

## WORKPLACE WELLNESS SCORE CARD

Poorly managed conflict undermines the productivity of your workplace. At Legendary Coaching we believe that a healthy Conflict Management System will turn profit into conflict while improving the wellness of your organization. We work closely with the Workplace Fairness Institute in developing profitable Conflict Management Systems. Our score card will help you rate the effectiveness of your organizations present Conflict Management System. Circle the most appropriate box for each question.

1. *Our employees are:*

1		2		3		4		5		6		7		8		9		10	
Not Productive										Very Productive									

2. *Our employees are:*

1		2		3		4		5		6		7		8		9		10	
Constantly distracted by conflict										Focused on their work									

3. *Our employee retention rate is:*

1		2		3		4		5		6		7		8		9		10	
Low										High									

4. *Conflict in our workplace is:*

1		2		3		4		5		6		7		8		9		10	
Constant and overwhelming										quickly and well managed									

5. *Our management style is:*

1		2		3		4		5		6		7		8		9		10	
Arbitrary and Dysfunctional										Fair and Consistent									

6. *When conflict arises, our employees:*

1		2		3		4		5		6		7		8		9		10	
Keep their heads down										Try to resolve it									

7. *We manage conflict by:*

1		2		3		4		5		6		7		8		9		10	
Discipline or Termination										Coaching/Training/Mediation									

8. *Our employees:*

1		2		3		4		5		6		7		8		9		10	
Only work for their pay										Care about the organization's success									

9. *The cost of conflict (litigation, grievances, complaints and sick leave due to stress) is:*

1		2		3		4		5		6		7		8		9		10	
High										Low									

10. *Our reputation as an employer in our industry is:*

1		2		3		4		5		6		7		8		9		10	
Low										High									

**GUIDE TO INTERPRETING THE WORKPLACE WELLNESS SCORE CARD RESULTS**

Add up the total of your circled numbers which represents your aggregate score: \_\_\_\_\_

SCORE: 10 - 25	WORKPLACE WELLNESS LEVEL: ACTIVE DESTRUCTIVE
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**RECOMMENDATIONS**

Complete culture change required. Vision, goals, strategies and tactics need to be redefined. Extensive intervention required to redefine vision and goals of the organization and to align systems to achieve those goals. Immediate attention required.

SCORE: 26 - 40	WORKPLACE WELLNESS LEVEL: PASSIVE DESTRUCTIVE
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**RECOMMENDATIONS**

Bottom line focus must be revisited to ensure strategies and tactics achieve stakeholder and shareholder value. Significant review of systems, goals and approaches recommended.

SCORE: 41 - 50	WORKPLACE WELLNESS LEVEL: REACTIVE DESTRUCTIVE
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**RECOMMENDATIONS**

Fairness system review strongly recommended. Goal orientation and organizational focus should be revisited. Modern HR practice review may be helpful.

SCORE: 51 - 75	WORKPLACE WELLNESS LEVEL: REACTIVE CONSTRUCTIVE
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**RECOMMENDATIONS**

Organization responds to conflict, unfairness and other challenges well, but is not forward looking in its approach. Extensive and ongoing review of systems recommended to ensure that constructive efforts to management conflict, unfairness and other challenges don't amount to just fire-fighting.

SCORE: 76 - 90	WORKPLACE WELLNESS LEVEL: PREVENTATIVE CONSTRUCTIVE
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**RECOMMENDATIONS**

Organization is forward looking and considering future challenges to Workplace Health. Goals and vision not well articulated, but sincere effort to consider impact of change upon organization and employees. Review of all systems recommended along with continuous improvement efforts.

SCORE: 91 - 100	WORKPLACE WELLNESS LEVEL: HOLISTIC CONSTRUCTIVE
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**RECOMMENDATIONS**

Organizational goals and vision well-articulated and sincerely applied to every level of the organization. Organization reviews entire operations on a regular basis to meet its high standards of workplace health. Continuous improvement and review recommended to sustain high level of workplace health.

<p><b>WFI Workplace Health Theory: Six Levels of Workplace Health</b></p>  <p><b>Workplace Fairness Institute</b> <small>Conflict Management Solutions</small></p>				
<b>Constructive</b>	Level 6	<b>Holistic Constructive</b>	Organizational analysis of contributors to workplace health issues and systemic solutions	<b>Proactive</b>
	Level 5	<b>Preventative Constructive</b>	Fair and thoughtful policies Conflict coaching Training and development Analysis of future problems	
	Level 4	<b>Reactive Constructive</b>	Mediation Fair and balanced decision Workplace interventions	<b>Reactive</b>
<b>Destructive</b>	Level 3	<b>Reactive Destructive</b>	Harsh and unfair punishments Lack of concern for individuals Concern only for legal liability	<b>Inactive</b>
	Level 2	<b>Passive Destructive</b>	Lawlessness, Unfair decisions Allowing active destructive Too much bottom line focus	
	Level 1	<b>Active Destructive</b>	Bullying, Discrimination, Violence Harassment	