



Ascent Assessment

Final Report

Example Leadership Team A

January 2026

The Ascent Assessment is a product of OrgHealth.
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Introduction

There are few things more important for an organization than its health. The greatest change a leadership team can make for their organization is to work to get healthy on their team, as the trickledown of both conscious and subconscious influence sets the bar for what is possible at every level. Through the OrgHealth Ascent Assessment, your team will become conscious of the specific insights that are critical to your company's health. It will be up to you whether or not you take action.

In this report, you'll uncover things about your leadership team and thereby your organization that are invisible to other methods of measurement. We will focus on providing:

- **Priority areas:** We'll bring to the forefront the most pressing issues within your leadership team that threaten the stability of your organization.
- **Discussion points:** We'll guide you towards the contentious, possibly uncomfortable, but critically necessary conversations that need to take place within your team—which is where the real engagement needs to happen.
- **Action steps:** We'll give recommendations for what to do with this information based on over 25 years of working with teams like yours.

We are cheering for you as you take up the challenge of leading with greater excellence.

Review of the OrgHealth Ascent Model



The OrgHealth Ascent Model provides simple but powerful language your entire leadership team can rally around, evaluate yourselves against, and use to ensure your company's future success.

Organizational health can be broken down into four main elements—four “peaks” to summit in order to truly have a healthy organization.



Collaborative Culture

Collaborative Culture measures the trust built, if values are being lived out, and whether or not the vital information is flowing both vertically and horizontally throughout the company.



Leadership Accountability

This area is about leaders taking responsibility for impact their behaviour has on the rest of the company, ensuring there is clarity from the top down.



Strategic Momentum

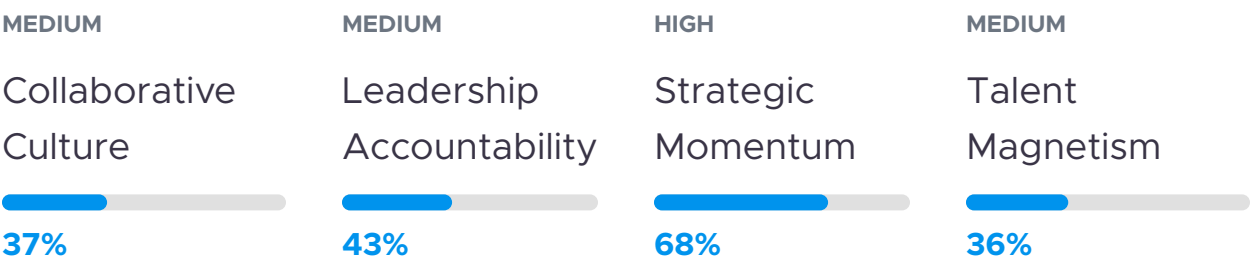
A healthy organization develops momentum by setting and reaching its goals together, without becoming stuck or rigid in their way of doing things.



Talent Magnetism

Establishing processes internally to ensure that the company hires those who embody company values will be key for long-term success.

Our Team's Results



Results at a Glance

Since Talent Magnetism is a natural result of the other three areas all being done well, a low result should turn your heads to re-examine the other areas. The current reality for your leadership team may be that the machine of operations is running well—goals are being achieved—but you are likely bleeding time and money into managing workforce loyalty, burnout, and motivation. For reasons you may have not yet identified, you have noticeable issues with talent retention and attraction.

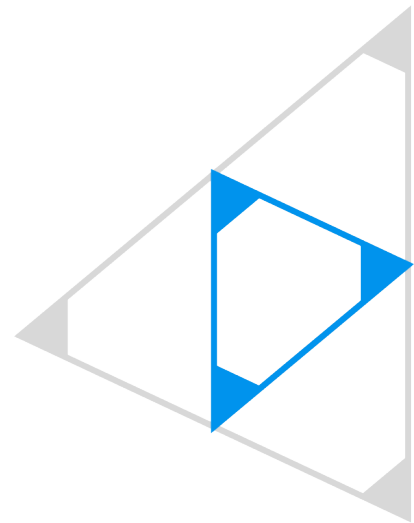
A compelling and thriving culture requires far more than clear goals. The way the leadership team owns and models commitment, listening, growth, and collaboration (or fails to do so) can accelerate or impede the company's overall success immensely. The root of these issues will almost always lie in Collaborative Culture and Leadership Accountability, so pay close attention as you continue through this report as a team.

Collaborative Culture



Insights to Examine

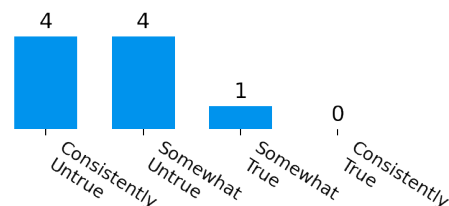
- Your team may need to examine the levels of trust shared. There may be dynamics at play that are currently being dismissed but are affecting the momentum and collaboration of the leadership team. These dynamics almost always cascade down unintentionally throughout the organization.
- The level of commitment and satisfaction among the leadership team and workforce seems relatively positive.
- While Collaborative Culture may not appear to be the most pressing area of concern, it is the centre of all organizational health, so every other area is either compromised or elevated by it. Consider how raising Collaborative Culture is affecting your lowest area and your highest area to gain more insight.



Questions and Responses

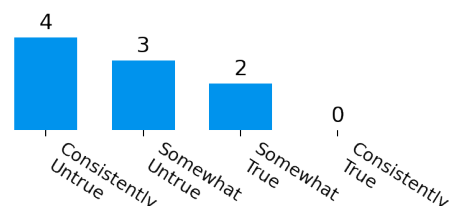
1. Members of my leadership team offer each other some of their people, time, and budget to ensure their teammate accomplishes their objective.

HEALTH PERCENTAGE: **22%**



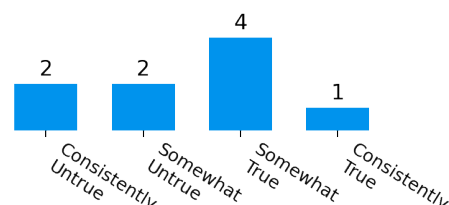
2. People throughout the organization ask for resources or help when it is needed—without fear or hesitation.

HEALTH PERCENTAGE: **26%**



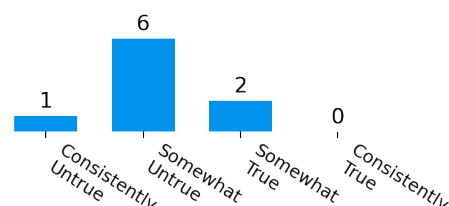
3. People have energy and interest to fulfill their role and help the company.

HEALTH PERCENTAGE: **48%**



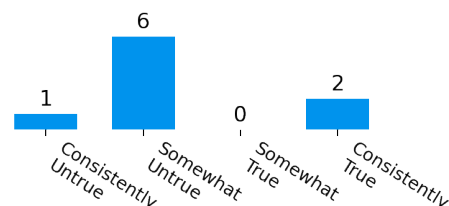
4. Our levels of trust and healthy conflict are very high. (We don't have backchannel conversations, complaints, politicking, or internal competition happening in our company.)

HEALTH PERCENTAGE: **37%**



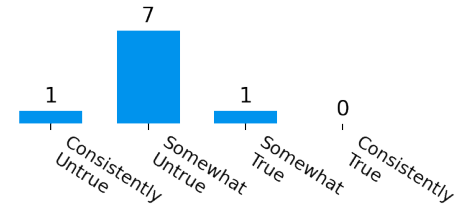
5. The values we are committed to living out as a leadership team are clear to each of us.

HEALTH PERCENTAGE: **44%**



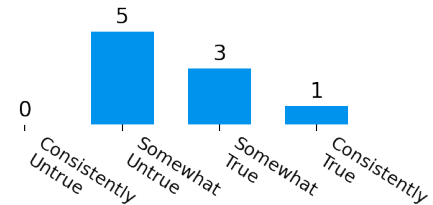
6. Each leader on my team engages honestly, openly, and fully in team discussions.

HEALTH PERCENTAGE: **33%**



7. Even when work is very busy, people appear to experience it as rewarding.

HEALTH PERCENTAGE: **52%**



Suggested Actions

Watch for artificial harmony.

When executives always agree with the CEO (or each other), it indicates they're trying to survive in an environment where all the signals imply that opposition is bad and agreement is good. A 'yes person' culture surrounds us with like-minded individuals—on the leadership team, the new people we hire, and even the consultants we work with—and then rewards them for their consistent agreement with us. Under the guise of “cultural fit”, it seems totally logical, but what's often really happening is the culture is being decided at the top and the loss of collective intelligence, creativity, and capacity to evolve undermines our leadership performance and organizational results.

Get real feedback about trust levels.

Talk to managers and team members who you know will be straight with you about their observations around trust and fear. Ask questions like: “Are we encouraging people to innovate or does it feel like they have to conform?” “Are differing perspectives and opinions tolerated?” “What happens when mistakes occur? How does leadership respond?”

Focus on collaborative wins.

By consistently focusing on others instead of ourselves, we exercise underused core competencies of leadership like self-awareness, active listening, and empathy. When an organization's most senior leaders model these behaviours, it's much more likely to cascade through all levels and become a natural behaviour in our company culture.

Build real connections with your people.

While there should be no expectation to form deep friendships with colleagues, most executives should push themselves to cultivate more curiosity and prioritize relational connection. You'll need a deeper level of investment and commitment to create the strong bonds that will ultimately lead your team to remarkable results.

Notice that none of these next steps are “host a day-away fun event”! Grand gestures usually worsen the situation when the real work isn't being done by the leadership team to improve the things that are less than healthy. We recommend starting with the hard work and using events to cement the work already being done to build a healthy culture of collaboration, rather than relying on them as substitutes.

Turn to page 21 and individually write down one or two action items you think your team should consider regarding **Collaborative Culture**.

Leadership Accountability



Insights to Examine

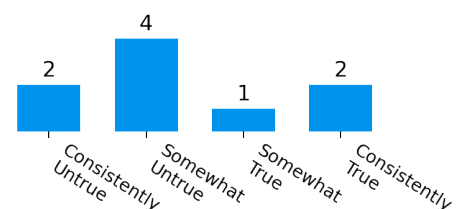
- Your leadership team's relationships with each other may include tensions.
- Some leaders may be invested in personal growth while others may be stagnating in areas that are affecting the organization.
- A middling score here often indicates that false harmony should be examined. Avoiding conflict means avoiding necessary improvement; this can look different from team to team but almost always has its roots in certain leaders not receiving feedback on their blind spots and not addressing them.



Questions and Responses

1. Each member of the leadership team has a high personal commitment to modelling organizational health.

HEALTH PERCENTAGE: **44%**





End of Sample Report

The full report breaks down your team's results for each of the peaks of the Ascent Model and offers you a way to note your findings together as you discuss the report and turn them into concrete actions.

You'll also find a "Highest and Lowest" page drawing out the questions on either end of the spectrum for you to consider.

Find all this and more in your final report!



Want an expert to help your team debrief the assessment?

We'd be happy to connect you with one of OrgHealth's on-call consultants to facilitate your team's discussion of this report.

Contact us at hello@orghealthteam.com.