



Assess the Negativity in Your Workplace

Workplace Environment	Yes	No	Unsure
Are people provided with appropriate leadership and a strategic framework, including mission, vision, values, and goals?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Are people provided with the opportunity to grow and develop?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Are people provided with the context for decisions?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you provide opportunities for people to make decisions about and control and/or influence their own job?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you give people opportunities to express their opinion about workplace policies and procedures?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you develop and publicise workplace policies and procedures that organize work effectively?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does each person access to have the same information as quickly as everyone else?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is information communicated effectively and constantly?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does your organisation provide appropriate rewards and recognition so people feel their contribution is valued?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you have ground rules that encourage positive conflict resolution processes?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
If people are in conflict with another person, do they resolve it with that person directly?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
If people are having a problem with the business, do they discuss it openly with their manager?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you recognise and manage the potential negative impact of changes to work hours, pay, benefits, allocation of overtime hours, dress codes, office location, job requirements, and working conditions?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Are people provided with timely, proactive responses to questions and concerns?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Are people treated as adults with fairness and consistency?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does your business have a reputation in the community as being a great place to work?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do people feel that there is an appropriate balance between what they give the organization and what receive in return?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you actively address and resolve underground rumours circulating about an impending layoff or change?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>