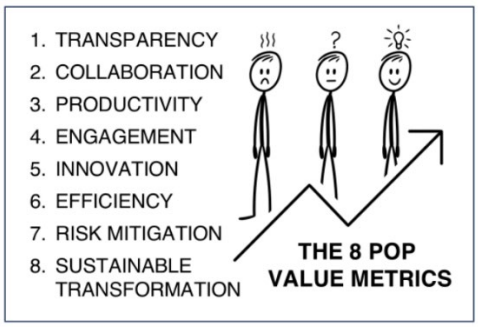
SAMPLE QUESTIONNAIRE

PERFORMANCE IMPACT REVIEW

Quickly assess how current communications and practices affect individual, team, and business performance in relation to strategic initiatives across **The 8 POP Value Metrics.**

Circle True (T) or False (F), based on your experience or observations, and share additional feedback (optional).



TRANSPARENCY

T F	The right people had the right information at the right times, helping them think clearly and contribute effectively.
T F	Transparent communication made the workday run smoothly, avoiding stress and making tasks more efficient.
T F	People understood the plan, their role and that of their collaborative counterparts, and how their performance would be measured.

COLLABORATION

T F	*R*oles, responsibilities, and plans were clearly defined and communicated across teams *before work began.*
T F	Groups in interdependent roles connected regularly to share progress, knowledge, and resources.
T F	Clear communication protocols and a consistent cadence improved efficiency and made work less mentally taxing.

PRODUCTIVITY

T F	Erratic communications and frequently changing plans generated interruptions and distractions that sapped productivity and morale.
T F	People felt in the dark and disengaged from the project, making it hard to contribute effectively.
T F	Transparent communication, strong collaboration, and positive emotions drove productivity.

ENGAGEMENT

T	F	Interdependent groups received a common, comprehensive briefing to initiate new work.
T	F	Leaders and managers provided continuous support by offering the right information and guidance at the right times.
T	F	The right people were involved in preparing for transitions, helping them seamlessly drive change.

Any personal insights you'd like to share about these four areas?

INNOVATION

T	F	Clear direction and open dialogue helped prioritize tasks, and foster creativity.
T	F	Cross-functional collaboration sparked ideas that could not have been achieved alone.
T	F	Finishing core tasks efficiently left time and energy to explore new opportunities and add more value.

EFFICIENCY

T	F	Goals, roles, workflows, and handoffs were clearly defined from the start, keeping everything on track.
T	F	Timely, reliable, actionable information was shared with the right people, helping them make decisions and get things done quickly.
T	F	Confusion caused delays, duplicate efforts, unnecessary complexity, and endless meetings, slowing progress.

RISK MITIGATION

T	F	An unpredictable work environment and a race to results drained teams and resources, hurting results.
T	F	People had adequate time to process new information and ask questions about new work, helping reduce guessing, errors, rework, long hours, and stress.
T	F	Transparency, inclusive planning, and high engagement enabled smooth daily operations where thriving employees delivered great results.

SUSTAINABLE TRANSFORMATION

T	F	Changes were explained in advance, and leaders and managers were equipped to guide their teams through transitions, helping them prepare and adjust smoothly.
T	F	An inclusive, transparent approach was used to identify and resolve barriers to adoption before transitions started.
T	F	Adoption was carefully measured across teams, ensuring the changes were successfully embedded before wrapping up the project.

Any personal insights you'd like to share about these four areas?

Feel free to include additional insights or suggestions.