2	1	0
#5 Lack of Decision Making	10	9	8	7	6	5	4	3	2	1	0	10	9	8	7	6	5	4	3	2	1	0
#6 Lack of Cohesion	10	9	8	7	6	5	4	3	2	1	0	10	9	8	7	6	5	4	3	2	1	0
#7 Lack of Leadership	10	9	8	7	6	5	4	3	2	1	0	10	9	8	7	6	5	4	3	2	1	0
#8 Lack of Performance	10	9	8	7	6	5	4	3	2	1	0	10	9	8	7	6	5	4	3	2	1	0
#9 Lack of Priority	10	9	8	7	6	5	4	3	2	1	0	10	9	8	7	6	5	4	3	2	1	0
#10 Lack of Optimization	10	9	8	7	6	5	4	3	2	1	0	10	9	8	7	6	5	4	3	2	1	0

Now plot your scores and connect the points with lines to create your results graph - see an example graph on the next page

Email me ([SueDyer@orgmet.com](mailto:SueDyer@orgmet.com)) if you would like me to go over your results with you and offer ideas.



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Dysfunction	10	9	8	7	6	5	4	3	2	1	0
#1 Lack of Empowerment							✓				
#2 Lack of Focus					✓						
#3 Lack of Accountability							✓				
#4 Lack of Vision							✓				
#5 Lack of Decision Making					✓						
#6 Lack of Cohesion								✓			
#7 Lack of Leadership									✓		
#8 Lack of Performance						✓					
#9 Lack of Priority				✓							
#10 Lack of Optimization					✓						

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