



THE HUMAN FACTOR™

How Human is Your Organization?


In an organization with a high Human Factor™, teams are thriving and people are flourishing. People feel connected to one another and the organization. As a result, the business is thriving too. This assessment can help you better understand how human-centered your organization is, and anyone can take it. Your responses can help you identify areas where your organization shines and areas that may need a boost.


INSTRUCTIONS: *Please print the assessment and rate your agreement with each statement. Questions ask about the collective experience, so use your best judgment based on what you see and hear at work.*


 Purpose and Values			
	Yes!	Hmm...	Not Really
We have an inspiring purpose beyond just making money			
We have clearly defined values and expectations that guide our day-to-day decisions			
We value diversity and actively work to have an inclusive culture where people share their unique personalities, styles, viewpoints, and backgrounds			
We feel our work matters to the organization			
Any other comments about purpose and values?			

 Process and Rituals			
	Yes!	Hmm...	Not Really
We have clear expectations for rewards and promotions			
We reward and promote the most effective people			
We have a way to reconcile differences that feels accessible, fair, and effective			
We treat people with respect during the recruiting process, including communicating with them in a way that feels personal			
We welcome new hires in warm ways			
We are thoughtful about how we say goodbye to colleagues when they leave			
Any other comments about purpose and values?			

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 Community			
	Yes!	Hmm...	Not Really
We feel a sense of connection with colleagues			
We have opportunities to spend time together and strengthen our relationships with one another			
We feel we belong here			
We are mindful of our impact on the broader community (e.g. corporate giving, community service, socially responsible business practices, etc.)			
Any other comments about purpose and values?			

 Growth and Recognition			
	Yes!	Hmm...	Not Really
We seek and consider feedback from others			
We are encouraged to identify areas of personal and professional growth			
We are encouraged to recognize and apply our strengths			
We have time and resources to expand knowledge, learn new skills, and grow our careers			
We are encouraged to take smart risks and learn from our mistakes			
We recognize good work in ways that are meaningful to people			
Any other comments about growth and recognition?			

 Well-being			
	Yes!	Hmm...	Not Really
We have benefits that support both physical and mental health			
We have the flexibility to attend to our personal lives when needed because we are trusted to get our work done			
We are expected to work hard but don't have unreasonable demands for our evenings, weekends, and time off			
Any other comments about well-being?			

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All Employee Behaviors

	Yes!	Hmm...	Not Really
We are enthusiastic about our work activities and tasks			
We show we care about each other by acknowledging celebrations and disappointments in each other's lives			
We treat each other with kindness and respect, regardless of job level or title			
We are humble, honest, and trustworthy			
We use active listening to understand one another's point of view			
We are as transparent with information as we can be			
We don't tolerate harmful behaviors (e.g. bullying, harassment, conduct that makes others uncomfortable, etc.)			
Any other comments about day-to-day behaviors?			



Leader Behaviors

	Yes!	Hmm...	Not Really
Leaders champion their vision for the organization			
Leaders connect in meaningful ways with employees at all levels			
Leaders regularly check in with direct reports on progress, obstacles, well-being, motivation, and their interests outside of work			
Leaders know how to engage and inspire people			
Leaders model sustainable work ethic and hours			
Leaders empower and trust people to make decisions			
Leaders spend time building great teams			
Any other comments about leader behaviors?			

INTERPRETING YOUR RESULTS: Look over your results and identify the areas with the highest scores. These are strengths which you can build on and celebrate. Identify areas with the lowest scores and consider where you want to make changes. Each item in this assessment contributes to a workplace that feels human, and that improves your triple bottom line (profit, people, planet). If you'd like help interpreting your results or preparing a plan to boost them, reach out to us personally or at <https://huworkteam.com/contact>.