HORIZON POINT CONSULTING

Sustainable Work and Belonging Scorecard

Rate the workplace practices you observe. Use the past three months and choose one scope: your team, department, or organization.

1 Rarely 2 Sometimes 3 Usually 4 Consistently

Workload

When we add work, we decide what stops, shifts, or receives support.

1 2 3 4

Priorities

Employees know who resolves competing priorities.

1 2 3 4

Control

Employees have meaningful input into how their work gets done.

1 2 3 4

Recovery

Workable coverage allows employees to take breaks and time off.

1 2 3 4

Support

Employees know where to get help, and helpers have time to provide it.

1 2 3 4

Voice

Leaders report back on concerns and suggestions employees raise.

1 2 3 4

Growth

Employees have time and fair access to development opportunities.

1 2 3 4

Accountability

Managers are expected to address unsustainable working conditions.

1 2 3 4

Choose a priority

Star the one area you most want to improve or better understand.

Discuss your next step with Horizon Point

Request a 20-minute Work Design Debrief to discuss your priority, explore what may be contributing to it, and identify a practical next step.

Jillian Miles Massey | jmm@horizonpointconsulting.com