

The RISE Model - Live Interactive Diagnostic Quiz

Instructions: On a scale of 1 to 5 (1 = Strongly Disagree, 5 = Strongly Agree), rate your current executive or departmental team on the following statements:

ID	Statement	Statement	Rating (1-5)
Q1	Recognition Baseline	On my team, individuals are recognized and valued for their unique, authentic perspective and human identity, rather than just being treated as functional cogs in a machine.	☐ ☐ ☐ ☐ ☐
Q2	Inquiry Freedom	When a mistake occurs on our team, our immediate collective reflex is to ask curious questions and run a blameless post-mortem, rather than scanning the room to assign individual fault.	☐ ☐ ☐ ☐ ☐
Q3	Stewardship Accountability	My team members consistently cross departmental lines to proactively support each other's goals, treating the entire company's operational health as a shared personal responsibility.	☐ ☐ ☐ ☐ ☐
Q4	Evolutionary Agency	Frontline employees on our team have the formal psychological agency and streamlined structural path required to challenge, and actively optimize our legacy policies.	☐ ☐ ☐ ☐ ☐

Score Calculation

Total Score: [_____] / 20

Score Interpretation Guide:

4–8 Points (The Floor): Your organization is stalled at the baseline survival layer. Focus immediately on (Recognition) behaviors to humanize your workforce.

9–13 Points (The Learning Loop): Your team feels safe enough to ask questions (Inquiry), but lacks the systemic alignment to drive broader structural impact.

14–17 Points (The Steward Tier): You have cultivated deep trust, collaborative custody, and shared ownership (Stewardship). You are primed to unlock systemic innovation.

18–20 Points (The Evolutionary Zone): Your culture is self-correcting and highly innovative (Evolution). Your employees are actively building the future of the enterprise.

Gretchen O'Hair, RISE Model of Psychological Safety (2026)