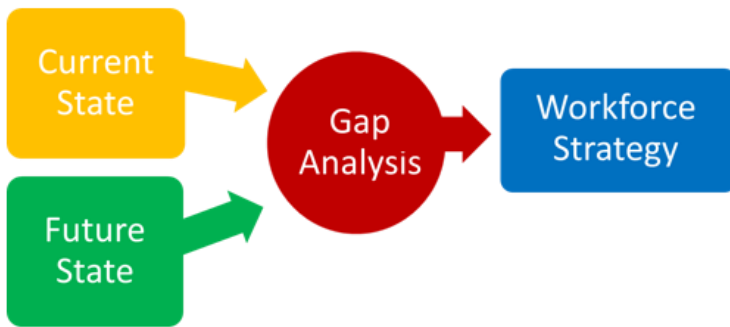


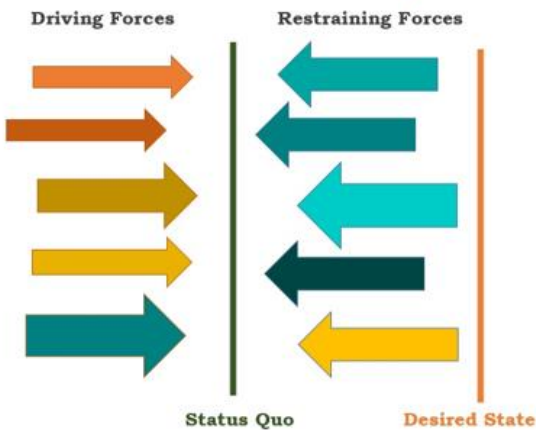
PREEMINENCE THROUGH ORGANIZATIONAL ASSESSMENTS

The University of Florida Human Resource Services is dedicated to being a strategic partner with leaders on campus to produce the results that help our institution become a worldwide leader. Organizational development is a process for understanding, developing, and changing organizations and improving their health, effectiveness, and self-renewing capabilities.¹ Effective organizations “get the right things done” to achieve the outcomes they intend.

Organizational Assessments— this process engages faculty and staff in the evaluation of the work their department or division is doing related to strengths, priorities, and accomplishments. Using a variety of assessment methods, our team helps improve performance of individual work teams, units, divisions, or colleges. Examples of assessments include Strengths, Weaknesses, Opportunities and Threats analysis (SWOT), Future State analysis, Gap and Force Field analysis.



Force Field Analysis



We also find that teams and individuals work together more effectively when they understand differences in perspectives, styles of communicating, and approaches to problem-solving.

We use two instruments to gauge strengths and areas for improvement on the individual level: Extended DISC and 360-degree evaluations. The Extended DISC can also be used to look at the communication preferences at the team level.

The **360-degree tool** is designed to engage faculty and staff with insight into competencies, skills, and behaviors needed to lead effective teams. It is based on the UF Competency Model and collects feedback from an individual’s manager, peers, direct reports, and themselves. A report is provided along with consultations that help individuals to best interpret and apply the results in their development.



Adding these elements to our strategic planning process enhances the information we gather and provides greater opportunities for deeper impact and optimal organizational effectiveness.

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