



Kolbus & Associates Resources

www.humanresourcestraining.ca

Organizational Health - Checklist

Based on the work of Buckingham and Coffman (1999)

For the questions below, circle the number that most closely matches your responses based on the following scale and then add up your score and compare to the chart below:

- 5 - Strongly Agree
- 4 - Agree
- 3 - Neither Agree nor Disagree
- 2 - Disagree
- 1 - Strongly Disagree

| | | | | | | |
|----|---|---|---|---|---|---|
| 1 | I know what's expected of me | 1 | 2 | 3 | 4 | 5 |
| 2 | I have the equipment and materials to do my work. | 1 | 2 | 3 | 4 | 5 |
| 3 | I have the opportunity to do what I do best everyday. | 1 | 2 | 3 | 4 | 5 |
| 4 | In the last seven days I have received recognition or praise for doing good work. | 1 | 2 | 3 | 4 | 5 |
| 5 | Someone I work with or for cares about me as a person. | 1 | 2 | 3 | 4 | 5 |
| 6 | Someone I work with or for encourages my development. | 1 | 2 | 3 | 4 | 5 |
| 7 | My ideas and opinions seem to count | 1 | 2 | 3 | 4 | 5 |
| 8 | The work I do makes me feel important | 1 | 2 | 3 | 4 | 5 |
| 9 | My coworkers are committed to doing quality work | 1 | 2 | 3 | 4 | 5 |
| 10 | I would consider at least one person I work with to be a best friend. | 1 | 2 | 3 | 4 | 5 |
| 11 | In the last six months, someone has talked to me about my personal progress. | 1 | 2 | 3 | 4 | 5 |
| 12 | In the last twelve months I have had opportunities at work or through work to learn and grow. | 1 | 2 | 3 | 4 | 5 |

Add up your score and compare to the following chart:

- Score 48 - 60:** Excellent Health - Keep doing what you are doing
- Score 36 - 47:** Good Health - Some work may be needed in certain key areas
- Score 25 - 35:** Poor Health - Major need of improvement
- Score 12 - 24:** Extremely Poor Health: Call K & A immediately (250) 563-3307