

The Mindfulness Organizing Scale

How well do the following statements describe your work unit, department, or organization? For each item, circle the number that best reflects your conclusion:

1 = not at all, 2 = to some extent, 3 = a great deal.

1. We have a good “map” of each person’s talents and skills.

1 2 3

2. We talk about mistakes and ways to learn from them.

1 2 3

3. We discuss our unique skills with each other so that we know who has relevant specialized skills and knowledge.

1 2 3

4. We discuss alternatives as to how to go about our normal work activities.

1 2 3

5. When discussing emerging problems with coworkers, we usually discuss what to look out for.

1 2 3

6. When attempting to resolve a problem, we take advantage of the unique skills of our colleagues.

1 2 3

7. We spend time identifying activities we do not want to go wrong.

1 2 3

8. When errors happen, we discuss how we could have prevented them.

1 2 3

9. When a crisis occurs, we rapidly pool our collective expertise to attempt to resolve it.

1 2 3

Scoring

Add the numbers. If you score higher than 17, your firm’s mindful organizing practices are strong.

If you score between 11 and 17, your firm’s mindful organizing practices are moderate.

Scores lower than 11 suggest that you should be actively thinking of ways to improve your firm’s mindful organizing practices.