



THE AOE ATTITUDE ASSESSMENT

Self-scoring worksheet

HOW TO USE THIS WORKSHEET

1. Read each statement and rate how true it is of your office environment.
2. Enter a number from 1 to 5 in the box next to each statement.
3. 1 = Strongly disagree 3 = Neither agree nor disagree 5 = Strongly agree
4. Your section totals and overall AOE GrandMean calculate automatically.
5. Be honest. This data is only as useful as the candor that produced it.

ANONYMITY

Do not write your name on this worksheet. Anonymous responses are the only responses worth acting on.

ATTITUDE OVER EVERYTHING™

Aaron Davis | aarondavisspeaks.com

SECTION A: Accountability Climate*Clarity, resources, fairness, follow-through. The foundation layer.*

A1	I know exactly what is expected of me in my role.	
A2	I have the materials, equipment, and information I need to do my work well.	
A3	When something goes wrong in this office, it is addressed quickly and fairly.	
A4	Performance standards in this office apply consistently to everyone, including leadership.	
A5	When commitments are made in meetings, they are kept.	
A6	Underperformance is addressed directly and constructively.	
A7	I understand how my work connects to results the organization actually tracks.	
A8	Deadlines and priorities are communicated clearly, not assumed.	
A9	When priorities change, I find out from leadership before I find out from rumor.	
A10	People who consistently disrupt the work are held accountable.	

Section A sum ÷ 10 = Dimension GrandMean:

÷ 10 =

SECTION O: Ownership Orientation*Strengths, recognition, care, discretionary effort. The individual layer.*

O1	At work, I have the opportunity to do what I do best every day.	
O2	In the last seven days, I have received recognition or praise for doing good work.	
O3	My supervisor, or someone at work, seems to care about me as a person.	
O4	There is someone at work who encourages my development.	
O5	I feel personal ownership over the outcomes of my work, not just the tasks.	
O6	I take initiative on problems I notice, even when they are not assigned to me.	
O7	I feel my contribution is genuinely valued by the people I work with.	
O8	I do not need to be reminded to do the basics of my job well.	
O9	I bring the same standard of effort whether or not I am being observed.	
O10	I would describe my attitude at work as one I am proud of.	

Section O sum ÷ 10 = Dimension GrandMean:

÷ 10 =

SECTION E: Environment of Trust*Voice, candor, peer commitment, belonging. The team layer.*

E1	At work, my opinions seem to count.	
E2	The mission or purpose of my company makes me feel my job is important.	
E3	My associates or fellow employees are committed to doing quality work.	
E4	I have a close working relationship with at least one person at work.	
E5	People in this office speak the same way about each other in private as they do in public.	
E6	Disagreement is treated as useful, not as disloyalty.	
E7	When someone on the team is struggling, others step in without being asked.	
E8	I trust that my colleagues will do what they say they will do.	
E9	I can raise a hard truth in this office without it being held against me.	
E10	The people I work with bring a constructive attitude to their work.	

Section E sum ÷ 10 = Dimension GrandMean:

÷ 10 =

SECTION B: Belief in Growth*Progress, future, pride, re-choice. The apex layer.*

B1	In the last six months, someone at work has talked to me about my progress.	
B2	This last year, I have had opportunities at work to learn and grow.	
B3	I can see a future for myself in this organization.	
B4	I believe this organization is moving in the right direction.	
B5	The people leading this organization model the attitude they expect from others.	
B6	I feel proud to tell people where I work.	
B7	When I imagine my career a year from now, I am energized — not exhausted.	
B8	I am learning something in this role that will matter beyond this role.	
B9	I believe what I do here is worth the effort it takes.	
B10	If I had to choose again today, I would choose this organization.	

Section B sum ÷ 10 = Dimension GrandMean:

÷ 10 =

Your AOE GrandMean

Your four dimension GrandMeans and overall AOE score appear below as you complete each section.

Accountability Climate GrandMean	
Ownership Orientation GrandMean	
Environment of Trust GrandMean	
Belief in Growth GrandMean	
TOTAL ÷ 4 = AOE GrandMean	

Interpretation

Range	Status	What it means
4.5 – 5.0	AOE Aligned	Top-quartile attitudinal health. Sustain and amplify.
4.0 – 4.49	Strong	Above benchmark. Identify the lowest dimension and invest there.
3.5 – 3.99	Action Threshold	Functional but uneven. Diagnose the lowest dimension.
3.0 – 3.49	Active Intervention	Structural attitude problem. Begin with the lowest dimension.
Below 3.0	Crisis	The cost of inaction exceeds the cost of intervention.

"Always begin with the lowest-scoring dimension — regardless of how strong the others are."

— Q12 hierarchy principle

Want to debrief these results with Aaron?

Book a 30-minute debrief to interpret your scores and identify the highest-leverage intervention.

aarondavisspeaks.com