



SYSTEMIC ORGANIZATIONAL HEALTH ASSESSMENT

Prepared For: Sample Report

Date: July 24, 2025

Why Systemic Organizational Health Matters

Systemic organizational health is not a byproduct of success; it is the primary driver of it. A truly healthy organization demonstrates resilience, agility, and sustained performance in an increasingly complex environment. Measuring and developing four core intelligences, emotional, social, relational, and systems, provides an integrated view of the organizational ecosystem, illuminating opportunities and risks often hidden beneath surface metrics.

These intelligences are not peripheral. They are essential capacities that shape leadership effectiveness, team cohesion, decision quality, and the organization's ability to adapt to change. Strengthening them creates a foundation for strategic agility, enabling organizations to respond to disruption with confidence and coherence.

When emotional, social, and relational intelligence are strong, workplaces become vibrant ecosystems where people feel seen, heard, and empowered to give their best. Trust deepens, collaboration thrives, and a shared sense of purpose fuels engagement, loyalty, and exceptional performance. Systems intelligence amplifies this energy, transforming complexity into clarity and ensuring that every effort advances the greater mission with focus and momentum.

Ultimately, organizational health is a holistic measure of cultural vitality and strategic capability. By rigorously assessing these dimensions, teams move beyond reactive problem-solving to architecting organizations where growth is intentional, resilience is embedded, and success is sustained over time.

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Participation %

87%
116 OUT OF 133



Understanding the Data

The Oceans Coaching™ Systemic Organizational Health Assessment data reflects more than individual responses, it reveals the collective strengths and challenges within the organization's emotional, social, relational, and systems intelligences. Each data point provided by the participants represents an opportunity to deepen awareness, to close critical gaps, and to build a more resilient, connected, and adaptive organization. This report is not just a snapshot; it is a blueprint for strategic growth.

Scoring Interpretation

These ratings provide a framework for understanding organizational health and identifying the level of intervention suggested for organizational vitality.

| Score | Health Status | Strategic Focus |
|---------|-------------------|-------------------------|
| 85-100% | Thriving | Sustain & Optimize |
| 65-84% | Healthy with Gaps | Targeted Strengthening |
| 45-64% | At-Risk | Structural Intervention |
| <45% | Critical | Urgent Transformation |

85–100% (Thriving Organization):

- The organization exhibits outstanding health: teams are highly engaged, leadership is aligned, communication is transparent, and adaptability is strong. Objectives are consistently exceeded, and culture is a competitive advantage.
- Focus: Sustain momentum, invest in innovation, and fine-tune operational excellence.

65–84% (Healthy, Needs Refinement):

- Fundamentals are strong, but gaps in collaboration, communication, or leadership alignment are limiting full potential. Performance is solid but could be elevated with targeted refinements.
- Focus: Address key gaps to unlock efficiency, deepen engagement, and accelerate performance.

45–64% (At-Risk):

- Material weaknesses undermine consistency and adaptability. Challenges such as misalignment, disengagement, or siloed operations limit performance and strategic execution.
- Focus: Execute systemic interventions to rebuild alignment, communication, and team cohesion. Rebuilding foundational elements is critical for re-establishing operational resilience.

Below 45% (Critical):

- Severe dysfunction threatens strategic objectives and sustainability. Core issues in trust, leadership, and collaboration demand urgent and comprehensive action.
- Focus: Mobilize enterprise-wide transformation to stabilize operations, restore engagement, and reposition for long-term success.

Measurements & Key Drivers

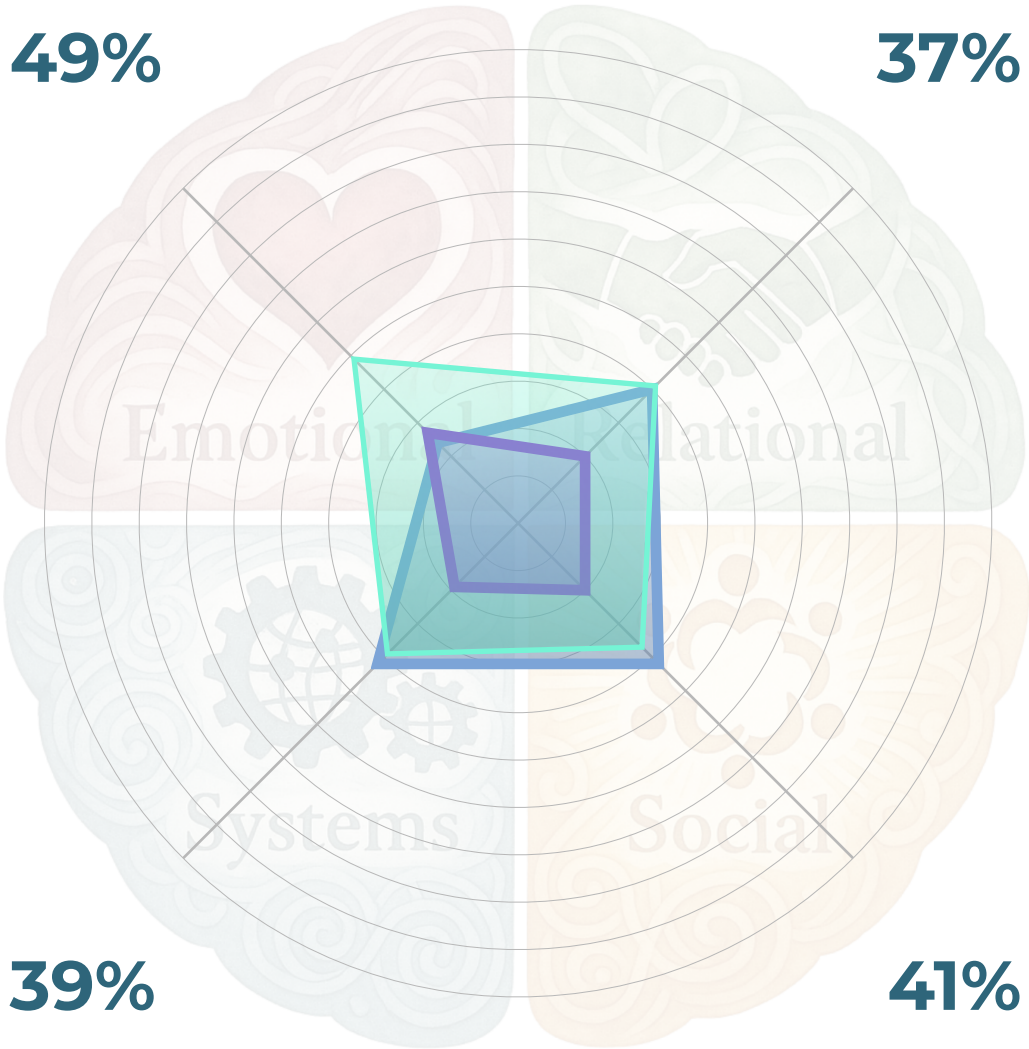
This holistic assessment allows you to take a deeper look at your organization's internal dynamics and health, providing actionable insights that go beyond surface-level metrics. By evaluating these four intelligences, you can uncover hidden strengths and address potential challenges that impact your organization's culture, collaboration, leadership, and adaptability.



How each intelligence contributes to your overall organizational health:

- **Emotional Intelligence (EI):** the capacity to recognize, regulate, and respond to one's own emotions and those of others. EI fosters self-awareness, empathy, and emotional steadiness, supporting resilient decision-making and nurturing a workplace where individuals feel valued and understood.
- **Relational Intelligence (RI):** the capacity to cultivate deep interpersonal bonds in one-on-one and small group relationships. It involves fostering honest feedback, promoting psychological safety, and encouraging the willingness to be vulnerable and challenge assumptions, supporting mutual growth, accountability, and a culture rooted in transparency.
- **Social Intelligence (SI):** the capacity to navigate the "social web" of the organization and its external partners, reading group dynamics, adapting to varied roles, and responding effectively to unstated norms across diverse team contexts. SI enables seamless collaboration, open communication, and an inclusive culture that breaks down silos.
- **Systems Intelligence (SysI):** the capacity to view the organization, including its external influences, as an interconnected system. It involves recognizing patterns, anticipating ripple effects, and considering how decisions shape outcomes across teams, processes, and stakeholders. SysI equips leaders to align strategy, enhance agility, and navigate complexity with sustained clarity and foresight.

Overall Results



Strengths & Opportunities

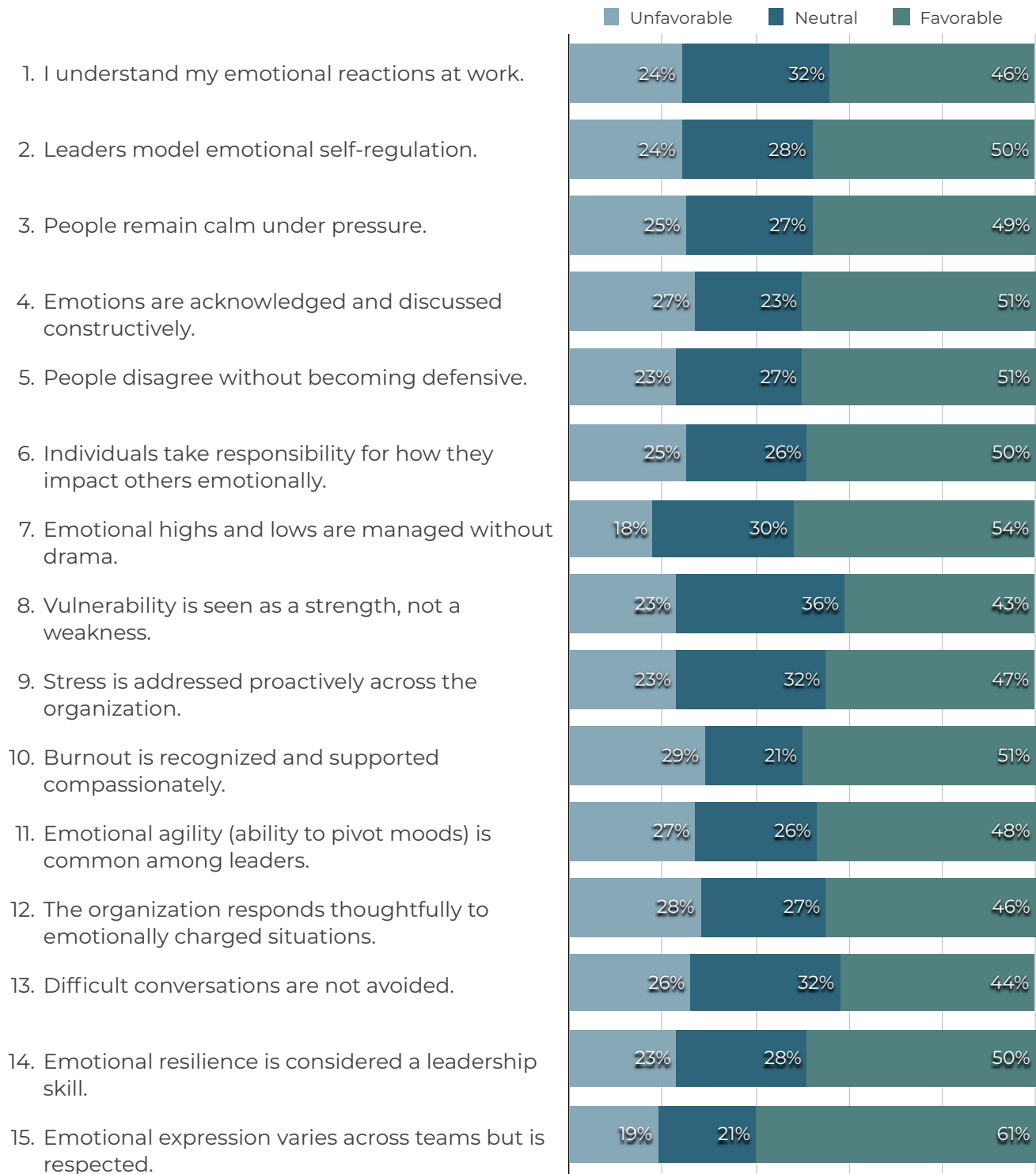
Strengths: High 5

| | | | |
|-------------------------|-----|--|-----|
| Emotional Intelligence | 19. | Emotional expression varies across teams but is respected. | 60% |
| Emotional Intelligence | 11. | Emotional highs and lows are managed without drama. | 53% |
| Emotional Intelligence | 14. | Burnout is recognized and supported compassionately. | 51% |
| Emotional Intelligence | 8. | Emotions are acknowledged and discussed constructively. | 51% |
| Relational Intelligence | 31. | Celebrations and acknowledgments are frequent. | 51% |

Opportunities: Low 5

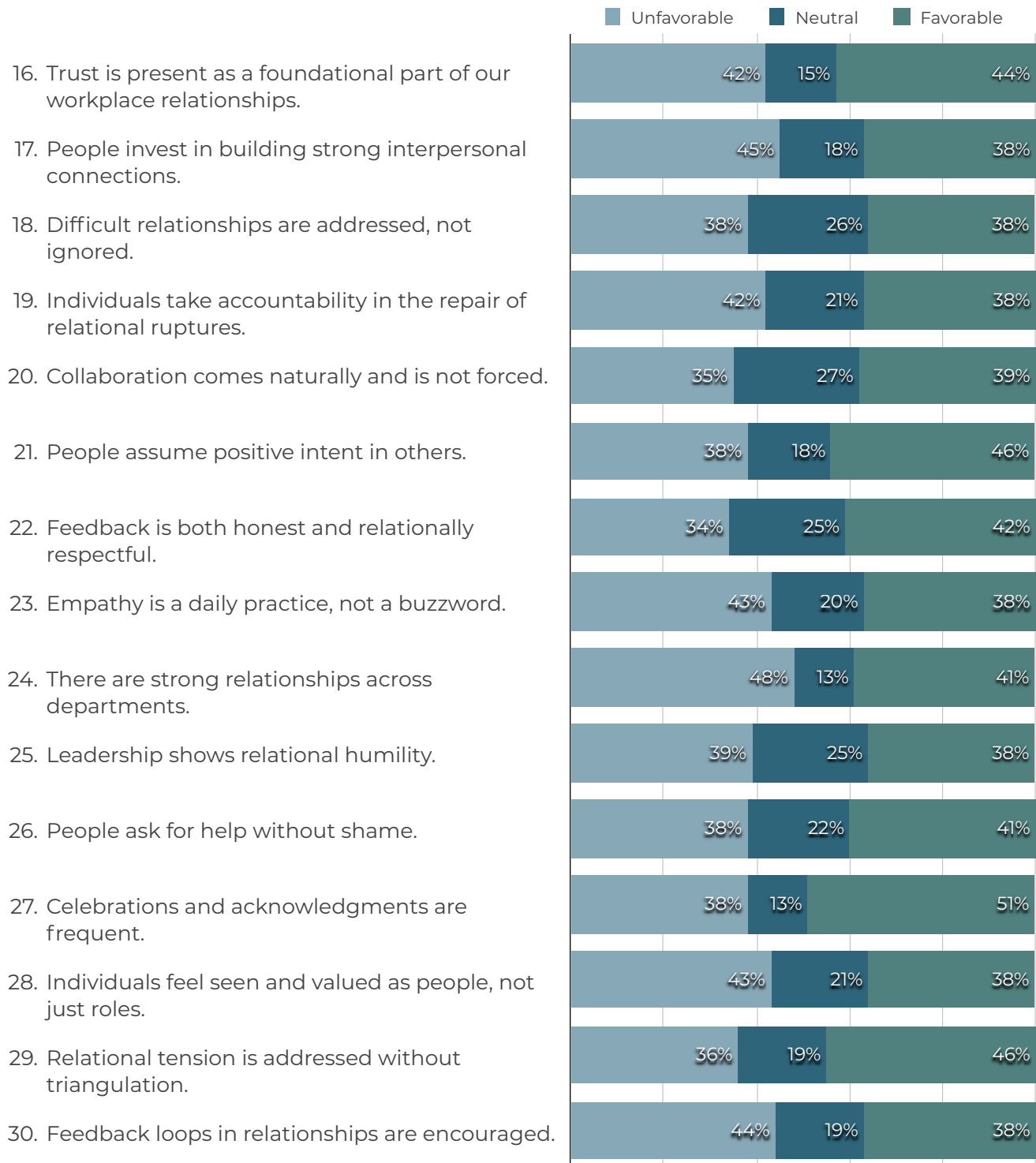
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|----------------------|-----|--|-----|
| Social Intelligence | 48. | People are trained to see interdependencies. | 28% |
| Social Intelligence | 36. | Metrics reflect long-term organizational health, not just quarterly gains. | 29% |
| Systems Intelligence | 51. | Leaders think beyond short-term wins. | 30% |
| Social Intelligence | 45. | Technology and tools are integrated thoughtfully. | 33% |
| Social Intelligence | 46. | Changes in one business area account for impacts in others. | 34% |

Results by Category: Emotional Intelligence



Results by Category:

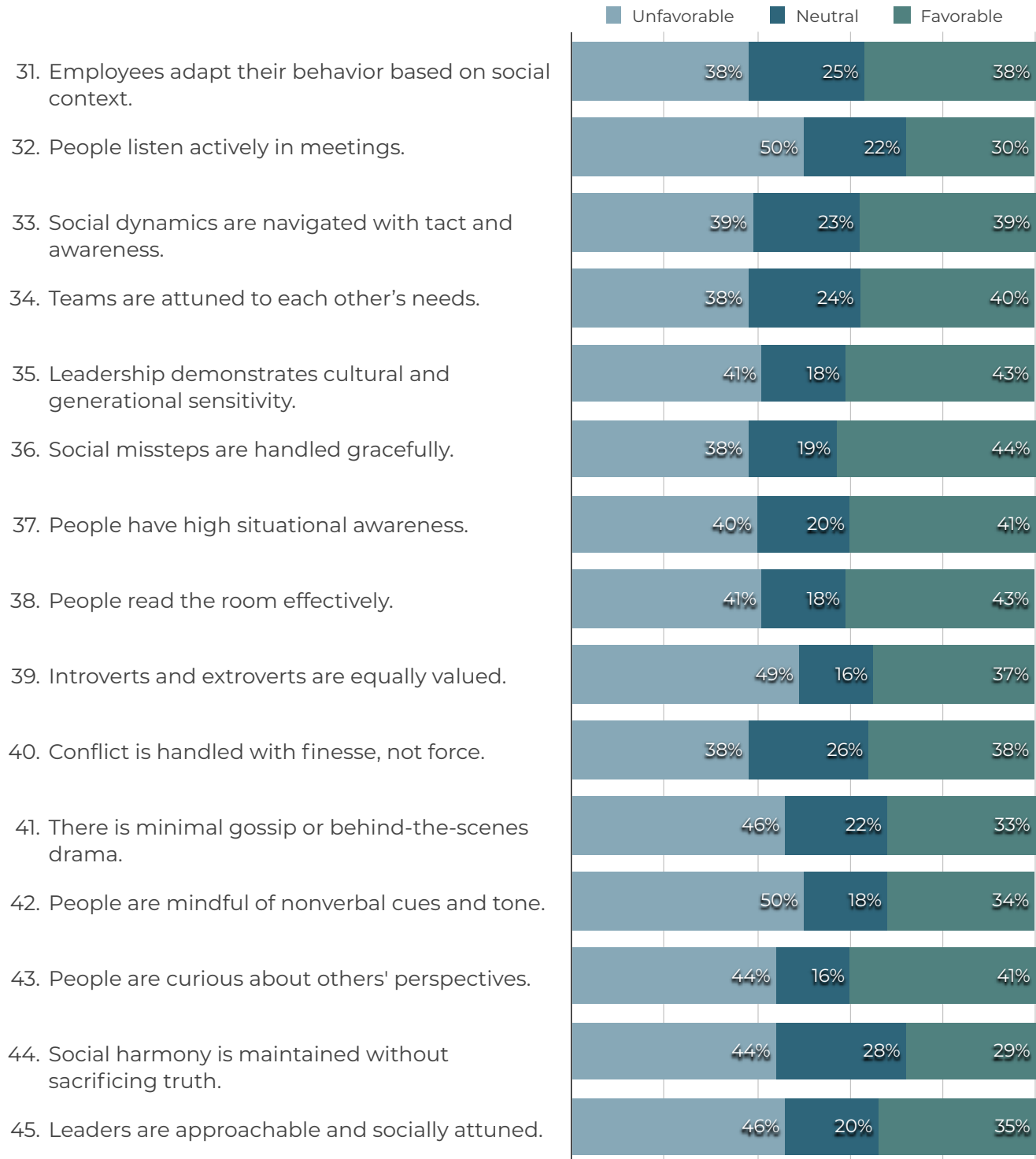
Relational Intelligence





Results by Category:

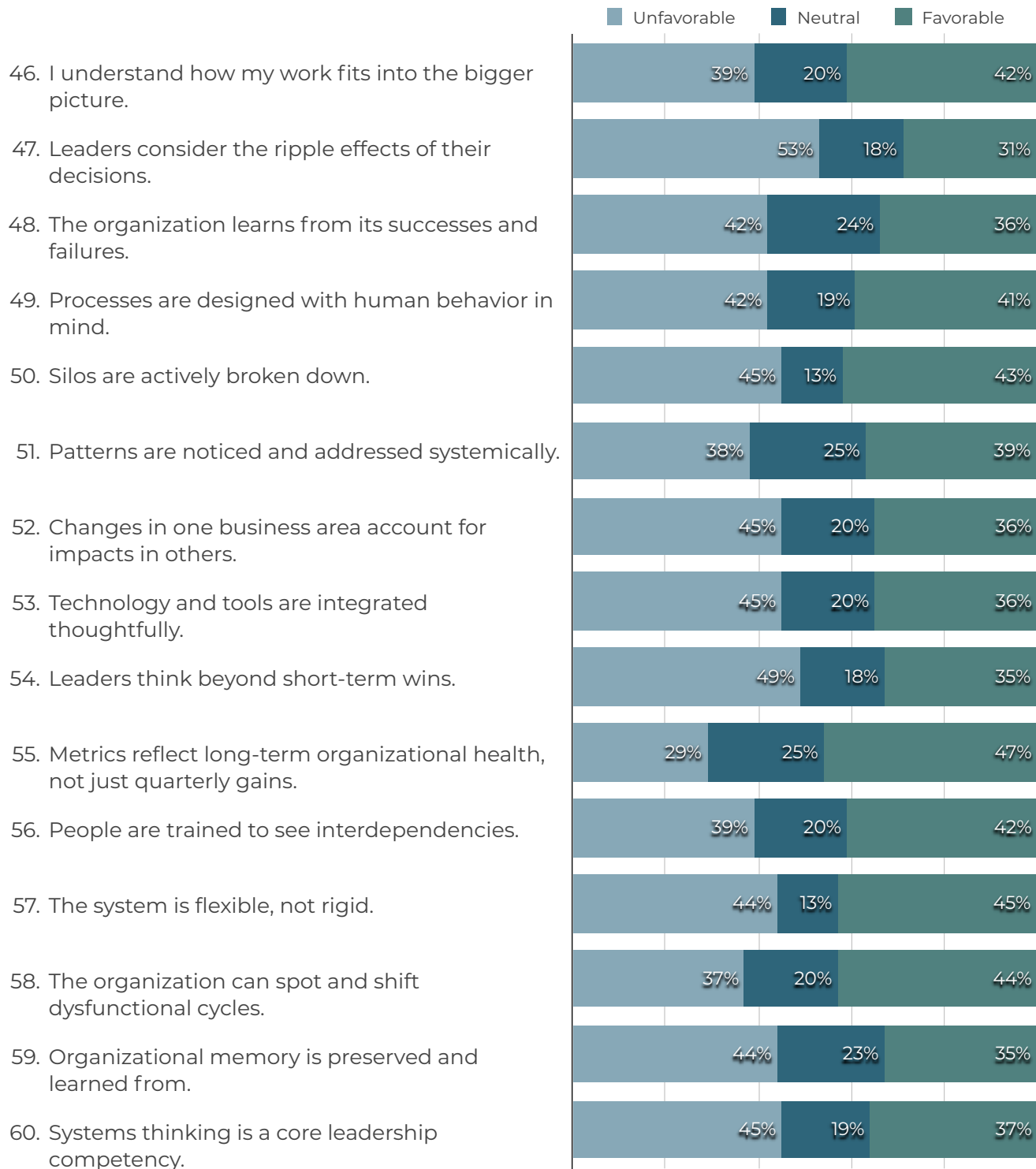
Social Intelligence





Results by Category:

Systems Intelligence



Open Comments

What actions should we initiate to unlock greater organizational resilience, connection, and vitality?

- Comments
- Comments
- Comments
- Comments
- Comments
- Comments
- Comments
- Comments

Open Comments

What patterns or practices must we discontinue because they diminish our effectiveness or cohesion?

- Comments
- Comments
- Comments
- Comments
- Comments
- Comments
- Comments
- Comments
- Comments

Open Comments

What existing strengths should we preserve and scale to sustain momentum and deepen organizational health?

- Comments
- Comments
- Comments
- Comments
- Comments
- Comments
- Comments
- Comments

Action Planning: Emotional Intelligence

Converting emotional signals into strategic clarity, composure, and decisive action under pressure.

Emotional intelligence is intrapersonal. It includes the ability to notice, name, and navigate our internal emotional landscape in real time. It's a key enabler of strategic decision-making, resilience, leadership presence, and crisis management. It forms the bedrock of effective leadership, fostering self-awareness, emotional regulation, and the ability to navigate complex dynamics, which are critical for maintaining organizational stability.

Recommended Actions:

- **Integrate Emotional Intelligence into Team Development** by embedding EI training into team onboarding, leadership development, and succession planning. Build capabilities of self-awareness, empathy, and emotional agility.
- **Foster Psychological Flexibility Across Teams** to leverage emotional flexibility in adapting to thoughts, resilience building, and behavioral responses to shifting demands without losing focus or cohesion.
- **Promote Shared Ownership of Emotional Resilience** as a collective team strength. Develop group commitments to practices like stress management, peer support, and proactive conflict resolution for emotional durability.
- **Develop Emotional "Pulse Checks" in Team Meetings** to incorporate quick, structured emotional pulse checks at the start or end of team meetings. Surface collective emotional states early to address concerns, celebrate wins, or recalibrate energy and focus.
- **Build Emotional Intelligence into Crisis Management Protocols** to prepare teams for high-stress scenarios by embedding emotional regulation, empathy-based communication, and resilience practices into crisis response plans. Prioritize emotional cohesion alongside operational readiness.
- **Recognize and Reward Emotional Intelligence in Action** by celebrating where teams demonstrate high emotional intelligence, such as navigating conflict constructively, staying centered under pressure, or supporting teams.

Suggested Reading:

- *Emotional Intelligence 2.0* by Travis Bradberry & Jean Greaves
- *The Emotionally Intelligent Leader* by Daniel Goleman

Action Planning: Relational Intelligence

Turning trust into traction by navigating feedback, conflict, and connection with skillful presence for organizational accountability.

Relational intelligence is about durability of connection. The ability to create psychologically safe relationships that endure challenges, feedback, and change. It's more longitudinal than social intelligence, focusing on trust, not just rapport. It fuels the ability to resolve conflict constructively. Teams that prioritize relational excellence create cultures where innovation, transparency, and collaboration are not just encouraged, they are operational norms. It becomes a competitive differentiator, enhancing both internal cohesion and external credibility.

Recommended Actions:

- **Reinforce Shared Accountability Through Team Charters** by encouraging teams to co-create charters that outline expected relational behaviors, norms for feedback, conflict resolution principles, and collective ownership of outcomes. Transforming this from an aspiration into an operating standard.
- **Model Trust and Constructive Vulnerability at Every Level** through consistent demonstration of authenticity, admitting mistakes, and seeking input. Role modeling vulnerability normalizes openness, signaling that trust is an operational priority, not a theoretical ideal.
- **Institutionalize Continuous Feedback Loops** by embedding real-time feedback practices into daily workflows, team meetings, and performance reviews. Prioritize feedback as a two-way exchange, fostering mutual accountability and relational growth.
- **Embed Psychological Safety into Core Practices** to equip teams with the tools to create environments where risk-taking, dissent, and honest dialogue are safe and rewarded. Incorporate measures of psychological safety into performance reviews to reinforce their criticality.
- **Develop Peer Coaching and Mentorship Networks** to facilitate peer-to-peer learning platforms that build cross-level and cross-functional relationships to embed them into the organization's social fabric.

Suggested Reading:

- *The Five Dysfunctions of a Team* by Patrick Lencioni
- *The Trust Edge* by David Horsager

Action Planning: Social Intelligence

Navigating social dynamics by accurately reading context, attuning to others, and using influential communication with precision and impact.

Social intelligence is interpersonal. It reflects the ability to read and respond to group energy, culture, and signals. It's especially critical for influencing, gaining buy-in, and avoiding blind spots. It informs effective communication, collaboration, and organizational cohesion. It allows leaders and teams to dismantle silos and foster cross-functional cooperation. It is critical for driving operational efficiency, innovation, and aligning organizational efforts.

Recommended Actions:

- **Champion Cross-Departmental Initiatives** to promote projects that bring together diverse departments to drive alignment with the company's strategic goals. These initiatives encourage knowledge sharing, build interdepartmental synergy, and help break down silos, ultimately enhancing organizational cohesion and performance.
- **Facilitate Transparent and Inclusive Communication** to lead discussions that model active listening, empathy, and inclusive decision-making. Encourage feedback loops where all team members feel heard and valued. Prioritize clarity and transparency in all communication, making it easier for everyone to understand objectives, challenges, and opportunities.
- **Foster a Culture of Collaboration Through Team Building** by investing in initiatives that strengthen relationships across teams, such as joint brainstorming sessions, cross-functional workshops, or collaborative learning.
- **Model and Encourage Social Intelligence at Every Level** by demonstrating social intelligence in everyday actions. Encourage employees to model empathy, active listening, and respectful feedback. Provide training on conflict resolution, emotional intelligence, and persuasion to enhance interpersonal effectiveness across the organization.
- **Promote Mentorship and Peer Coaching** by encouraging mentorship programs where teams can engage in cross-functional insights to build deeper relationships, increase empathy, and enhance communication.

Suggested Reading:

- *Social Intelligence: The New Science of Human Relationships* by Daniel Goleman
- *The Culture Code: The Secrets of Highly Successful Groups* by Daniel Coyle

Action Planning: Systems Intelligence

Decoding the big picture complexity, mapping ripple effects, and strategic decision making for long-term outcomes and overall cross-functional health.

Systems intelligence is both contextual and strategic. It's the ability to recognize patterns, manage interdependencies, and lead decisions that serve the entire system. Teams see beyond their immediate functions and act in ways that strengthen systemic impact with aligned execution to increase agility and coherence. It sharpens the anticipation of ripple effects, responses to market disruptions, and decisions that foster long-term stakeholder trust and sustainable growth. Teams that cultivate this don't just adapt, they architect resilience and relevance in a constantly shifting landscape.

Recommended Actions:

- **Develop Systems Thinking as a Team Competency** by building team-wide fluency in systems thinking. Facilitate the practice of identifying connections, feedback loops, and downstream impacts of their actions across the broader organizational ecosystem.
- **Conduct Scenario Planning and Team-Based Stress-Testing** by regularly engaging teams in scenario planning that challenges them to anticipate disruptions, navigate complex trade-offs, and surface blind spots. Stress-test major initiatives by mapping potential ripple effects before execution.
- **Integrate Systems Awareness into Team Objectives and Reviews** to expand team performance measures, including collaboration across boundaries, systemic problem-solving, and alignment with enterprise goals.
- **Utilize Systems Mapping as a Team Tool** by training teams to create and use systems maps to visualize workflows, identify bottlenecks, and anticipate impacts. Embedding this tool into project planning improves clarity, alignment, and foresight at every stage of execution.
- **Form Cross-Functional Systems Intelligence Working Groups** tasked with identifying systemic risks, opportunities, and inefficiencies. Empower these groups to recommend adjustments and apply lessons learned after each initiative that enhance agility and system-wide performance.

Suggested Reading:

- *Thinking in Systems* by Donella Meadows
- *The Fifth Discipline* by Peter M. Senge

Action Planning: Next Steps

Prioritize Key Intelligence Areas:

- Based on the diagnostic results, select two or three intelligence areas with the highest potential to unlock organizational value. Initiate focused, high-priority initiatives within these areas to drive immediate impact.

Establish Clear Metrics and Benchmarks:

- Develop a set of measurable outcomes for each strategic initiative, ensuring alignment with overall organizational objectives. Establish a framework for regularly assessing progress and recalibrating strategies where necessary.

Foster Executive Ownership and Commitment:

- Executive leaders must actively sponsor and engage in these initiatives, serving as role models and driving accountability throughout the organization. Commitment at the highest level is essential for embedding these practices into the organizational DNA.

Embed Learning and Adaptation:

- Create feedback mechanisms to monitor and evaluate the effectiveness of these initiatives, fostering a continuous learning culture that enables the organization to adapt, evolve, and thrive in the face of change.

Promote Cross-Functional Collaboration:

- Seek engagement with other departments or functions to drive collaboration and communication across silos. Promote joint initiatives that emphasize shared goals and collective success, helping to strengthen the organization's overall social intelligence.

Embed Systems Thinking in Daily Operations:

- Apply systems thinking to daily work, emphasizing the interconnectedness of actions and decisions. Identify patterns and anticipate challenges to improve decision-making and agility.

This framework empowers holistic transformation of the organization by leveraging the full potential of each intelligence. It moves beyond incremental improvements to catalyze a long-term, systemic shift in organizational health that ensures sustainable growth, resilience, and competitive advantage.



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