An Organisational Health Checklist.

The Workplace:

How are you observing empowerment in the people?

Are people able to demonstrate innovation and entrepreneurial behaviours?

What ensures respectful working relationships.

How is ongoing learning and extension of skills encouraged?

Is there are reward/recognition system for employee contributions

Is wellbeing and mental health and work/life balance prominent in your workplace norms?

Inspired Employees:

Is collaboration part of the everyone's thinking?

Are there opportunities for employees to share their skills and abilities beyond their work tasks?

Are passions and gifts part of the workforce conversations?

Do people understand and connect with the vision and mission of the organisation?

Inclusive Leadership:

Do the managers understand the concept of giving responsibility back? Is this well-articulated?

Do people understand that they can and are impacting positively on their workplace?

Are norms developed in a manner that truly reflect the values of the organisation?

Positive Culture:

Does organization have strong people-focused values?

Are managers and supervisors selected based on their people skills as well as their technical skills?

Is everyone involved in planning and enabled to implement change?

Is there a sense of community/family/tribe? Is this well managed for new employees?

Sustainable Success:

Does the workplace focus inwardly and outwardly? Are employees involved in community causes?

Are there clear ethical principles to guide relationships?

Does the organisation have demonstrable social and environmental responsibilities?

Do board members and all managers demonstrate responsible business practices?