

Organizational Workforce Assessment

Identifies workforce and organizational conditions that may affect employee wellbeing, retention, psychological safety, leadership accountability, advancement, organizational learning, and the ability to sustain improvement.

About your organization

Organization _____ Department / unit (if applicable) _____

How long have you worked with this organization?

- ☐ Supervisor
- ☐ Manager
- ☐ Director
- ☐ Executive leader
- ☐ Human resources / people operations
- ☐ Quality improvement / patient safety
- ☐ Other

- ☐ Less than 1 year
- ☐ 1–3 years
- ☐ 4–6 years
- ☐ 7–10 years
- ☐ More than 10 years

Instructions

For each statement, select the response that best reflects your experience.

1 Strongly disagree 2 Disagree 3 Neither agree nor disagree 4 Agree 5 Strongly agree

N/A Not applicable / I don't know

A. Workforce Wellbeing

[illegible]

D. Employee Voice

E. Leadership & Accountability

	Statement	1	2	3	4	5	N/A
39.	Improvement initiatives include measurable goals.	☐	☐	☐	☐	☐	☐
40.	The organization evaluates whether implemented changes actually produced improvement.	☐	☐	☐	☐	☐	☐
41.	Findings from previous improvement initiatives are used to inform future decisions.	☐	☐	☐	☐	☐	☐
42.	Workforce data are broken down in ways that show differences in employee experience — for example by role, department, gender, or race.	☐	☐	☐	☐	☐	☐

Final questions

What is the most significant organizational challenge affecting your work?

What is one organizational change that would make the greatest difference?
