

Learning Organisation Checklist

This document can be used to generate discussion.

Is yours a Learning Organisation?	Disagree	Agree
In this team, it is easy to speak up about what is on your mind		
If you make a mistake in this team, it is often held against you		
People in this team are usually comfortable talking about problems and disagreements		
People in this team are eager to share information about what doesn't work as well as to share information about what does work		
Keeping your cards close to your chest is the best way to get ahead in this team		
Differences in opinions are welcomed in this team		
Unless an opinion is consistent with what most people in this team believe, it won't be valued		
This team tends to handle differences of opinions privately or off-line, rather than addressing them directly as a group		
In this team, people are open to alternative ways of getting work done		
In this team, people value new ideas		
Unless an idea has been around for a long time, no one in this team wants to hear it		
In this team, people are interested in better ways of doing things		
In this team, people often resist untried approaches		
People in this team are overly stressed		
Despite the workload, people in this team find the time to review how the work is going		
In this team, schedule pressure gets in the way of doing a good job		
In this team, people are too busy to invest time in improvement		
There is simply no time for reflection in this team		
This team experiments frequently with new ways of working		
This team experiments frequently with new products/ service offerings		
This team has a formal process for conducting and evaluating experiments or new ideas		
This team frequently employs prototypes or simulations when trying out new ideas		
This team engages in productive conflict and debate during discussions		
This team seeks out dissenting views during discussions		
This team never revisits well-established perspectives during discussions		
In this team, we frequently identify and discuss underlying assumptions that		

might affect key decisions		
This team never pays attending to different views during discussions		
Newly hired employees in this team receive adequate training		
Experienced employees in this team receive periodic training/ updating		
Experienced employees in this team receive training when moving to a new position		
Experienced employees in this team receive training when new initiatives are launched		
In this team, training is valued		
In this team, time is made available for education and training activities		
This team regularly shares information with networks of experts within the agency/ service		
This team regularly shared information with networks of experts outside the agency/ service		
This team quickly and accurately conveys new knowledge to key decision makers		
This team regularly conducts post-audits and after-action reviews.		
My manager invites input from others in discussions		
My manager acknowledges his/her own limitations with respect to knowledge, information or expertise		
My manager asks probing questions		
My manager listens attentively		
My manager encourages multiple points of view		
My manager establishes forums for and provides time and resources for identifying problems and organisational challenges		
My manager establishes forums for and provides time and resources for reflecting and improving on past performance		
My manager criticizes views different from his/her own		

Based on the *Harvard Business Review: Learning Organisation Survey*