General Environment:

1. Is leadership in touch with the activities and feelings of colleagues?
2. Is there evidence of frequent, open communication between and among all colleagues?
3. Are cases of presenteeism & absenteeism monitored, identified, and addressed?
4. Do colleagues feel safe to raise concerns without fear of retaliation?
5. Is dignity and diversity supported in the workplace?
6. Is the workplace a learning organization?
7. Is work-life balance encouraged?

Team/Group:

1. Are team behavioral standards identified?
2. Are all colleagues accountable for maintaining team behavioral standards?
3. Is there a method used for shared decision-making?
4. Is the team workload manageable?
5. Is there a culture of openness about time constraints and work pressures?
6. Is life-long learning valued and engaged in?
7. Is the team supported to achieve their professional goals?
8. Are colleagues assisted to participate in stretch goals without a workload that sets them up for failure and decreased motivation?

Leadership Development:

1. Is there congruence between your own actions and words?
2. Do you have an effective leadership accountability partnership?
3. Do you model life-long learning?
4. Do you know my colleagues' professional goals?
5. Are you effective in helping to develop colleagues into leaders?
6. Do you offer quality, reasonable stretch assignments?
7. Are your priorities clear?
8. Are you modeling a healthy work-life balance?
9. Do you model appropriate time management and adherence to working hours?

Healthy Work Place Assessment Tool

Area	Strength	Opportunity	Resolution Goal	Timeframe	Resources Needed	Evaluation
General Environment						
Team/Group Activities						
Individual						
Personal						