CHANGE-READINESS CHECKLIST

Is your organization ready to implement a comprehensive Healthy Workplace Change Initiative? Complete this change-readiness assessment, putting a check mark to the right of each condition that exists today in your organization. Add up the checks, and if you score 13/25 or higher, this is a good indication of readiness.

Change-readiness criteria	Check ✓ if this describes your organization
1. The organization has clear values that refer to working relationships among staff.	
2. The organization's vision statement refers to the role or importance of employees.	
3. The organization's mission statement refers to the role or importance of employees.	
4. The CEO is committed to improving the work environment.	
5. Senior management is committed to making the organization an 'employer of choice' (or similar goal).	
6. There is an occupational health & safety committee.	
7. There is a wellness committee.	
8. The organization has a wellness program.	
9. The organization has programs that support work-family balance.	
10. There is one or more professional staff with direct responsibility for health and wellness.	
11. The organization tracks and reports WCB, absenteeism, disability, health benefit costs, and similar 'healthy workplace indicators'.	
12. Senior managers recognize that the organization has an absenteeism problem.	
13. Senior managers recognize that the organization has a retention problem.	
14. The corporate strategic plan includes work environment goals.	
15. The corporate strategic plan includes human resource goals.	
16. The senior human resource manager is a member of the organization's executive committee.	
17. The senior nursing manager is a member of the organization's executive committee.	
18. A recent employee survey has documented workplace health problems or needs.	
19. Management and unions discuss work environment issues outside of collective bargaining.	
20. The organization has a long-range human resource plan.	
21. The organization has documented its current and future skill and labour requirements.	
22. The organization currently has initiatives underway to improve employee and team effectiveness.	
23. Most employees trust management.	
24. There are recent examples of successful organizational change that involved front-line staff.	
25. There are ongoing discussions about the need to improve the quality of work (or work-life) in the organization.	
TOTAL CHECKS	

THE
GRAHAM | LOWE
GROUP