

CAREER WORKS

Planning Careers Unleashing Potential Creating Futures

ORGANIZATIONAL & PROFESSIONAL WELLNESS

CareerWorks believes that organizational and professional wellness are states that fluctuate, are different for each individual and organization, and are dependant upon needs, values, goals, and circumstances. When attained, they manifest as productivity, results, profitability and satisfaction.

We invite you to assess your organization's wellness, along with your own, by scoring the following diagnostic checklist:

| | | |
|------------|----------|------------|
| Not at all | Somewhat | Absolutely |
| 0 | 2.5 | 5 |

| ORGANIZATIONAL & PROFESSIONAL WELLNESS DIAGNOSTIC CHECK POINTS | My Org | Me | |
|--|--------|----|---|
| My organization excels at what it does and it's getting better all the time... I excel at what I do and I'm getting better all the time... | | | Organizational Scoring 80-100 - Congratulations! Your organization is progressive and experiencing a high degree of organizational wellness! 60-80 - Your organization is aware of the importance of organizational wellness but may not be paying close enough attention of the details that bring maximum results. 40-60 - Your organization would like to achieve organizational wellness but requires support, encouragement, ideas, and tools for moving forward. 0-40 -- Your organization might be stuck and dissatisfied with its current state of wellness. There may be limited awareness about choices available to increase organizational wellness. |
| My organization is clear about, and leverages from, its strategic advantage... I know my strengths and leverage from them... | | | |
| Everyone in my organization is seen as a leader, regardless of their role... I see myself as a leader and strive to develop leadership qualities... | | | |
| We have a clear and measurable vision of the future and we move toward it daily... I have a clear and measurable vision of my future and move toward it daily... | | | |
| We have identified key values that are important to us as an organization of excellence... I can clearly articulate the personal values I live by... | | | |
| Uncertainty and ambiguity do not slow us down; we adapt readily to change... Uncertainty and ambiguity do not slow me down; I adapt readily to change... | | | |
| Our management team encourages and models life balance... I encourage and model life balance... | | | |
| Employees achieve mutual support and collaboration through a shared sense of purpose... I offer mutual support and collaboration through a shared sense of purpose... | | | |
| Our organizational climate is one of respectful, open communication... I model respectful, open communication with everyone I meet... | | | |
| Employees of my organization are provided with abundant tools for top performance... I have access to all the resources I need to do my job well... | | | |
| My organization supports uncensored expression of creative ideas... I encourage others to express their creative ideas and I am willing to share my own... | | | Individual Scoring 80-100 - Congratulations! You are experiencing a high degree of professional wellness! 60-80 - You are aware of the importance of professional wellness but you may not be paying close enough attention to the details that bring maximum results. 40-60 - You would like to achieve professional wellness and require support, encouragement, practical ideas, and tools for moving forward. 0-40 - It could be you are feeling stuck and dissatisfied with your current state of professional wellness. You may be unaware of the choices available to you. |
| My organization is a place where people are encouraged to manifest their full potential... I am on a pathway to self-actualization... | | | |
| We constantly adapt to new situations and learn new things "on the fly"... I constantly adapt to new situations and learn new things "on the fly"... | | | |
| We understand our limitations as an organization and know how to compensate for them... I understand my weaknesses and what I must do to compensate for them... | | | |
| We recruit and retain top-notch people who love to come to work... I gain a great deal of personal satisfaction from my job... | | | |
| Everyone who works in my organization feels valued and supported in roles and lives... I feel valued and supported in my role and in my life... | | | |
| My organization shows respect and appreciation for diversity... I show respect and appreciation for diversity... | | | |
| In my organization, employees' skills are carefully matched to their role... My skills match my role... | | | |
| In my organization, we play, laugh, and appreciate the human side of daily interaction... I play, laugh, and appreciate the human side of daily interaction... | | | |
| Employees are rewarded for work well done... I am rewarded for work well done... | | | |