

# Organization Design Self Assessment 2026 Report



Prepared for John Smith — Orgvue

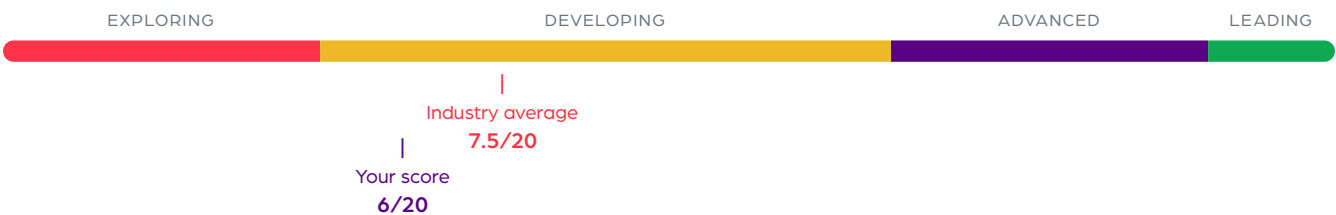
## Your score



### Developing

You've made progress and have started to put more structure around organization design. Read on for your summary and next steps.

out of 20



## Your answers

|                                                                                                                                                                            |                                                                                                   |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|
| How easy is it to pull together a data foundation for Organizational Design and planning from different sources and regions?                                               | We manually reconcile job titles, grades and regions, typically taking several days to align data |
| To what extent are roles, responsibilities, and ways of working clearly defined and consistently applied across your organization?                                         | We have some frameworks, but these are not consistently applied                                   |
| How effectively do you plan, deliver, and adapt organization changes in response to evolving business needs?                                                               | We have structured plans and track progress, but these are not always managed across initiatives  |
| How well do you understand and prepare for the impact of new technologies (such as AI and automation) on your organization?                                                | We have a high-level view of potential impact, but it is not specific to our organization         |
| How confident are you in responding quickly to difficult questions from the CFO or executive leadership about organizational health, workforce numbers or structural risk? | We can answer some questions, but responses are manual, slow and often inconsistent               |

## Summary

You've made progress and have started to put more structure around organization design. You may already have some useful data, agreed processes and clearer role definitions in place. However, things may still feel inconsistent from one part of the organization to another.

You may continue to spend time cleaning data, aligning job titles or checking whether roles and responsibilities are being used in the same way across teams. Organization design is generally project based, rather than as a repeatable way of planning and managing change.

The next step is to make the process more consistent, so leaders can make better decisions about structure, work, people and cost.

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## Next steps

- 1 Improve the quality of your organization data model:** Connect your people, position, role, activity and cost data more clearly. This will help you see both the current organization and any planned future changes in one place giving you a fuller "seat view" of the organization and makes design decisions easier to test and defend.
- 2 Make roles and responsibilities more consistent:** Start building a clearer job architecture, including job families, levels, roles and accountabilities. This will make it easier to compare roles, understand skills needs, help with AI impact assessment and support workforce planning.
- 3 Create a repeatable approach to organization design:** Define the steps you follow when redesigning a team or function. This might include understanding the current state, modelling future options, agreeing the future structure and design, planning implementation and tracking progress. Define ownership, and review process so organization design becomes a governed way of delivering change.
- 4 Connect design choices to business and financial outcomes:** Help leaders compare options by showing how different designs affect cost, headcount, roles, spans, layers, capacity and risk. This makes organization design more practical and easier to act on.

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