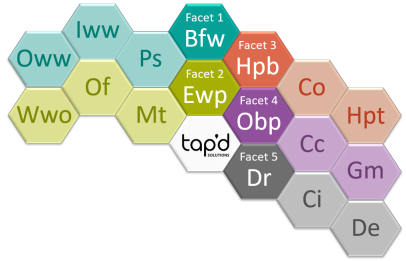
Sustainable Performance Inventory
Self-Assessment Questionnaire

COMPREHENSIVE PERSONAL REPORT
Produced for: Anne Example
Date: 31th July 2025

tap'd SOLUTIONS



Overview

What is Sustainable Performance?

Sustainable performance in the workplace refers to the ability of an organisation, team, or individual to consistently achieve high levels of productivity, effectiveness, and well-being over the long term, without compromising future performance or the health of its people.

It is not simply about maintaining productivity; it is about ensuring that performance is achieved in a way that is humanly sustainable. At its core, Sustainable Performance recognises that wellbeing and performance are deeply interlinked. When individuals feel mentally, emotionally, and physically supported, they are not only more resilient, but also more focused, more innovative, and more willing to give discretionary effort: the voluntary, extra input that drives exceptional outcomes. In today's demanding work environments, sustainable performance means shifting from short-term pressure to long-term capacity, from reactive firefighting to proactive investment in people and culture.

Why is it important to you?

We spend a substantial proportion of our lives working in a job for an employer. As individuals we want to enjoy the work we do and get satisfaction from this. We want to feel part of something purposeful and work with people we can get along with and be part of a team. Doing this over a period of time has been shown to lead to better mental health and better physical health. This also impacts positively therefore on our lives outside of work and can make a virtuous circle.

Therefore, understanding how we can develop these areas within the time we are working is a worthwhile thing for us to do as individuals. Being happy at work means we apply ourselves to our work more and therefore we achieve better results over time. This benefits both our own motivation and also helps our employer achieve what they want to do.

Why is it Important to organisations?

Organisations often underestimate the causal relationship between wellbeing and performance. However, research consistently shows that when employees feel well and supported, they are more engaged, more motivated, and more likely to go above and beyond. This discretionary effort, doing more than what's required, solving problems creatively, collaborating with energy, only arises in cultures where wellbeing is prioritised. Poor recovery, chronic stress, or toxic team dynamics drain people's energy and erode engagement. In contrast, when leaders intentionally invest in both wellbeing and psychological safety, individuals are more able to sustain their performance, even in complex or high-pressure environments. Engagement becomes not just a by-product, but a performance multiplier. In this way, wellbeing is not a cost; it is a strategic enabler of business results.

What does this detailed personal report show?

The Sustainable Performance Inventory questionnaire asked you to rate your view on a number of statements. These statements are connected to proven elements that support the development of positive cultures that support the best application of an organisations people and talent to deliver results. This detailed personal report will feedback in the coming pages how you scored against a "high, medium and low" scoring mechanism. It will also give you some ideas on how to develop yourself.

Go to the next page to find out more…

Sustainable Performance Inventory

Questionnaire Results Summary

The Sustainable Performance Inventory is a set of statements that are related to behaviours, perceptions and attitudes that are associated with long-term delivery of organisational results in a way that is supportive of employee wellbeing and growth. The Inventory was built on a meta-study of the drivers of organisational performance that is repeatable over a sustained period, focusing on employee wellbeing, behaviours that develop open communication and collaboration and has a focus on delivering the output required and desired by the senior leadership of an organisation.

The research identified five "facets" that build from basic employee health to delivering excellence. These are:

Facet 1: Building Foundations of Wellbeing
Facet 2: Enduring Wellbeing Practices
Facet 3: High Performance Basics
Facet 4: Overcoming Barriers to Performance
Facet 5: Delivering Excellence

This summary report gives an overview of what each facet is focused on and how you answered within that particular aspect of Sustainable Performance.

For an individual, you can use this report to understand aspects of your work that are connected to sustainable performance and identify opportunities where you can create strategies of personal growth and self-development.

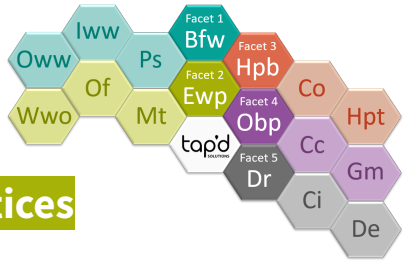
For teams and organisations, this report provides detailed feedback on the perceptions of people within your teams and organisations towards sustainable performance strategies, identifying areas for intervention to create better cultures that are supportive of performance goals.

Summary results:

Your responses created the following ranking of the five facets (from most observed to least observed):

Most Strength Shown In:	**Building Foundations of Wellbeing**
Strongly Displayed In:	**Enduring Wellbeing Practices**
Balanced In:	**High Performance Basics**
Opportunity for Growth In:	**Overcoming Barriers to Performance**
Least Observed In:	**Delivering Results**

The following pages provide a breakdown of your results according to the five *Facets of Sustainable Performance*, as outlined above.



Facet 1: Building Foundations of Wellbeing

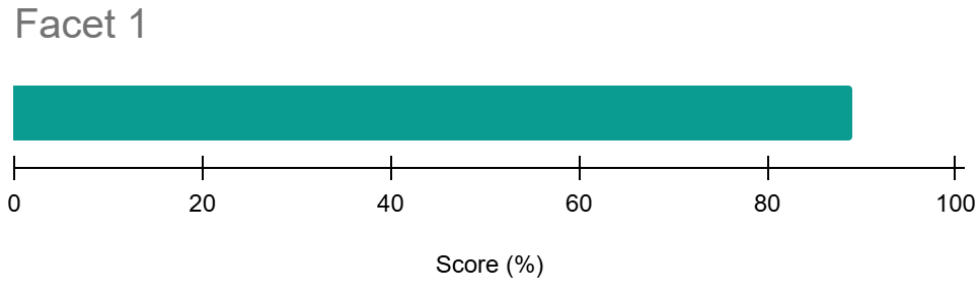
Overview

Building Sustainable Performance starts with building foundations of wellbeing**.** Our understanding of the limited energy in our body and how we can conserve and deploy that resource the best we can. Outside of work this means how we recover from the job demands from one work shift to the next. What activities do we do to achieve this; how do we separate work from non-work and the pressures we have outside our job role. Inside of work we have to be able to ensure we cope with the job demands we have by finding and utilising the resources that are available to us.

Underpinning our ability to cope with the demands of our work is the feeling that I can bring my real self to work and be treated fairly compared to everyone else. My ideas are welcomed within meetings and trust my line manager and my peers to take my thoughts in a positive way. This feeling of psychological safety in work is the bedrock of positive mental health at work.

In return, if this is achieved and we are respected by others, we become receptive to engage in work with vigour and dedication and go on a journey with our team, line manager and employer.

Your result:



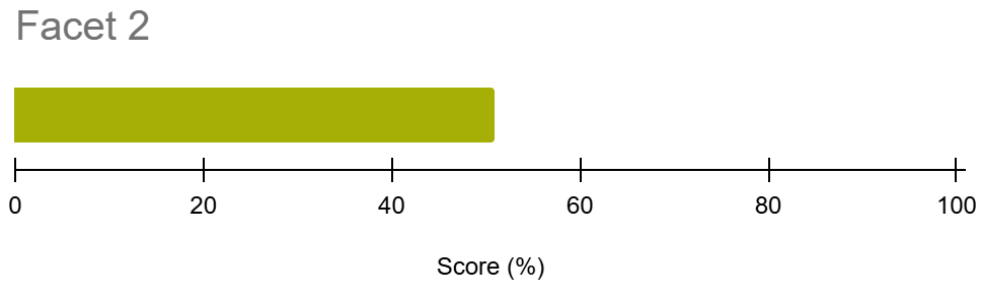
Facet 2: Enduring Wellbeing Practices

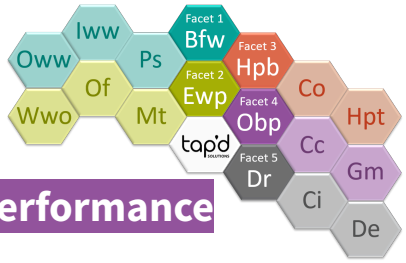
Overview

Once the foundations of wellbeing are in place we become receptive to engage in work with vigour and dedication and go on a journey with our team, line manager and employer. Because we feel psychologically safe, we open up our awareness to our colleagues in the team. We share thoughts and ideas within the team and look out for each other. Trust develops and helps other members of the team who might be struggling and we receive help as well. Feeling safe within the team and sharing experiences also opens us up to receiving feedback more likely in the way it was intended and we give feedback openly in return, allowing the team to grow from the insights that this brings. We try new things based on the flow of feedback and we learn from our experiences.

The closeness and support of our team environment also means that we take calculated risks when trying new things, knowing that success might not always happen. By having a supportive line manager and team, when we fail, we are more interested in learning than blame. We learn how to bounce back from the disappointment of failure. This creates knowledge and skill around resilience and gives us the mental toughness as individuals and as a team to deal with adversity and change when it is imposed on us. This then allows the team to feel confidence in their own abilities when deciding how to deliver the goals that have been set.

Your result:





Facet 3: High Performance Basics

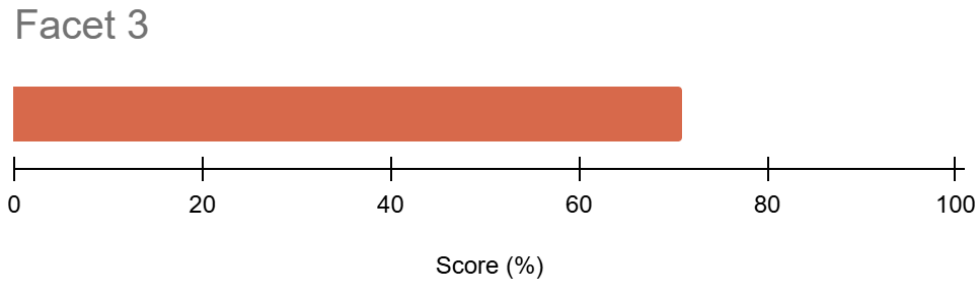
Overview

With enduring wellbeing practices in place, this then allows the team to feel confidence in their own abilities when deciding how to deliver the goals that have been set. Attention to outcomes becomes focused and collective. As individuals and as a team responsibilities are shared and owned by team members. Each member of the team understands how their work adds to the overall team and organisation goal, allowing for efficiency and productivity in the team.

Team efficiency and the emotionally intelligent team practices that are underpinned by psychological safety creates a level of team operation that is high performance in nature. The team has a collective identity and have shared values that can be seen in the way it operates as a unit. Those outside the team can see a well-oiled machine that knows what it is there for and what it needs to do in harmony.

In essence, the high performing team building blocks of emotionally aware team spirit and ownership is now in place.

Your result:



Facet 4: Overcoming Barriers to Performance

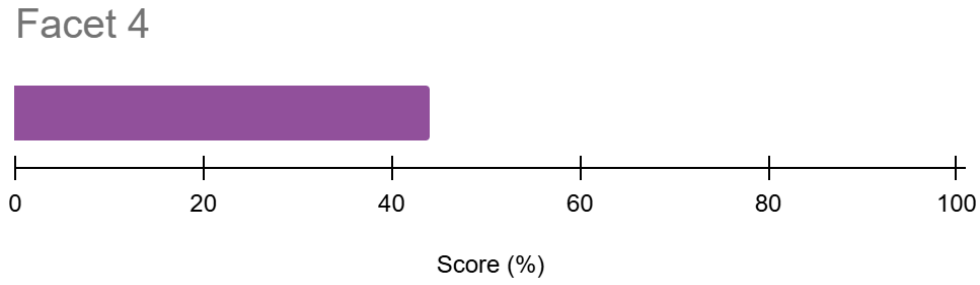
Overview

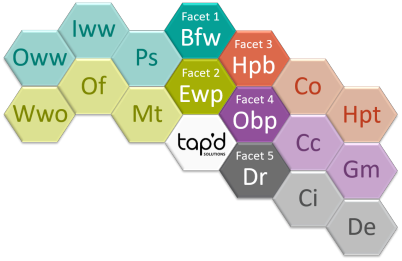
Now the high performing team building blocks of emotionally aware team spirit and ownership is now in place, the team can work at full capability with higher order activities taking place. With this, inevitably disagreements happen within members of the team as it strives to deliver performance.

A sustainably performing team understands that this can happen and it sees differing views as an opportunity for greater performance. Open feedback and mental toughness have been established so the team can have challenging conversations with the backdrop of psychological safety and trust. The team resolves highly charged conversations in a positive way due to this bedrock of wellbeing and teaming practices. Trust overcomes feelings of power-playing and collaborative outcomes are sought.

This approach to constructive conflict as a way to progress towards performance allows for a growth mindset to instil within the individuals of the team. Open feedback, resilience, conflict resolution and mental toughness all play their part in creating a growth mindset. The team now has the strength to overcome tough conversations and learns through resolving difference.

Your result:





Facet 5: Delivering Excellence

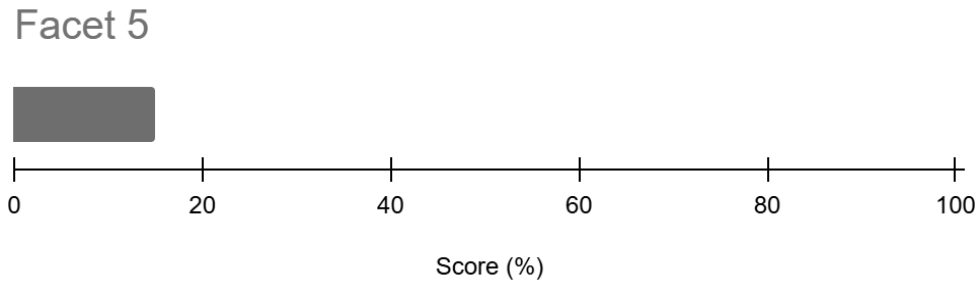
Overview

With the team now having the strength to overcome tough conversations and learning through resolving difference, sustainable performance is realised. A growth mindset means that team members seek ways to grow their knowledge and skills. By doing this, individuals within the team now find opportunities for improvement in all areas of their work. A culture of innovation now develops with curiosity becoming a common behaviour, using the mental toughness to overcome any fear of failure. Change becomes the norm within the team. Constant innovation starts to create a differentiator between the sustainable performance team and its competitors, both externally and potentially internally.

In addition, the ownership and responsibility within the team culture means that people own their decisions and there is accountability for both success and failure. Quality of work improves with accountability and the skills and experience learned through the growth mindset.

This results in teams that are sustainably performing - the ability to consistently achieve high levels of productivity, effectiveness, and well-being over the long term, whilst developing both future performance and the mental and physical health of its people.

Your result:



The Components (or building blocks) of Sustainable Performance

As you can see from the Sustainable Performance model, each of the Facets of Sustainable Performance are built up from a number of components. The following pages give you more detail on how you rated the statements for each of these twelve Components of Sustainable Performance and may help you identify specific areas for reflection and action. The components are associated to the Facets as follows:

Facet 1: Building Foundations of Wellbeing

- **Component 1: Outside Work Wellbeing**
- **Component 2: Inside Work Wellbeing**
- **Component 3: Psychological Safety and Trust**

Facet 2: Enduring Wellbeing Practices

- **Component 4: Working With Others**
- **Component 5: Open Feedback**
- **Component 6: Mental Toughness**

Facet 3: High Performance Basics

- **Component 7: Creating Ownership**
- **Component 8: High Performance Teaming**

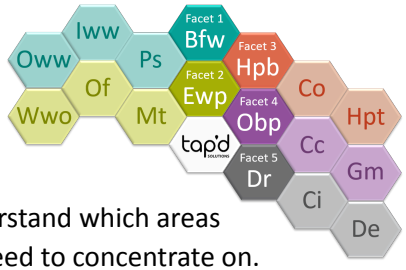
Facet 4: Overcoming Barriers to Performance

- **Component 9: Challenging Conversations**
- **Component 10: Growth Mindset**

Facet 5: Delivering Excellence

- **Component 11: Continuous Innovation**
- **Component 12: Delivering Excellence**

Component Ranking



The component ranking below is a quick way to understand which areas of the Sustainable Performance Inventory you may need to concentrate on.

The twelve component scores are ranked from highest scoring to lowest scoring and your "top 3" and "bottom 3" results have been highlighted below. This allows you to focus in on the rest of this report to investigate which areas you may need to work on the most (bottom 3) and which areas appear to be the most present in your work area (top 3).

Note: All the scoring for the Sustainable Performance Inventory is based on your *perceptions* of your own environment and how you interpret this. This is a great source of developmental data, however you should always think of extra ways to verify these beliefs.

Highest Scoring Components:

First: Inside Work Wellbeing - 96%

Second: Outside Work Wellbeing - 88%

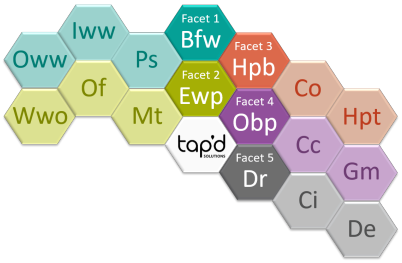
Third: Psychological Safety and Trust (tie) - 83%

Lowest Scoring Components:

Lowest: Challenging Conversations (tie) - 33%

Second: Open Feedback - 33%

Third: Mental Toughness - 33%



Component 1: Outside Work Wellbeing

What is it?

Outside work wellbeing means recovering well between work shifts and maintaining a positive work/non-work border. It is the ability to mentally and physically switch off from work responsibilities during non-working hours. It involves creating clear boundaries between work and personal life, engaging in activities that restore energy, and allowing the mind and body to rest and reset. This is particularly important in today's environment, where digital connectivity can blur the line between professional and personal time.

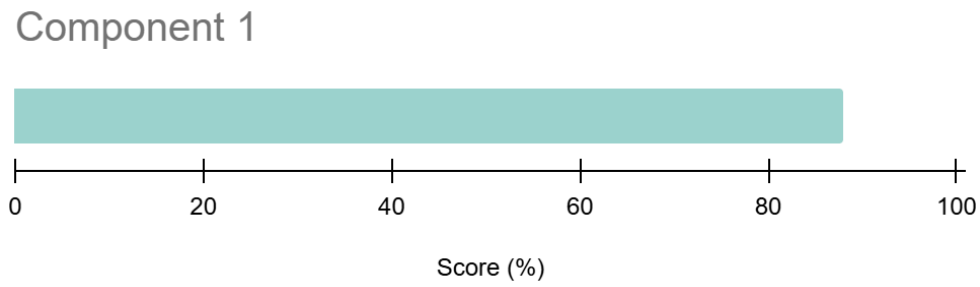
Why is it important in the workplace?

Supporting effective recovery and healthy work/home boundaries is essential for long-term wellbeing and performance. When employees can properly disconnect from work, they return more focused, motivated, and resilient. Poor boundaries and inadequate recovery can lead to chronic fatigue, decreased productivity, and emotional strain. A workplace culture that respects personal time and promotes recovery helps prevent burnout, supports mental health, and fosters greater engagement and loyalty.

Senior Leaders: Personal recovery and setting the culture to allow the separation of work and non-work

Senior leaders should lead by example in maintaining work/life boundaries, clearly communicating the importance of recovery and respecting personal time across the organisation. They must also ensure that policies, expectations, and workloads support sustainable working patterns.

Your result:

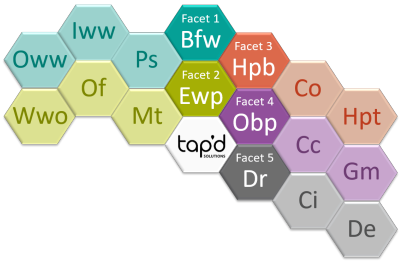


Interpretations from your responses:

- From your responses it seems that you have routines outside of work that you are mainly happy with. The border between work and non-work looks like it is working for you. Your recovery is adequate to enable you to start your work in a recovered way.

Things to consider:

- Reflect on what makes your ability to recover work for you. What are the core elements of this? How could you support others around you with their recovery outside of work and learn more from them?



Component 2: Inside Work Wellbeing

What is it?

Understanding the risk of overwhelm and burnout means recognising the signs of excessive stress, emotional exhaustion, and chronic workload pressure that can negatively impact wellbeing and performance. Overwhelm occurs when demands exceed an individual's capacity to cope, while burnout is a prolonged response to this stress, often characterised by fatigue, detachment, and reduced effectiveness. It's essential to identify both the personal and systemic factors that contribute to these states and to be proactive in managing them.

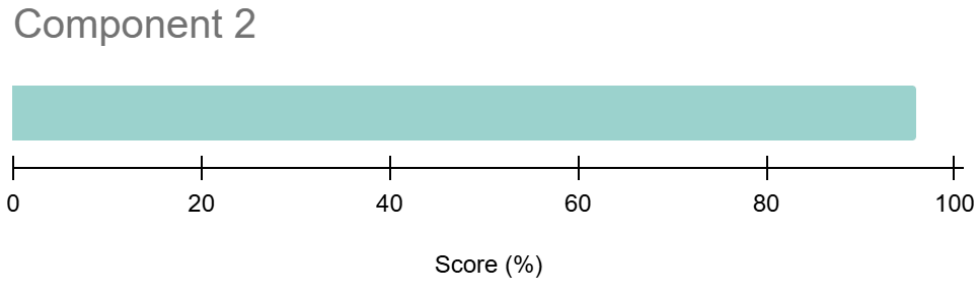
Why is it important in the workplace?

Recognising and addressing the risk of overwhelm and burnout is critical to maintaining a healthy, productive workforce. When left unchecked, these conditions lead to increased absenteeism, lower engagement, higher turnover, and reduced quality of work. Creating a culture where employees feel safe to talk about workload and mental health supports early intervention, helps build resilience, and fosters sustainable performance. A proactive approach to managing stress not only protects individual wellbeing but also strengthens team cohesion and organisational effectiveness.

Senior Leaders: Understanding your own sense of overwhelm and fostering ways of working that create healthy work cultures.

Senior leaders must champion a culture where mental health and workload management are treated as strategic priorities. They should model healthy working habits and ensure policies and resources are in place to prevent systemic burnout.

Your result:

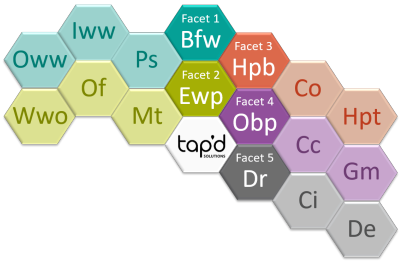


Interpretations from your responses:

- You seem to have the demands of your job and the resources you have available fairly well balanced. You do not have many issues openly discussing this balance with your line manager. You are able to spot initial signs of burnout.

Things to consider:

- You seem to cope well with the demands of your job. How could you structure your day even better to match the intense work with your periods of high energy in the day?



Component 3: Psychological Safety and Trust

What is Psychological Safety and Trust?

Psychological safety is the belief that you can speak up, share ideas, ask questions, and raise concerns at work without fear of embarrassment, punishment, or negative consequences. It creates an environment where individuals feel respected and accepted, regardless of their role or seniority. When psychological safety is present, people are more likely to contribute openly, take interpersonal risks, and engage honestly with one another, knowing that their input is valued.

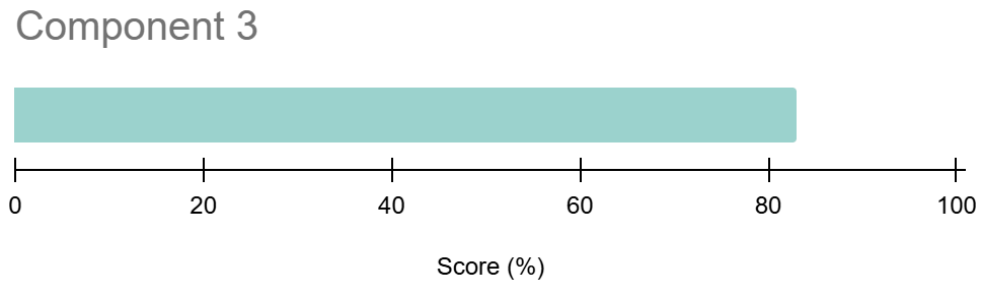
Why is it important in the workplace?

Psychological safety is essential for high-performing teams and a healthy workplace culture. It enables better communication, innovation, and collaboration, as individuals feel safe to challenge the status quo and share diverse perspectives. It also reduces the risk of mistakes being hidden, encourages learning from failure, and strengthens trust across teams. When employees feel psychologically safe, they are more engaged, resilient, and committed, which ultimately leads to improved outcomes for individuals and organisations alike.

Senior Leaders: Facilitating psychologically safe leadership cultures

Senior leaders must actively role-model openness by encouraging challenge, admitting their own mistakes, and showing vulnerability. They should set the tone for a culture where speaking up is seen as a strength, embedding psychological safety into organisational values and practices.

Your result:

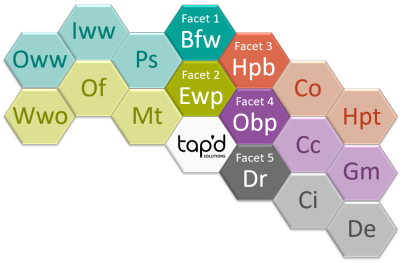


Interpretations from your responses:

- Your perception of your work environment is a trusting and psychologically safe one where you feel you can generally share your inner thoughts with no negative consequences. You feel an equal part of the discussion most of the time.

Things to consider:

- You feel that there is a pretty consistent level of trust and psychological safety within your work teams. What can you do to ensure all the individuals in the team are feeling the same as you?



Component 4: Working With Others

What is it?

Working well with others is about communicating together with empathy, understanding, and a collaborative mindset. It means building relationships based on mutual respect, active listening, and a willingness to support one another's success. It involves recognising different perspectives, valuing each person's contributions, and approaching interactions with curiosity rather than judgment. Collaboration thrives when individuals are motivated not only by their own goals but also by the shared success of the team.

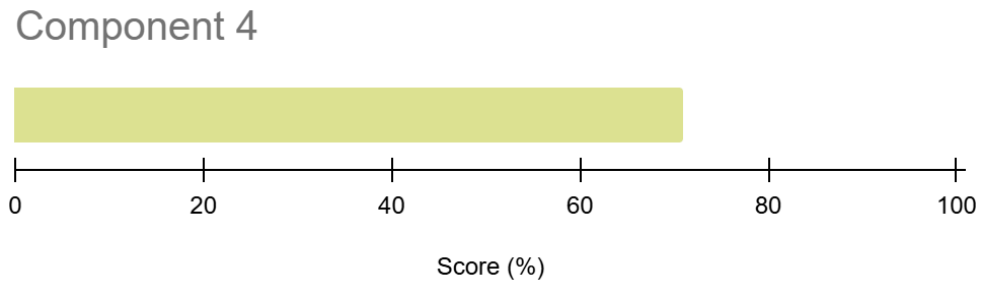
Why is it important in the workplace?

This way of working is essential for building trust, resolving conflict effectively, and creating a positive team culture. It leads to stronger communication, more inclusive decision-making, and improved problem-solving. When empathy and understanding are prioritised, people feel safer to contribute, challenge ideas constructively, and work through difficulties together. Ultimately, a collaborative mindset strengthens both performance and wellbeing across teams and the wider organisation.

Senior Leaders: Creating a supportive and collaborative organisation

Senior leaders should role-model inclusive behaviour and demonstrate that empathy and collaboration are strategic leadership strengths. They must also invest in initiatives and policies that promote cross-functional teamwork and psychological safety.

Your result:

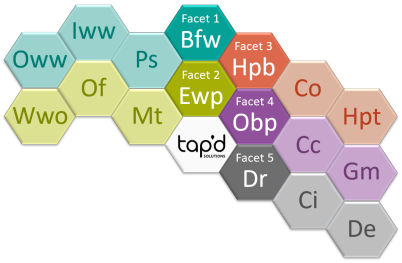


Interpretations from your responses:

- You actively contribute to the supportive culture of the team. You are aware of the needs of others and proactively help them do better. You are open to the ideas of others to help you become a better team member.

Things to consider:

- You actively help others and seek ideas and alignment with the team. What can you do to ensure others act in a similar way to bond the team together even more?



Component 5: Open Feedback

What is it?

Open feedback is about both the giving and the receiving of honest feedback. It involves sharing observations, suggestions, or concerns in a respectful and constructive manner, with the intention of supporting growth and improving performance. It also requires the ability to actively listen and respond non-defensively when receiving feedback. When done well, feedback is timely, specific, and focused on behaviours rather than personal traits, fostering mutual understanding and development.

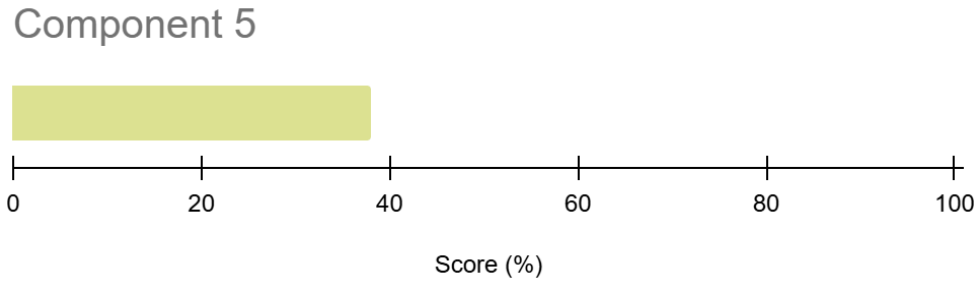
Why is it important in the workplace?

A workplace that values open and honest feedback creates an environment of continuous learning, accountability, and trust. It helps individuals grow in their roles, teams improve how they work together, and organisations become more agile and responsive. When feedback is normalised and handled respectfully, it builds psychological safety—people feel more confident to speak up, challenge constructively, and engage in meaningful conversations without fear of negative consequences.

Senior Leaders: Creating a culture of open feedback

Senior leaders must model feedback behaviours by actively inviting constructive input and demonstrating openness when receiving it. They should create an organisational culture where honest conversations are encouraged, valued, and used to drive improvement.

Your result:

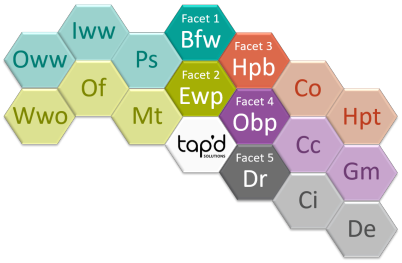


Interpretations from your responses:

- You struggle to give and receive feedback at work. This may be due to underlying fundamental issues of team dynamics. For feedback to flow there needs to be a sense of trust and psychological safety between the line manager and the team and/or team members.

Things to consider:

- Think about how you can help increase the safety of feedback. Small feedback in bite size chunks, with a blend of positive and constructive, is a good way to start to build a feedback culture.



Component 6: Mental Toughness

What is it?

Mental toughness refers to the ability to remain focused, motivated, and adaptable when facing challenges, setbacks, or pressure. It involves managing stress effectively, maintaining a positive mindset, and bouncing back from difficulties without losing confidence or commitment. These qualities help individuals cope with uncertainty and change while sustaining their performance and wellbeing over time.

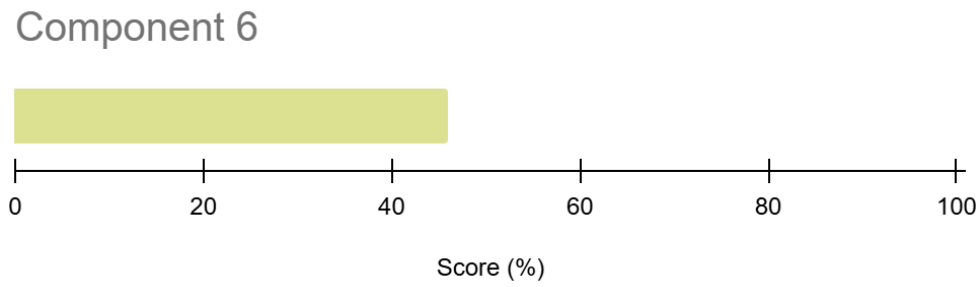
Why is it important in the workplace?

Mental toughness and resilience are crucial in today's fast-paced and often unpredictable work environments. They enable employees and teams to navigate obstacles, manage competing demands, and recover from failures or stress without burnout. Organisations that foster resilience tend to have more engaged, agile, and productive workforces, which contributes to long-term success and a healthier workplace culture.

Senior Leaders: Developing a mentally resilient culture

Senior leaders should demonstrate resilience in the face of challenges and openly share strategies for managing pressure and setbacks. They must also create an environment that encourages learning from failure and supports mental wellbeing initiatives.

Your result:

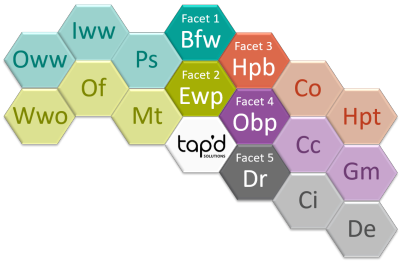


Interpretations from your responses:

- In most situations you remain focused, motivated, and adaptable when facing challenges, setbacks, or pressure. Change can potentially play on your mind, especially if there is a lot of uncertainty. You are a bit of a pragmatist when it comes to challenges and you have learned some resilience techniques along the way.

Things to consider:

- Try to find time on a regular basis to reflect on your reactions to events around you. After a period of change, how did you approach it and what part of this helped you get through it? How can you do more of this?



Component 7: Creating Ownership

What is it?

Creating ownership means taking responsibility for one's work, actions, and outcomes with a strong sense of pride and commitment. It involves understanding how your role contributes to the wider organisational purpose and being motivated by that connection. Role modelling ownership means demonstrating accountability, integrity, and enthusiasm, inspiring others to do the same and fostering a culture of collective responsibility.

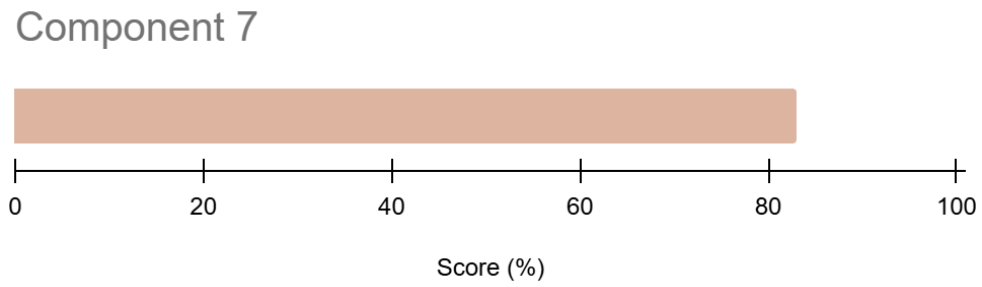
Why is it important in the workplace?

Ownership drives engagement, quality, and innovation, as employees who feel connected to their purpose and take pride in their work are more likely to go above and beyond. When ownership is modelled from the top down, it creates a positive ripple effect, encouraging everyone to take initiative and be proactive in solving problems. This sense of shared responsibility also builds trust and psychological safety, as people feel confident that their contributions matter and that they are supported in doing their best.

Senior Leaders: Role modelling and instilling pride through storytelling

Senior leaders should visibly demonstrate accountability and passion for the organisation's mission, making clear how individual roles connect to overall success. They must recognise and celebrate ownership behaviours to reinforce their value throughout the organisation.

Your result:

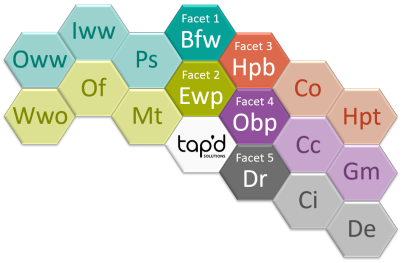


Interpretations from your responses:

- You know what you need to do and how it connects directly into the organisation's success. Knowing how your role impacts others gives you a sense of pride in your work and a sense of satisfaction when you deliver on time.

Things to consider:

- You know what they need to deliver for your customers. Consider how you could articulate to your upstream suppliers what you need from them to form a clearer purpose between the different parts of the organisation near your role.



Component 8: High Performance Teaming

What is it?

Creating a high performing team involves creating a common set of principles and ways of working that guide how team members interact, make decisions, and achieve goals together. These shared values act as a foundation for trust, respect, and collaboration, ensuring everyone is aligned on what is important and how success is defined. When teams collectively embrace these behaviours, they operate more cohesively and effectively.

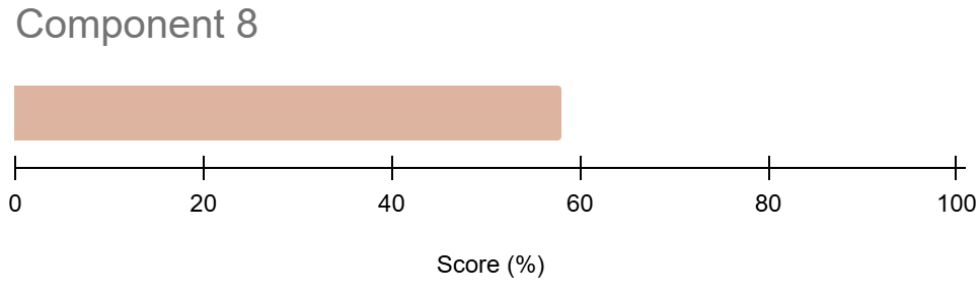
Why is it important in the workplace?

Shared values and behaviours are vital for building a high performance team because they create consistency, unity, and a strong team identity. This alignment reduces misunderstandings, fosters mutual support, and enhances motivation by providing a clear sense of purpose. Teams with well-established shared values are better equipped to handle challenges, innovate, and sustain high levels of performance over time.

Senior Leaders: Creating a high performing culture

Senior leaders should clearly communicate the organisation's core values and model behaviours that exemplify them. They must also champion initiatives that embed these values across teams and recognise individuals who embody them.

Your result:

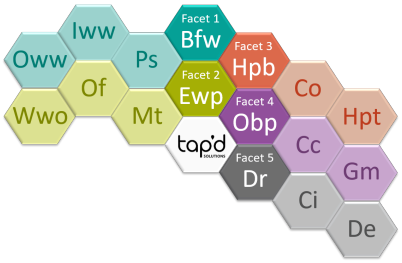


Interpretations from your responses:

- Your team knows in general what it needs to deliver on. The purpose may not be explicit though and may need defining to allow you all to work more effectively together as a unit. This may result in some team members not feeling as equal as others.

Things to consider:

- At the next team meeting, ask each team member what they think the team purpose is and how it connects to the overall organisation goals. What are the shared values that you need to have as a team to deliver on this?



Component 9: Challenging Conversations

What is it?

Challenging conversations is about engaging in honest and respectful dialogue about sensitive or complex issues, such as performance concerns, conflicts, or misunderstandings. These conversations often require courage, empathy, and clear communication to address problems constructively rather than avoid them. The aim is to resolve issues, clarify expectations, and build mutual understanding while maintaining positive working relationships.

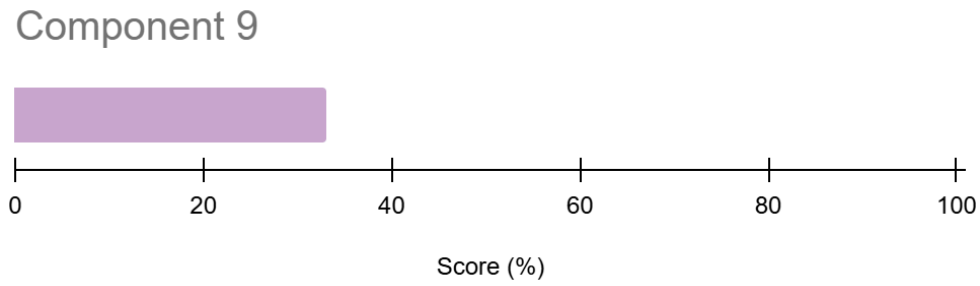
Why is it important in the workplace?

These conversations are essential for preventing small issues from escalating and for fostering a culture of transparency and trust. When difficult topics are addressed promptly and respectfully, teams can work more effectively, reduce misunderstandings, and support each other's growth. Moreover, the ability to handle tough conversations confidently contributes to psychological safety, as employees feel that concerns can be raised and resolved without fear of negative repercussions.

Senior Leaders: Achieving success through challenging conversations

Senior leaders should model openness and calmness in addressing difficult issues, demonstrating that such conversations are a normal and valuable part of organisational life. They must create a culture where honesty is encouraged and supported at all levels.

Your result:

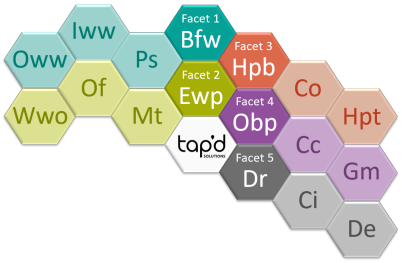


Interpretations from your responses:

- You tend to avoid challenging conversations that might become conflictive. This may be a personality trait you have in your life outside of work, or you may feel that you struggle to feel confident on having these conversations in the workplace.

Things to consider:

- When you feel that a conversation may be challenging, try to enquire and agree on the purpose and goals of the conversation. How could this give you confidence to keep it on track and move from the start to an end?



Component 10: Growth Mindset

What is it?

A growth mindset is the belief that abilities and intelligence can be developed through dedication, learning, and effort. It encourages individuals to embrace challenges, persist in the face of setbacks, and view failures as opportunities to grow rather than as reflections of their limitations. This mindset fosters continuous personal and professional development by promoting curiosity, resilience, and a proactive approach to learning.

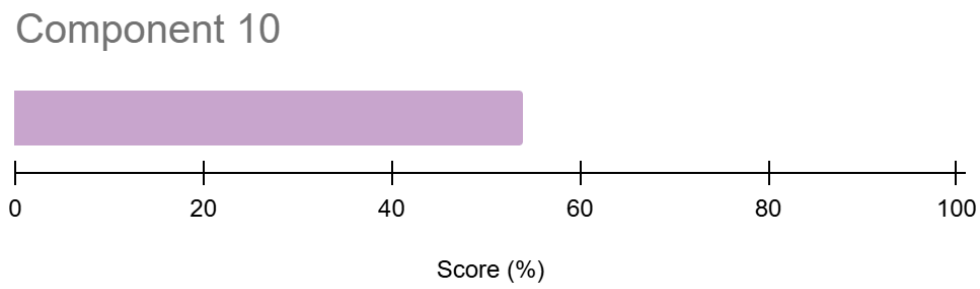
Why is it important in the workplace?

A growth mindset is essential for business success because it drives innovation, adaptability, and collaboration within teams. Organisations that cultivate this mindset create a culture where employees are motivated to improve skills, take calculated risks, and respond positively to feedback. This leads to higher engagement, better problem-solving, and the agility to navigate change effectively, all of which are critical in today's competitive and evolving business landscape.

Senior Leaders: Generating learning through success and failure

Senior leaders should model a growth mindset by openly sharing their own learning journeys and encouraging experimentation. They need to foster a culture where effort and improvement are recognised and where setbacks are treated as valuable learning opportunities.

Your result:

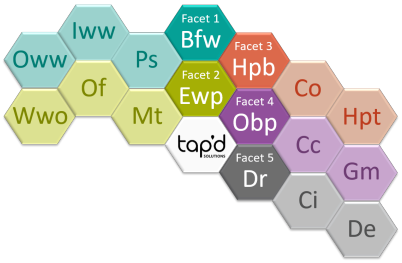


Interpretations from your responses:

- In many situations you are comfortable working at times outside of your comfort zone. If someone asks this of you, you will do it, but you might not seek the unknown if left to your own devices. You see it as a way to grow, however you still like one foot in the part of your job you think you excel at.

Things to consider:

- Research how the organisation is changing its look on the market. How does this fit into you and your team's skills? What new things could you experiment with to grow your skill set, to be future-ready?



Component 11: Continuous Innovation

What is it?

Continuous innovation is fostering a culture of innovation and seeking change opportunities means encouraging a proactive attitude where individuals and teams actively look for new ideas, improvements, and creative solutions to challenges. It involves embracing curiosity, learning from failures, and being open to experimenting with different approaches to drive progress. This mindset values adaptability and continuous improvement as core elements of personal and organisational success.

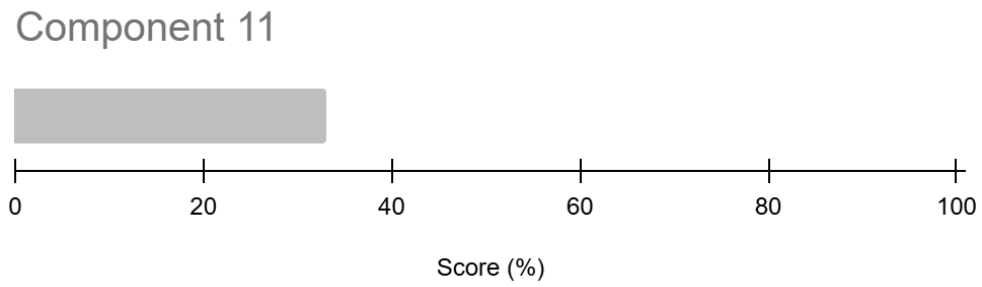
Why is it important in the workplace?

In today's rapidly evolving business environment, organisations that cultivate innovation and a willingness to embrace change remain competitive and resilient. Encouraging employees to think creatively and seek opportunities for improvement leads to better problem-solving, increased efficiency, and the ability to anticipate and respond to market or operational shifts. Furthermore, this mindset empowers individuals to take ownership and contribute meaningfully, which enhances engagement and collective achievement.

Senior Leaders: Seeking innovation and opportunity

Senior leaders should champion innovation by setting clear expectations for creativity and adaptability, and by providing resources and support for experimentation. They must also recognise and celebrate efforts to seek change and learn from setbacks.

Your result:

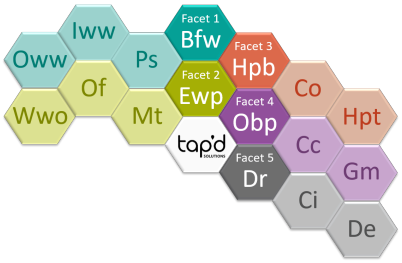


Interpretations from your responses:

- You rarely spot innovation opportunities within the day-to-day part of your role. You may be happy with the routine of your role and the predictability of outcomes. Exposing yourself to levels of risk and failure might not be comfortable for you in your present role.

Things to consider:

- Reflect on how your role has changed in the last 2-3 years and try to come up with some predictions on how your role might evolve in the next couple. Based on these responses, what can you start experimenting with now?



Component 12: Delivering Excellence

What is it?

Delivering excellence involves delegation and accountability; assigning tasks and responsibilities to the right individuals while clearly defining expectations and ownership. It requires trust in team members to carry out their roles effectively and the willingness to hold oneself and others accountable for results. This process ensures that work is distributed efficiently, decisions are made at appropriate levels, and quality standards are consistently met.

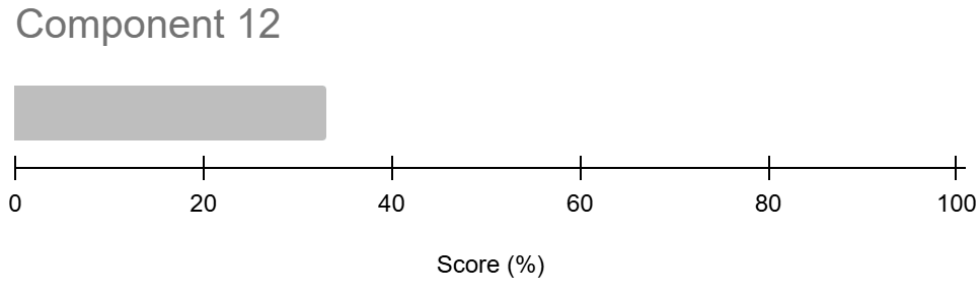
Why is it important in the workplace?

Effective delegation and accountability are critical for maximising productivity, developing skills, and fostering a culture of responsibility. When people understand their specific roles and are empowered to take ownership, they become more engaged and motivated to deliver high-quality outcomes. Furthermore, this approach prevents bottlenecks, reduces micromanagement, and promotes psychological safety by creating clarity and trust in how work is managed and evaluated.

Senior Leaders: Creating a culture of excellence

Senior leaders should establish clear expectations for accountability and delegate strategically to build capacity and trust across the organisation. They must also recognise and reward teams and individuals who demonstrate responsibility and excellence in their work.

Your result:



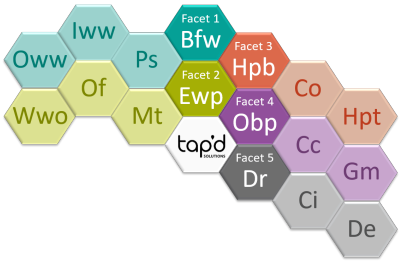
Interpretations from your responses:

- You struggle to feel accountable for the output and results from your job. There could be a number of reasons for this including confusion about the purpose of your role, a lack of skills/ability to achieve what is asked of you, a poor sense of connection to the organisation, or some other aspect that is stopping you connecting your motivators and committing to your job.

Things to consider:

- Take some time out to reflect on how you feel about your job. How do your inner drivers attach to the work you do? What needs to happen for you to commit more to your work? Who can help you with this?

What next?



Team

The Sustainable Performance Framework is designed to support teams in identifying collective perceptions on where Sustainable Performance elements may be in place and where they may be lacking. The data we collect is analysed and presented back as a Sustainable Performance Team Report. This invaluable report becomes the starting point for team awareness and development to become more performance-focused in a people-centric way to deliver high productivity over time. Our team of OD consultants and facilitators will work with you and your team to deep dive into underlying causes of shortfalls and help develop a team-owned plan to create a High Sustainably Performing Team. Our typical deployment time is 4-6 weeks from customer commitment to initial team workshop.

Example – Team Debrief and Coaching

- All team members complete the Sustainable Performance Diagnostic Questionnaire and receive the Basic Report
- A 1 x 3-hour virtual in-person workshop, facilitated by one of our consultants, to conduct a team debrief and team coaching session using the Sustainable Performance Team Report
- A Sustainable Performance Team Report and Sustainable Performance Field Guide is sent to each to member for their ongoing personal development

Cost: £1,100 plus VAT

Organisation

We recognise that organisations come in many shapes, sizes, maturities and budgets. Our approach to using the Sustainable Performance Framework in organisations is aligned with an Organisational Development approach to ensure that we are targeting the right outcomes for each different organisation. The Sustainable Performance Framework is highly flexible and its modular approach are like building blocks that can be arranged into pan-organisation learning initiatives, or can be totally bespoke to each part of your business, depending on the Sustainable Performance Diagnostic results.

For this reason, our pricing approach would be to identify a broad volume of intervention based on your budget requirements and then we would work with you during the deployment to ensure the right debrief or components workshop activity happens in the right place to maximise impact. Our typical deployment time for stages 1 to 5 is 6 weeks dependant on internal organisational support and communications. We also have considerable experience in supporting line manager cohort development and senior leader workshops on such topics as accountability, strategy execution, change and transformation, etc that aligns with the Sustainable Performance Framework.

If you are considering a pan-organisation initiative then contact us for more information. Cost: POA.

For all queries you can reach us at info@tapdsolutions.com

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