

Check off all that apply:

Let Me Be Myself

- I'm the same person at home as I am at work.
- I feel comfortable being myself.
- We're all encouraged to express our differences.
- People who think differently from most do well here.
- Passion is encouraged, even when it leads to conflict.
- More than one type of person fits in here.

Tell Me What's Really Going On

- We're all told the whole story.
- Information is not spun.
- It's not disloyal to say something negative.
- My manager wants to hear bad news.
- Administration want to hear bad news.
- Many channels of communication are available to us.
- I feel comfortable attaching my name to comments I make.

Discover and Magnify My Strengths

- I am given the chance to develop.
- Every employee is given the chance to develop.
- The best people want to strut their stuff here.
- The weakest performers can see a path to improvement.
- Compensation is fairly distributed throughout the organization.
- We generate value for ourselves by adding value to others.

Make Me Proud I Work Here

- I know what we stand for.
- I value what we stand for.
- I want to exceed my current duties.
- "Profit" is not our overriding goal.
- I am accomplishing something worthwhile.
- I like to tell people where I work.

Make My Work Meaningful

- My job is meaningful to me.
- My duties make sense to me.
- My work gives me energy and pleasure.
- I understand how my job fits with everyone else's.
- Everyone's job is necessary.
- At work we share a common cause.

Don't Hinder Me with Stupid Rules

- We keep things simple.
- The rules are clear and apply equally to everyone.
- I know what the rules are for.
- Everyone knows what the rules are for.
- We, as an organization, resist red tape.
- Authority is respected.

Adapted from Goffee, R., & Jones, G. (2013, May). Creating the best workplace on earth: What employees really require to be their most productive. **Harvard Business Review, pp.3-10.*