

Measuring Organizational Growing Pains



Growing Pain	A To a very great extent	B To a great extent	C To some extent	D To a slight extent	E To a very slight extent
1. People feel that there are not enough hours in the day					
2. People spend too much time “putting out fires.”					
3. Many people are not aware of what others are doing.					
4. People lack understanding of where the company is going.					
5. There are too few good managers.					
6. Everybody feels, “I have to do it myself if I want it to get done correctly.”					
7. Most people feel our meetings are a waste of time.					
8. When plans are made, there is very little follow up and, and things just don’t get done.					
9. Some people feel insecure about their place in the firm.					
10. The firm has continued to grow in sales but not in profits.					

This table was developed to assist you as the principle of an entrepreneurial company in measuring the organization’s growing pains. It presents 10 organizational growing pains that have been identified in a wide variety of entrepreneurial companies with annual sales revenues ranging from less than \$1 million to over \$1 billion.

Place marks in the appropriate columns, indicating the extent to which you feel each of the growing pains characterizes your company. Return the questionnaire to me (email address below) for scoring and interpretation of the scores which I will provide to you. Meeting in person is recommended for debriefing if you are serious about what the scores really mean and what you can do about any concerns you may have. (No cost. No obligation!)

Based on “Growing Pains- How to Make the Transition from an Entrepreneurship to a Professionally Managed Firm” Flamholtz/Randle