

## Assessing the Deference to Expertise in Your Firm

*How well do the following statements describe your work unit, department, or organization? For each item, circle the number that best reflects your conclusion: 1 = not at all, 2 = to some extent, 3 = a great deal.*

1. People are committed to doing their job well.

1      2      3

2. People respect the nature of one another's job activities.

1      2      3

3. If something out of the ordinary happens, people know who has the expertise to respond.

1      2      3

4. People in this organization value expertise and experience over hierarchical rank.

1      2      3

5. In this organization, the people most qualified to make decisions make them.

1      2      3

6. People typically "own" a problem until it is resolved.

1      2      3

7. It is generally easy to obtain expert assistance when something comes up that we don't know how to handle.

1      2      3

**Scoring**

Add the numbers. If you score higher than 14, the deference to expertise is strong.

If you score between 8 and 14, the deference to expertise is moderate.

Scores lower than 8 suggest that you should be actively thinking of ways to improve the deference to expertise and capacity for mindfulness.