STAR Model + Self-Assessment

Organizational Alignment Framework

Rate your business 1–5 on each component. Be honest.

1 = Needs serious work · 3 = Getting there · 5 = Strong and clear

Strategy

Vision, mission & short/long-term goals

How clear is your direction, and how well does your team know it?

○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Structure

Roles, formal power & authority

How clear are roles, decision rights, and authority in your org?

○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Processes & Lateral Capability

Lateral capability & how work flows across the org

How smoothly does work flow without you becoming the bottleneck?

○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Reward System

Metrics, recognition & accountability

How well do your metrics and incentives drive the right behavior?

○ 1 ○ 2 ○ 3 ○ 4 ○ 5

People Practices

Skills, capacity & empowerment

How equipped, empowered, and engaged are your people?

○ 1 ○ 2 ○ 3 ○ 4 ○ 5