



# Kilmanns Time-Gap Survey

*Ralph H. Kilmann*

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## **Kilmanns Time-Gap Survey** Ralph H. Kilmann

Knowing the specific areas in which time is being diverted from fully contributing to the organization's goals (either as individuals or in work units), members can focus their attention on how time can be reallocated- from spending the wrong time on the wrong tasks or the wrong time on the right tasks to the right time on the right tasks. After taking and self-scoring the survey (about 20 minutes), members can decide how to shift the time they spend in addressing these key areas of their organization: (1) culture, (2) skills, (3) teams, (4) strategy-structures, and (5) reward systems. By Identifying their largest time-gaps and then using the five steps of problem management (sensing problems, defining problems, deriving solutions, implementing solutions, and evaluating outcomes) to close those gaps, members and their work units can fully contribute their time, wisdom, and energy to achieving their organization's goals.

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