How dysfunctional is your workplace?

Utilizing the following rating scale, circle the number (1 to 5) which most closely represents your work setting.

Question 1

1— There is a lot of negative communication at my workplace (grumbling, complaining, sarcastic
2   remarks and/or "back-biting").

3

4

5— Most communication at work between team members is positive and encouraging.

Question 2

1— We have a high rate of turnover at work – employees (or volunteers) do not stay with the
2   organization very long.

3

4

5— There is a high level of loyalty at my workplace – people feel positively about the employer and plan to stay a long time.

Question 3

1— No one at work really enjoys one another, so they don't talk or spend time together.
2

3

4

5— People at work enjoy being together and choose to spend extra time "hanging out" together.

Question 4

1— My supervisor and employer only care about how much work get done.
2

3

4

5— I feel valued and appreciated by my supervisor and employer.

Question 5

1— When I do a good job, I either hear nothing positive or I'm told how I could do the job better.
2

3

4

5— I receive positive comments and compliments when I do a good job.

Question 6

1— There is a low level of trust and respect among the employees and supervisors at my workplace.
2

3

4

5— Employees and supervisors work together well, trust one another and have mutual respect for the other team members.

Question 7

1— When we do a good job at work, no one even acknowledges it.
2

3

4

5— When we do a good job at work we can expect our efforts to be acknowledged and possibly rewarded.

Question 8

1— My supervisor knows virtually nothing about me and doesn't seem to care to get to know me.
2

3

4

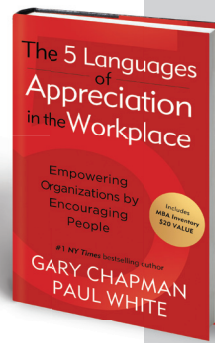5— My supervisor knows me well and communicates that he/she values that I am part of the team.

Question 9

1 — People at work are competitive and cut-throat in
how they relate to each other, and would never
2   help a colleague succeed.

3

4

5 — People at work are willing to help their
colleagues even if it is not their job to do so.

Question 10

1 — I feel like those with whom I work could
care less about me and how I am doing
2   personally.

3

4

5 — I feel supported and encouraged by those
with whom I work.

Quiz Results

Functional (46-50 points)

Your results suggest you work in an organization which is fairly functional relationally. However, there are always ways to improve the quality of interactions.

For tips on identifying individuals within your organization who may not feel valued or appreciated, go to drpaulwhite.com/freeresources and see the article, "Picking Up Cues Indicating That Your Colleagues Need to Feel Appreciated."

Irritating (40-45 points)

The quality of work relationships in your organization appears to be "okay" but there are aspects that are probably creating irritation for team members.

For a quick quide on some simple but effective ways to communicate appreciation or encouragement to your colleagues, go to drpaulwhite.com/freeresources and see the article, "Top Ten Easiest Ways to Express Appreciation to Almost Anyone."

Damaging (30-39 points)

The quality of interactions in your organization clearly has issues that need to be addressed. There are probably team members who have significant negative feelings about their work environment and who don't feel valued by their colleagues.

To identify individuals who may be struggling the most, go to drpaulwhite.com/freeresources and see the article, "Picking Up Cues Indicating That Your Colleagues Need to Feel Appreciated."

Additionally, consider having your leadership team take the **Motivating By Appreciation Inventory** (mbainventory.com) and begin to work on a plan to encourage one another.

If you want assistance in applying the concept within your organization, go to mbainventory.com/applytheresults to see resources available to help in this process.

Toxic (21-29 points)

The workplace environment of your organization seems to have serious issues that need to be addressed. The interactions and work-culture are toxic in nature and are not healthy for the well-being of your team members.

If you are not one of the organizational leaders, it would be wise to get a copy of *5 Language of Appreciation in the Workplace* to one of your leaders. Or go to drpaulwhite.com/freeresources and print out the article, "How to Reward Your Employees Without Spending a Chunk of Change."

Secondly, take the initiative to begin to work on your sphere of influence in the workplace. Have your immediate team members take the **Motivating By Appreciation Inventory** (mbainventory.com) and learn specifically how they are each encouraged.

It appears you may need help in "turning around" your organization in a positive direction. See the training resources available to assist you in this regard at mbainventory.com/applytheresults.

Deadly (0-20 points)

The characteristics you report for your organization suggest one of the following:

a) the relationships and interactions in the workplace have multiple, serious problems;

b) you may be in the midst of a highly negatively charged situation;

c) you are "messing with" us and wanted to see what happened if you rated everything highly negatively (we hope, for your sake, this is the case.)

If the results are accurate, you may need to consider looking for a more healthy work environment (seriously). Or you need to contact Dr. White (paul@drpaulwhite.com) to develop a plan to begin to address the serious issues in your organization.