

Rate how frequently you do the following:

(1 not offered, 2 offered sometimes, 3 part of the regular culture)

Onboarding & Orientation

- During the interview process tell prospective employees what type of on the job stress to expect.
- Provide thorough onboarding that includes company culture, expectations.
- Ensure team members understand their role in the overall organizational vision.
- Provide outside support services such as therapy, coaching, chaplaincy.

Subtotal =

Workload & Role Management

- Rotate employees out of tough assignments after a period of time.
- Allow flexible work hours.
- Models healthy work boundaries.
- Include a rhythm of rest and celebration time.

Subtotal =

Communication & Feedback

- Allow employees regular individual meeting times to discuss what is going well and what is stressful.
- Provide feedback, encouragement, celebration and accountability.
- Encourage "open door" policies to promote good communication.
- Offer surveys and evaluations that give employees opportunities to share their viewpoint.

Subtotal =

Team Building & Culture

- Facilitate regular team building meetings.
- Begin team meetings with quiet reflection or devotionals.
- Embrace comic relief and fun.
- Include positive team building experiences to promote strong social relationships between colleagues.

Subtotal =

Support & Well-being

- Gather information to use regarding meaningful ways to support/encourage employees.
- Regularly assess levels of job satisfaction and stress.
- Encourage employees to ask for help and to take their breaks.
- Encourage retreating and use of vacation time, especially after a difficult event or season.

Subtotal =

Recognition & Motivation

- Reward employees' efforts in tangible ways.
- Promote healthy living in food choices, hydration options, and exercise incentives.
- Routinely offer meaningful awards.
- Follow best practices in recognition and motivational moments.

Subtotal =

Onboarding & Orientation **subtotal =**

Workload & Role Management **subtotal =**

Communication & Feedback **subtotal =**

Team Building & Culture **subtotal =**

Support & Well-being **subtotal =**

Recognition & Motivation **subtotal =**

Grand total =

65-72 Job well done! Keep up the great rhythms.

58-64 Good job. Take your company from good to great by establishing rhythms that include these options.

51-57 It's not terrible, but you have some work to do to prevent burnout.

43-50 It's time to make change.

Identify which category and what action step you can take to promote a healthy culture that is free from burnout.