



WFI Workplace Health Score Card

Please enter a value between 1 and 10 for each:

Our employees are: not productive (1) to very productive (10)		
Our employees are: constantly distracted by conflict (1) to focused on their work (10)		
Our employee's retention rate is: low (1) to high (10)		
Conflict in our workplace is: constant and overwhelming (1) to quick and well managed (10)		
Our management style is: arbitrary and dysfunctional (1) to fair and consistent (10)		
When conflict arises, our employees: keep their heads down (1) to try to resolve it productively (10)		
We manage conflict by: discipline or termination (1) to coaching / training / mediation (10)		
Our employees: only work for their pay (1) to care about the organization's success (10)		
The cost of conflict* is: high (1) to low (10)		
Our organization's reputation is: low (1) to high (10)		
TOTAL		



THE WFI Workplace Health Theory: Six Levels of Workplace Health

Constructive	Level 6	91-100	HOLISTIC CONSTRUCTIVE	Organizational analysis of contributors to workplace health issues and systemic solutions.	Proactive
	Level 5	76-90	PREVENTATIVE CONSTRUCTIVE	Fair and thoughtful policies. Conflict coaching, training and development. Analysis of future problems	
	Level 4	51-75	REACTIVE CONSTRUCTIVE	Mediation. Fair and balanced decisions. Workplace interventions	Reactive
Destructive	Level 3	41-50	REACTIVE DESTRUCTIVE	Harsh and unfair punishments, lack of concern for individuals, concern only for legal liability	
	Level 2	26-40	PASSIVE DESTRUCTIVE	Lawlessness, unfair decisions, allowing active destructive. Too much bottom line focus.	
	Level 1	10-25	ACTIVE DESTRUCTIVE	Bullying, discrimination, violence, harassment.	Implosive

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