In your committee, as individual committee members or as a survey for the entire firm, rank the following 8 items in order from 1 through 8 with 1 being what your firm does really well and 8 where the firm needs the most work. This survey will help the collaboration committee see where they need to spend their time and energies.

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| **Objective** | **Description** | **Ranking** |
| 1. Leadership Visibility | Leaders in the firm need to be not only seen, but also known by the entire team. They must be visible and engaging with everyone. Are you leaders visible? |  |
| 1. Prepare and Empower Managers | Mangers are the future of the firm. Have you mentored, empowered and given not only responsibility but authority for the emerging leaders in your firm? |  |
| 1. Drive the Right Behavior | Collaboration, strategic initiatives, growth and development are all important behaviors in the firm. Is the firm doing the right things to drive these initiatives? |  |
| 1. Communicate, Communicate, Communicate | Communicate some, and then some more and finally - when you think that you have done enough – communicate even more. Are you constantly and consistently working on communication within the firm? |  |
| 1. Retain Critical Talent | Retention of emerging talent – those that will be partners and those that will be leaders as managers – is essential to future success. Does the firm have retention strategies that will connect these essential assets to the firm? |  |
| 1. Align Critical Talent | Does the firm help emerging talent to understand the connection between their efforts and the  Firm’s ability to achieve organizational success. A strategic and often overlooked strategy. |  |
| 1. High Level of Trust | Trust is essential to engagement of everyone on the team. Does your firm work every day to ensure that trust exists at all levels of the firm? |  |
| 1. Accountability a Core Value | Accountability is described as being responsible and liable. For some, those are scary words, but if you make them a part of daily life and implement at all levels of the firm, it becomes the roadmap to accomplishing true and long-term engagement. Does your firm hold everyone accountable? |  |