BUSINESS PATHWAYS

Work relationship assessment form

Date of completion: _____ / _____ / 20_____
mm   dd   yy

Understanding workplace culture and its impact on your colleagues and staff is a critical step in prioritizing and promoting a psychologically healthy environment. Relationships built on respect and transparency will contribute to the overall success of your practice.

This survey is designed to engage your team and promote meaningful discussions around areas for improvement and areas of success. The following dimensions are key when considering how to foster a positive work environment, and should be reevaluated on a regular basis to ensure you have a clear understanding of your staff and practice procedures.

Trust

	Rarely	Sometimes	Neutral	Often	Frequently
Does your team actively seek input from the group about important matters?	1	2	3	4	5
Do you feel you are trusted to complete your work independently, without micromanaging?	1	2	3	4	5
Do you feel comfortable and supported to discuss your successes and failures?	1	2	3	4	5

Section total _____

Diversity

	Rarely	Sometimes	Neutral	Often	Frequently
Does your team include people from diverse backgrounds and perspectives?	1	2	3	4	5
Do you feel encouraged to share your unique opinion without fear of negative outcomes?	1	2	3	4	5
Do you feel you are treated equally regardless of gender, race, ethnicity, orientation, etc.?	1	2	3	4	5

Section total _____

doctors of bc

BUSINESS PATHWAYS

Mindfulness	Rarely	Sometimes	Neutral	Often	Frequently
Do you feel your team/management are open to considering new ideas?	1	2	3	4	5
Do you feel comfortable talking freely about what is and isn't working in the workplace?	1	2	3	4	5
Does your team make changes to workflow based on the demands of the current situation, rather than running on autopilot?	1	2	3	4	5

Section total _____

Teamwork					
Do you think your team does a good job being attentive to current tasks as well as larger team goals?	1	2	3	4	5
Is your team aware of everyone's individual roles and how they affect other functions and people on the team?	1	2	3	4	5

Section total _____

Respect					
Would you consider your team to be considerate, honest, and tactful?	1	2	3	4	5
Do you feel your opinions are valued?	1	2	3	4	5
Do you feel this is a psychologically safe place to work?	1	2	3	4	5

Section total _____

doctors of bc

BUSINESS PATHWAYS

Culture	Rarely	Sometimes	Neutral	Often	Frequently
Do you feel that equal importance is placed on task-related work and social relationships?	1	2	3	4	5
Do you feel you are encouraged to have a good work/life balance?	1	2	3	4	5
Do you feel you can be yourself at work?	1	2	3	4	5

Section total _____

Communications	Rarely	Sometimes	Neutral	Often	Frequently
Does your team implement the appropriate means of communication at the right times?	1	2	3	4	5
Does your team use a more personal, face-to-face approach when it comes to sensitive matters?	1	2	3	4	5
Does your team use efficient method of communication without it being overkill?	1	2	3	4	5

Section total _____

Total score: _____ /100

doctors of bc

Score

20 - 40: Need a plan

Consider contacting the Business Advisors or a professional through Club MD.

41 - 60: Room for improvement

Discuss what factors contribute to the low scores and brainstorm suggestions for how specific factors could be improved.

61 - 80: On the right track

Discuss what characteristics received high scores and what reasons contribute to the high score. Also discuss the characteristics that received low scores and brainstorm how they could be improved.

81 - 100: Outstanding

Discuss what factors contribute to the high score and ways to maintain positive work relationships. Keep up the good work and repeat this activity in a year or as needed.

Suggestions for improvement: _____

_____

_____

_____

_____

_____

Reference: Work Relationship Form

doctors of bc