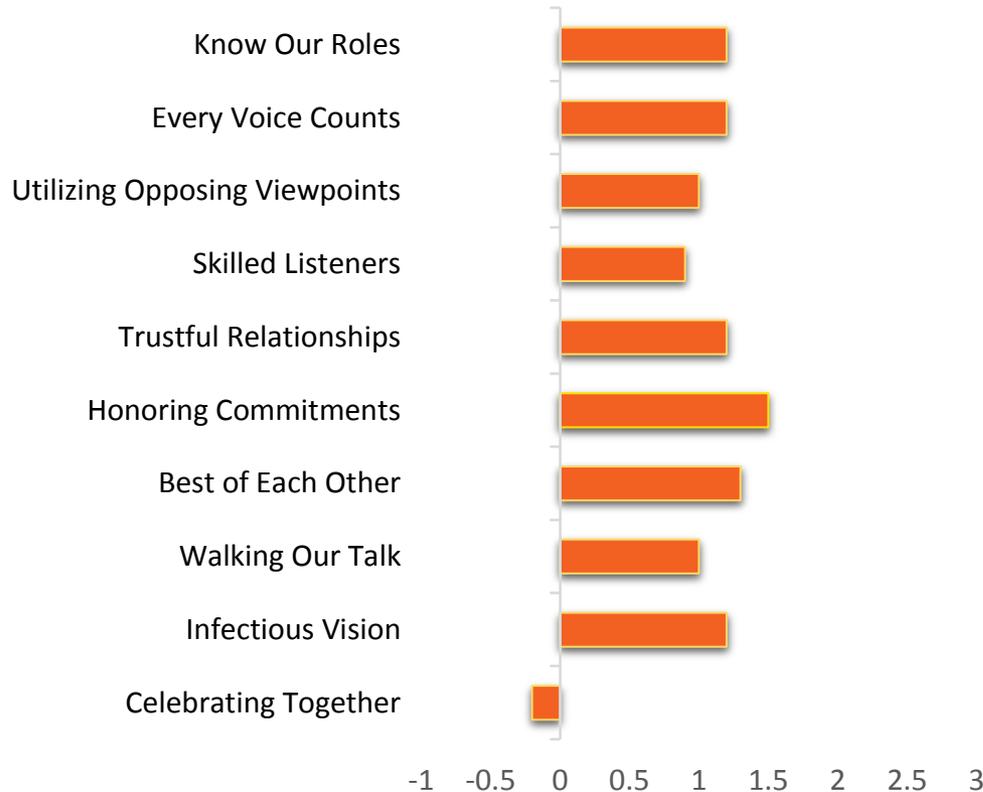




Actual Score: 34/100  
RESPONSES = 11



## KEY OPPORTUNITIES FOR GROWTH

- **Celebrating Together.** Do not let a week go by without finding some way to celebrate each other and your combined results (self-rating -0.2 out of 3 max).
- **Skilled Listeners.** Use listening skills to achieve shared understanding and to draw out the collective wisdom in your organization and with others (rating 0.9).



## OUR BEST PRACTICE

“Regardless of position/title, each person is encouraged to contribute and every opinion and idea is given space and consideration.

Everyone in our organization can be a leader and have a voice if they want.

The creative freedom is definitely the best part about working at [SAMPLE ORG].

## THE [SAMPLE] TEAM RECOMMENDS

- We need to respect and **communicate colleague’s tasks** so that more **awareness and understanding of each person's role** is accomplished over time. This will also lead to **more respect for each other's hard work**.
- We need to **improve our listening skills**. For example, when we express fatigue and burn out or say that we are pressed to capacity, it seems to fall on deaf ears.
- There is no one to whom staff can turn to **express grievances and feel heard**.
- We need to build a **sustainable work environment** and a **culture of appreciation, self care, warmth and mutual respect**. We are way too busy to celebrate each other and our amazing work. Staff appreciation is rare and seems inauthentic. Our leadership acts as though [SAMPLE ORG] is and should be encompassing the entire lives of staff.
- There is **too much direction and authority from those who are not present in the office** on a regular basis. If rating just staff who are in the office daily, I would have rated us very high on these 10 ideals.

