

Team Health Report

AMPLE

Report Compiled On: June 10, 2019

of Employees: 5

Average Completion Time: 16m

Company:

All

Department:

All

Supervisor:

All

Shift:

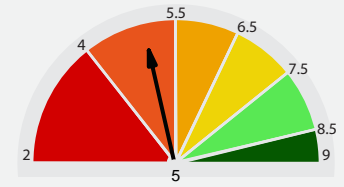
All

Team:

All

Current Operating Level:

The Current Operating Level for this team is 5 out of 9.



Attachment Level:

The average Attachment Level for this team is 3.



Performance Profile	Performance Scale						Priority
	Very Poor	Poor	Below Average	Average	Good	Very Good	
Clear Purpose / Goals			65%				7
Respect			75%				11
Trusting Environment			60%				5
Connectedness			65%				8
Effective Communications		50%					3
Task / Job Support			70%				9
Supervisory Support			86.7%				12
Organizational Commitment			60%				6
Work-Life Balance			70%				10
Staff Utilization	5%						1
Clear Career Opportunities		45%					2
Appreciation		50%					4
Average Performance Score:			58.5%				

Top Priority - Staff Utilization

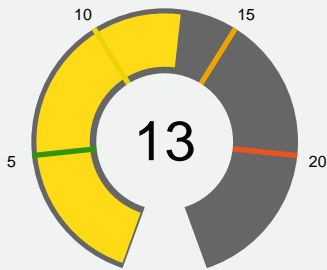
The top priority to address is Staff Utilization. Members of this work group may feel there has been a decrease in their level of responsibility, importance, or a feeling of not being fully utilized.

Current Operating Level - 5

The Current Operating Level of this team shows that immediate attention is required. Contact the AMP Administrator as soon as possible.

Attachment Level - 3

The Attachment Level for this team shows that they are currently loosely attached to the organization. They may be looking for something else as their current situation is not meeting their needs, or they feel they cannot cope with their present situation.

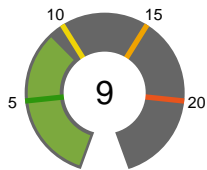


Stress Average

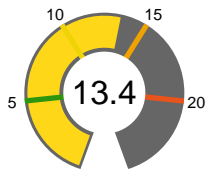
The overall average stress score for this group is in the range (12.5 to 14.4) that can start to act as a drag on the employees' job motivation or where they may be feeling challenged in their work.

The overall average stress scores indicate they are increasing in intensity at this time.

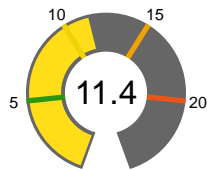
Stressors



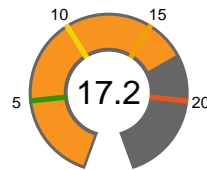
Work-Life Balance



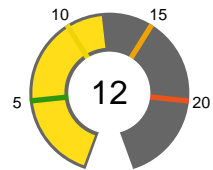
Role Potential



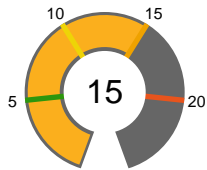
Alignment of Expectation



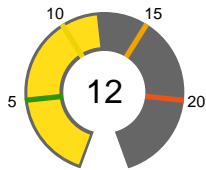
Role Shift



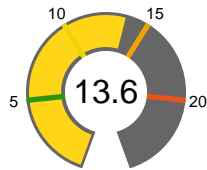
Workload Level



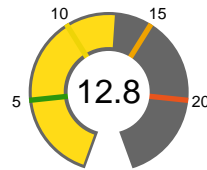
Team Support



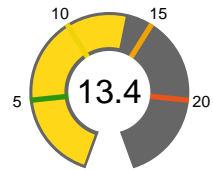
Competence Perception



Culture Alignment



Role Clarity



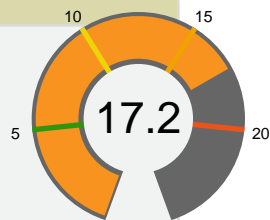
Resource Availability

Stress Triggers

Of the 10 stressors, below are the two highest levels of stress.

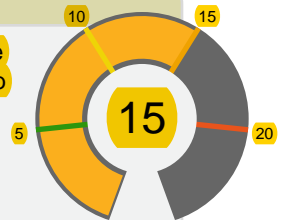
Role Shift

On average, the team members are feeling a decrease in their level of responsibility, job importance, or they have feelings of not being fully utilized.



Team Support

On average, the team members believe others are not helping them get their job done, which can trigger other issues such as trust and communications breakdown.



Report Definitions

Current Operating Level - How the employees feel – their satisfaction with their work place. The higher the score, the greater the probability of workgroup performance.

Attachment Level – How attached the employees are to the organization; how likely they are to leave.

Average Performance Score – Average of the ten core profile dimensions required for a healthy, productive workgroup.

Dimension Definitions

Clear Purpose/Goals – Measures the level of vision the workgroup has for their future. Do they have a clear idea of their purpose and goals for the future? The absence of a vision creates an uncertain future, even disorientation. In the extreme, low levels of vision can cause individuals to lose perception of time, place, and identity, increasing attrition risk and the need for developmental efforts.

Respect – Measures the feeling of being worthy, honored, and esteemed for one's position in the organization and one's work group/team.

Trusting Environment – Measures how trustworthy the workgroup perceives their current environment. E.g. is honesty expected in the organization, or is the use of false statements and lying commonplace? While trust is generated and demonstrated at many levels in an organization, this dimension measures the foundation and application of trustfulness in the workplace.

Connectedness – Measures how fully the individuals in the workgroup have bonded with their greater living environment or “community” to their satisfaction. Their feelings of being part of or united with where they live and work. While this measure goes beyond the workplace, it directly impacts the workplace in terms of commitment, “ownership,” and ultimately attrition risk.

#3 Effective Communication – Measures the workgroups belief that the interchange of thoughts, ideas, opinions, and data between individuals needed in the workplace is adequate to perform one's job. The quality of communication is made up of three individual items: 1) the level of exchange, 2) the timeliness and type of communication, and 3) the flow of communication and accuracy of the data provided.

Task/Job Support – Measures the workgroup's perception or belief that a useful or valuable support system is in place to assist them in handling their workload, which could include training, response to questions, clear processes, and positive job recognition. This includes support for the pressures, complexities, and conflicts of work.

Supervisory Support – Measures the workgroup's perception of their supervisor's ability to serve them as a leader, to guide their efforts, and unleash their full potential. Simply a desire to follow those placed in supervisory positions.

Organizational Commitment – Measures how committed the workgroup believes the organization is to them. The pledging or promising (formally or informally) by the employer or their representative and the corresponding action taken to support, recognize, and enhance the investment of the workgroup's work effort. I.e. does the workgroup perceive that the organization has maintained its promise to support them in their work?

Work-Life Balance – Measures the amount of pressure the workgroup feels in their organizational position, and the conflict between their organizational roles and other external roles (ex: between travel on the job and spending time with their families).



Team Health Report Definitions

#1

Staff Utilization – Measures whether the members of the workgroup feel there has been a decrease in their level of responsibility, or if they feel they are capable and desirous of doing more.

#2

Clear Career Opportunities – Measures whether the workgroup members feel stagnant in their current roles or have a lack of growth in the job because of few opportunities for learning and growth, and/or lack of a clear path for their career development.

Appreciation – Measures the feeling of being admired, approved, and valued for one's work efforts. Recognized for one's contribution to the team.

Performance Profile – The 10 core organizational dimensions that represent a healthy, productive work group.

Stressor Definitions

Work-Life Balance – Conflict between one's organizational role and other roles (ex: between travel on the job and spending times with one's family).

Role Potential – A feeling of stagnation and lack of growth in the job because of few opportunities for learning and growth.

Alignment of Expectations – Conflicting demands placed on one from others in the organization (ex: producing excellent work, but finishing under severe time restraints).

S1

Role Shift – A decrease in one's level of responsibility or a feeling of not being fully utilized.

Workload Level – Too much to do and too many responsibilities to do everything well.

S2

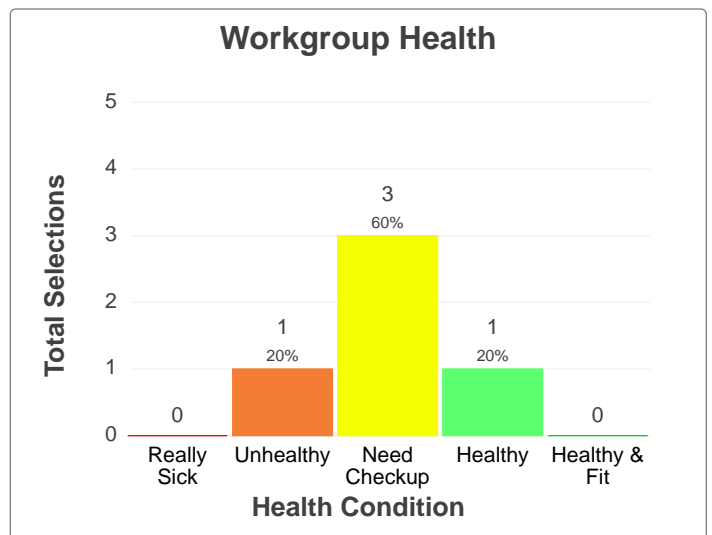
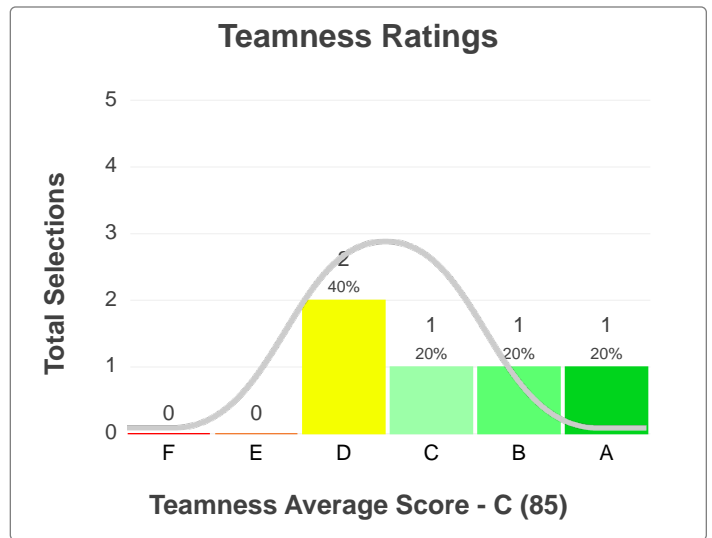
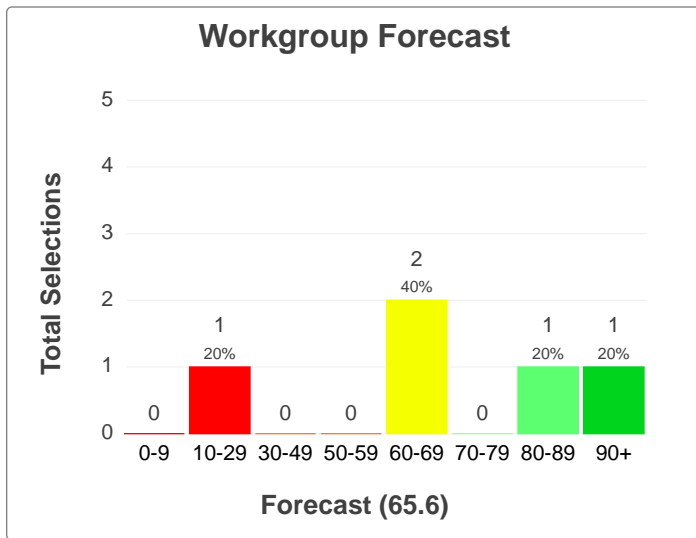
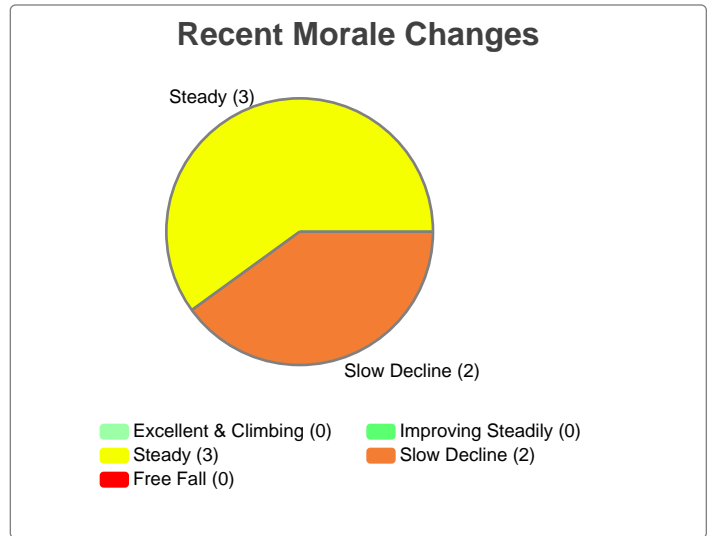
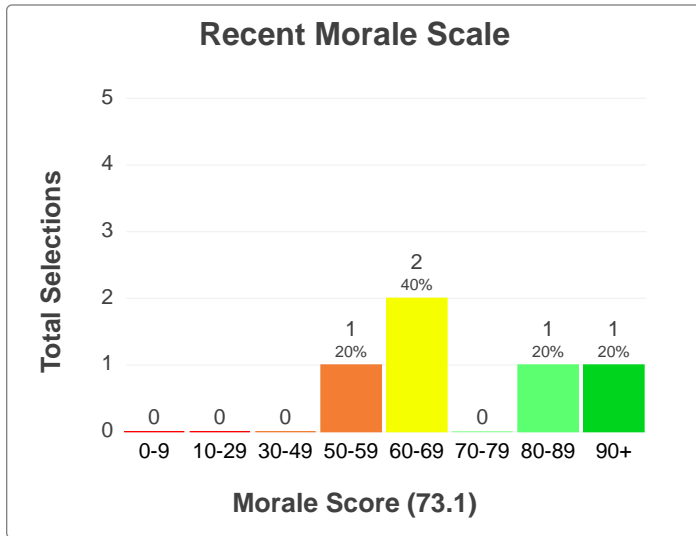
Team Support – Feelings of being isolated from channels of information and not being part of what is happening.

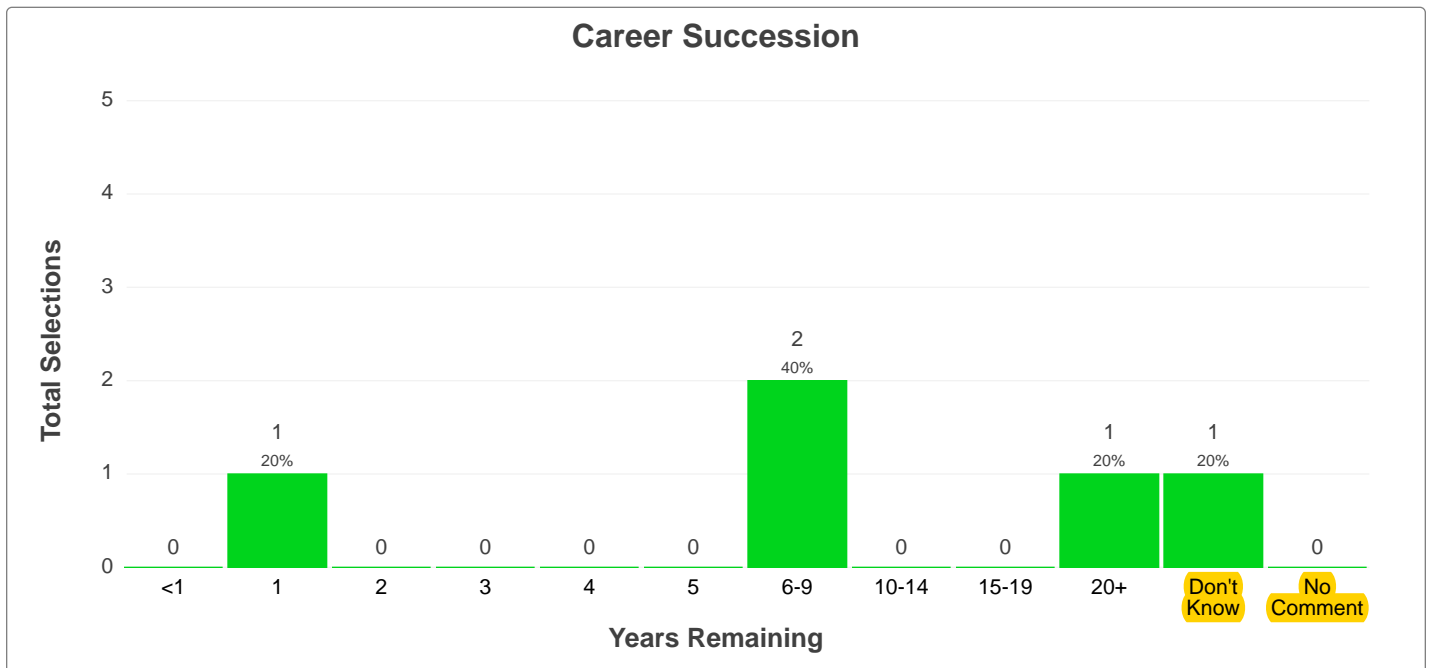
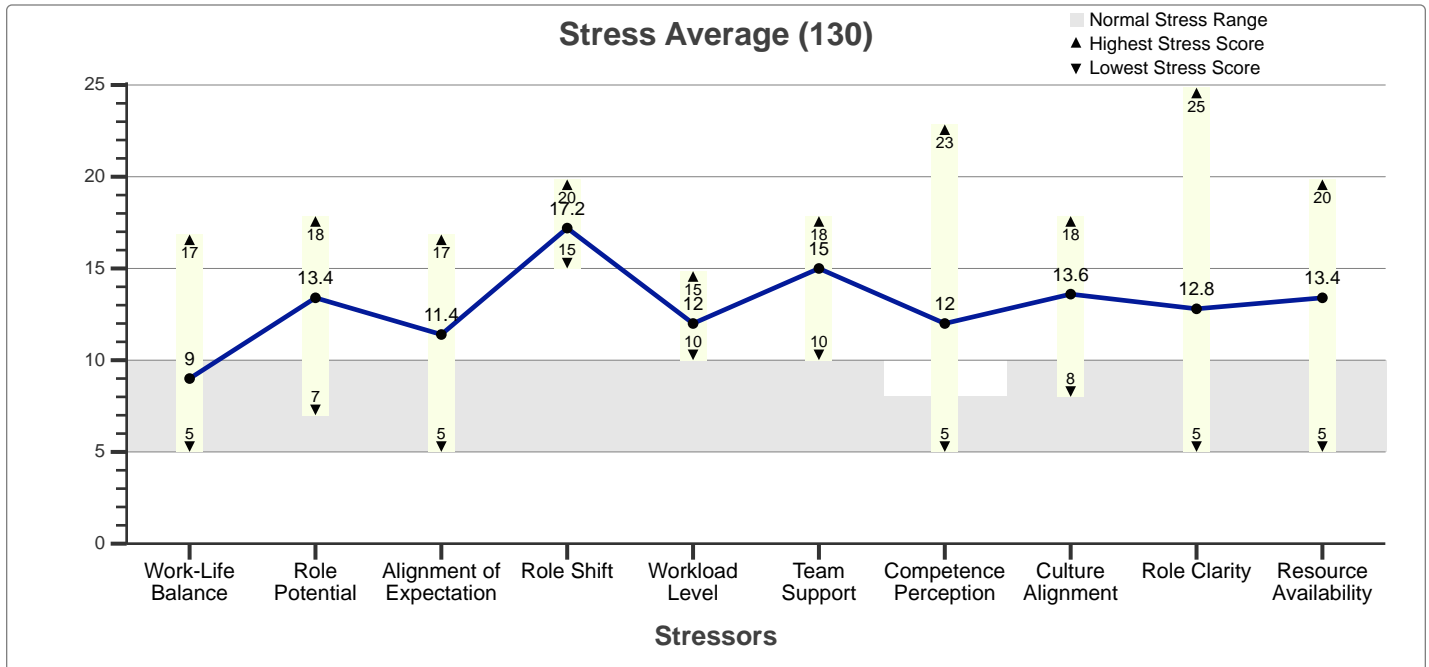
Competence Perception – Lack of knowledge, skill, or preparation to be effective in a particular role.

Culture Alignment – A conflict between one's personal values or interests and one's job requirements.

Role Clarity – Unclear feedback from others about one's responsibilities and performance.

Resource Availability – A lack of resources or information necessary to perform well in a role.

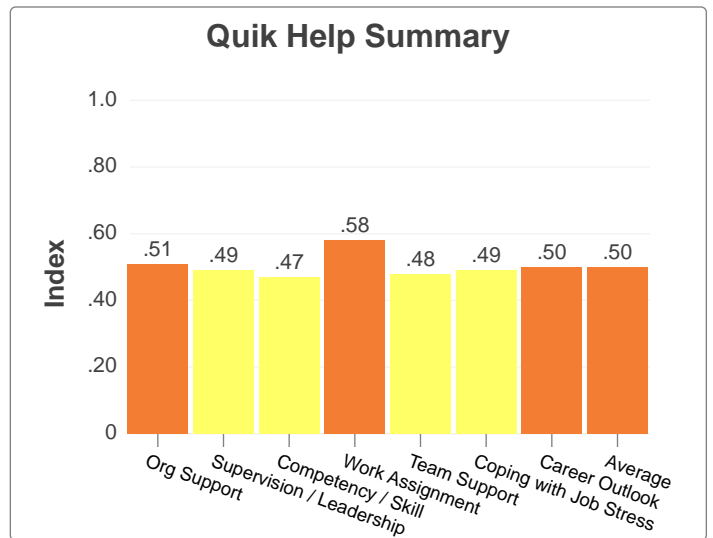
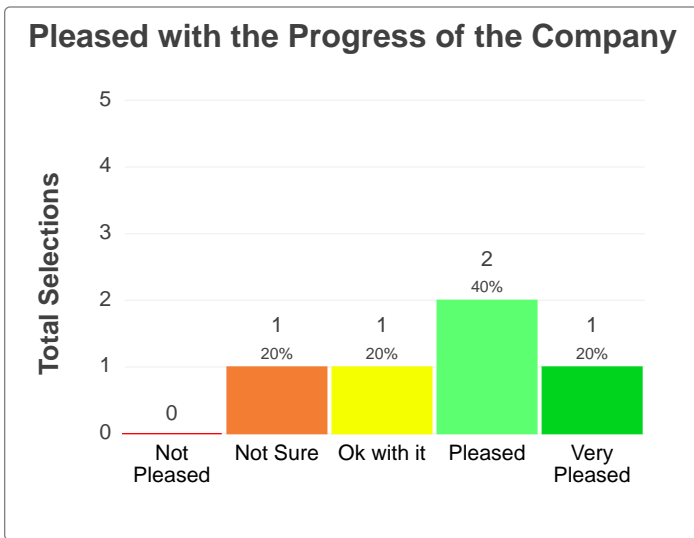
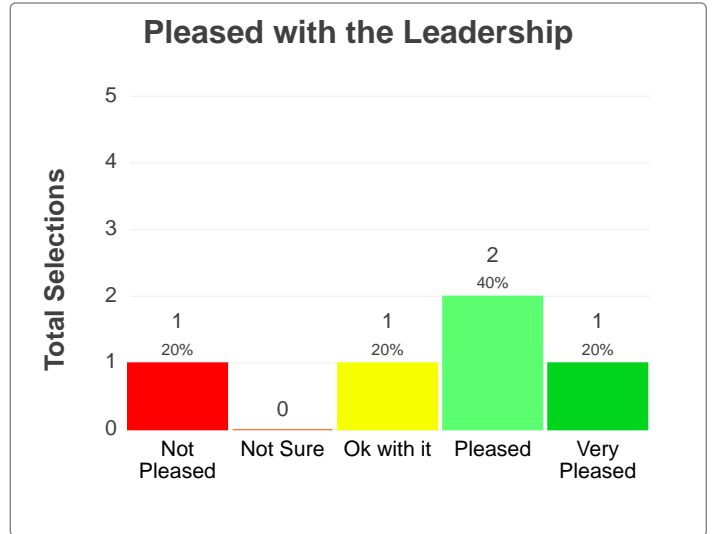
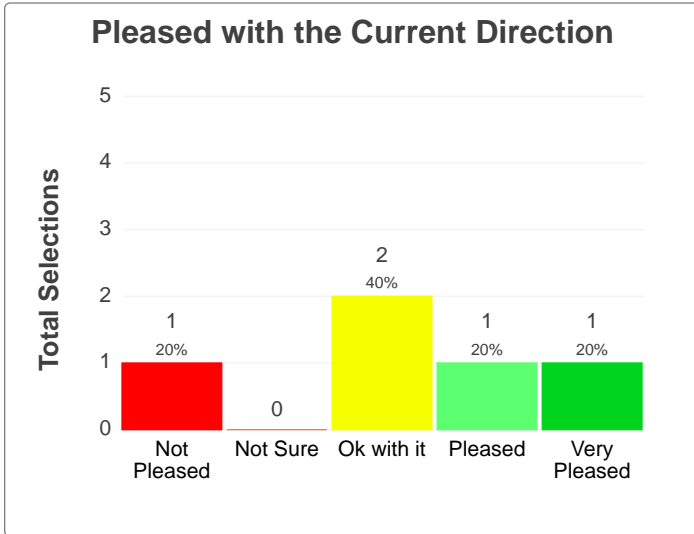




40% of respondents plan to be with the company 6-9 years.

20% of respondents plan to be with the company a year.

20% of respondents plan to be with the company 20+ years.



Recent Morale Scale - This chart is a look at the selected group's **most recent morale or state of mind**. The morale score shows the overall average of the group's responses. The options range from 0 (lowest or worse) to 90+ (highest). The generally accepted "healthy" zone is 70 or above.

Recent Morale Changes - A pictorial review of how the **direction in which morale** for the selected group is moving. It reflects the shifting of the most recent morale or trend of change. If the "Recent Morale Scale" shows a healthy morale, a score of steady on this chart would be adequate. However, if the "Recent Morale Scale" is marginal or lower than desired, it is best if this chart indicates, at best, morale is "improving steadily."

Workgroup Forecast - The **Workgroup Forecast** chart depicts how the selected group sees the **future of their workgroup**. A direct comparison should be made to the "Recent Morale Scale." If the average Forecast is greater than the Morale Score, the selected group has a good outlook for the future of their workgroup. If the average Forecast is lower than the Morale Score, the selected group has a poor outlook for the future.

Teamness Rating - The Teamness Rating chart measures how well the selected group is performing using the typical A, B, C scale found in elementary schools. The Teamness Score mimics the Organization Utility Index (OUI) which measures the corporate/team "horsepower" or how much of the resources are creating outputs/performance.

F = -100 to -50

E = -50 to 0

D = 0 to +50

C = +50 to +100

B = +100 to +150

A = +150 to +200

Three critical points on this scale:

1. 0 - team degeneration becomes exponential. This enters the Organizational Triage (OTR) zone. A score of -37 generally is where a company goes bankrupt or the department is "bleeding out" money.

2. +31 is the workgroup's tipping point. At 30 or below, it is the course of least resistance to degenerate. At 32 or above it is natural for the workgroup to desire to develop. A workgroup should consistently stay over 32 points.

3. 100 points, or more precisely, as a workgroup approaches 100 at 93 to 95 points. The issue is at 100 points the workgroup enters the "high performance" area or zone that requires significant change or a shift in the organizational architecture, focal length, leadership, information handling, and performance monitoring. It is not unlike desiring to drive at a sustained speed of 150 to 170 mph. It requires a different type of vehicle than we normally drive: different tires, more driving skills, requires us to look further out as we drive, etc.

Organizational Impact Summary

Supervisory Support - This chart determines how much the selected group believes they are being supported by their supervisor. This is a subtle indicator of servant leadership and determines the perceived capability of the supervisor to serve the employees. This is shown through asking helpful questions, quick responses, providing needed resources, offering clear assignments, providing feedback on performance, etc.

Workgroup Health - This chart shows the current state or health of the organization according to the selected group. When the number above "really sick," "unhealthy," and "need checkup" is greater than 70%, further diagnostics are recommended.

Stress Average - The SSP chart shows the average stress of the selected group by individual stressor, as well as the average overall stress. The individual scores range from 5 to 25, and the overall average can range from 50 to 300. An individual stressor needs to be at least 10 for it to begin to be an issue. The exception is Competence Perception which begins to be an issue at 8. The highest number out of the 10 stressors is often the logical place to begin with team building interventions. In other words, it acts as the "trigger" to initiate change.

Career Succession Scale - This scale is a pictorial representation of the aging of the workplace and the need to plan for the future replacement of workers. Depending on the career being looked at, the number of years needed to plan for replacement will vary. For example, if it is a group of professionals, it takes typically five years to prepare someone well enough to handle the duties of a seasoned employee. Other jobs may take more or less time but should be calculated using this chart.

Direction of the Company - This chart depicts how pleased the employees in the selected group are with the current direction of the organization.

Leadership of the Company - This chart shows how pleased the employees in the selected group are with the current overall leadership of the organization.

Progress of the Company - This chart is a pictorial representation of how pleased the employees in the selected group are with the current progress of the organization.

Quik Help Summary

Organizational Support (OS) - A compilation of scores that have measured the perception of organizational commitment, alignment of expectations, the feeling of appreciation, job contribution perspective, resource availability and task/job support. In other words, the sum of the key factors that impact how supported one feels by their organization.

Supervision/Leadership (SL) - A compilation of the elements that create good supervisory/leadership behavioral relationships that include connectedness, creating and maintaining a trusting environment that leads to excellent communications and good supervisory practices.

Competency/Skill (CS) - The four corners of the behavioral foundation required to develop and sustain competency/skills needed to produce a desired level of performance. These are role clarity or what are the skills required of me, the culture alignment of these skills to the job needs

Organizational Impact Summary

of the organization, the alignment to the expectation by supervisor/management and lastly the individual's perception of their ability to produce the work outputs being required.

Work Assignment (WA) - This score consists of six different scores that include: role clarity or the individual's understanding of their job based on organizational context; clear and measurable purpose and goals as understood; the perception of ability to perform the work as assigned including training and experience, workload assignment given the skills, abilities, and time available; role optimization or the feeling of being fully and constructively utilized; and perception of flexibility and reality of being assigned where needed.

Team Support - The work group or team one is assigned and its ability to support this individual in their job responsibilities; the efficiency of the team in converting the individual energies into a team output; clear established goals and purpose to which the individual can connect with and endorse; and the respect from the team members as reflected on the individual for his/her contribution and effort.

Coping with Job Stress - Stress, an element of any job, needs to be coped with or handled efficiently and effectively. This coping behavior manifests itself in: one's morale or how one's work energy is assigned to productive work outputs or self-maintenance; overall stress score based on the ten core stressors; one's work and overall life balance; and one's perception of their job or position security. This security is the platform or foundation needed to establish effective job stress coping mechanisms.

Career Outlook - In coping and evolving one's work skills it is best to have a clear picture of one's future career to which a clear line of sight can be affixed or path can be established. The factors included for such measurement are: how well one is aligned with the work culture; the clarity of one's current role so the future progress can be compared; and the alignment of expectation of one's career progress, clear career opportunities or work assignments that can offer opportunities for one's career development.



Attachment • Motivation • Performance

Individual Report

Gregory Cook

AMPLE

Completed On: June 18, 2018

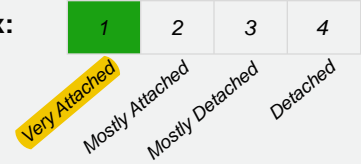
Completion Time: 100.1m

Company: Chicago, IL
 Department: IT
 Supervisor: Jerry Jenkins

Current Condition:

Green

Attachment Index:



■ Normal ■ Normal ■ Caution ■ Concern ■ Issue

Workplace Perception Profile	Level 1	Level 2	Level 3	Level 4	Level 5
Clear Purpose / Goals	■				
Respect	■				
Trusting Environment	■				
Connectedness	■				
Effective Communications		■			
Task / Job Support	■				
Organizational Commitment	■				
Work-Life Balance	■				
Staff Utilization					■
Clear Career Opportunities	■				
Appreciation		■			
Current Condition		■			

Gregory's Additional Comments:

No additional comments

Gregory's AMP History:



6/18/2018

Validity: 1 (Valid)



Attachment • Motivation • Performance

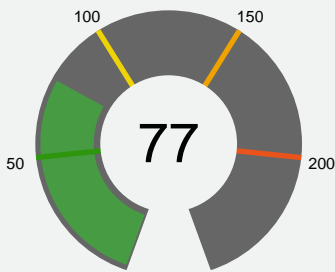
Individual Report

Gregory Cook

AMPLE

Completed On: June 18, 2018

Completion Time: 100.1m



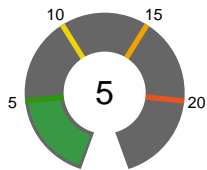
Stress Total

The overall stress score for **Gregory is in the normal range of under 100 points.** This score can range from 50 to 250.

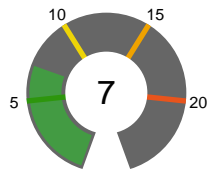
Your stress scores indicate they are increasing in intensity at this time.

■ Normal
 ■ Normal
 ■ Caution
 ■ Concern
 ■ Issue

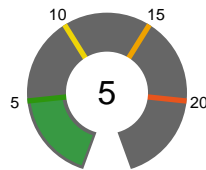
Stressors



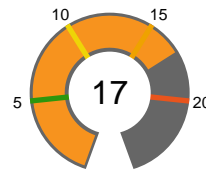
Work-Life Balance



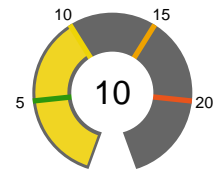
Role Potential



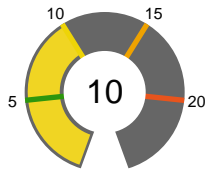
Alignment of Expectation



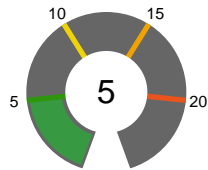
Role Shift



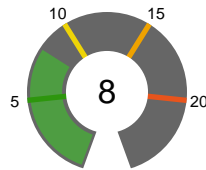
Workload Level



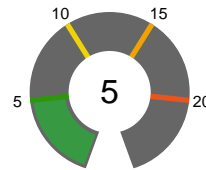
Team Support



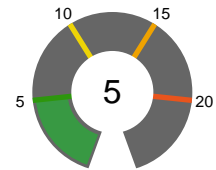
Competence Perception



Culture Alignment



Role Clarity



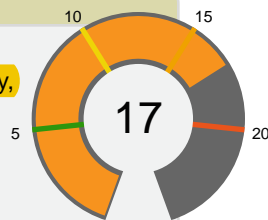
Resource Availability

Stress Triggers

Of the 10 stressors, below are the two highest levels of stress.

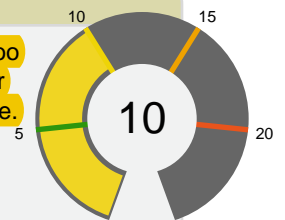
Role Shift

On average, Gregory is feeling a decrease in his/her level of responsibility, job importance, and/or he/she has feelings of not being fully utilized.



Workload Level

This score indicates that Gregory has too much work being required of him/her, or there is simply too much on his/her plate.





Attachment • Motivation • Performance

Individual Report

Kimberly Foster

AMPLE

Action Recommended

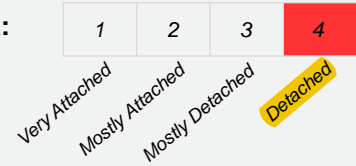
Completed On: August 2, 2018
Completion Time: 17.5m

Company: New York, NY
Department: Customer Support
Supervisor: Ethan Dyer
Shift: 1st

Current Condition:

Orange

Attachment Index:



■ Normal ■ Normal ■ Caution ■ Concern ■ Issue

Workplace Perception Profile	Level 1	Level 2	Level 3	Level 4	Level 5
Clear Purpose / Goals				■ Concern	
Respect		■ Normal			
Trusting Environment				■ Concern	
Connectedness			■ Caution		
Effective Communications					■ Issue
Task / Job Support		■ Normal			
Organizational Commitment			■ Caution		
Work-Life Balance	■ Normal				
Staff Utilization					■ Issue
Clear Career Opportunities					■ Issue
Appreciation					■ Issue
Current Condition				■ Concern	

Kimberly's Additional Comments:

Kimberly's AMP History:



8/2/2018

Validity: 0 (Very Valid)

Date of Hire: 05/19/2014



Individual Report

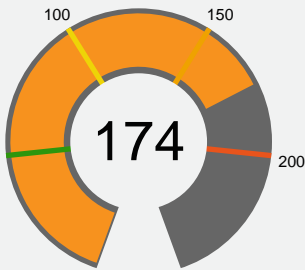
Kimberly Foster

AMPLE

Completed On: August 2, 2018

Completion Time: 17.5m

Attachment • Motivation • Performance



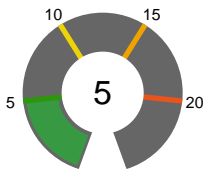
Stress Total

The overall stress score for Kimberly is elevated in the range of concern (170 to 250). This score can negatively affect the individual's job performance if allowed to continue long term.

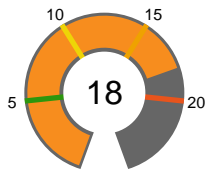
Your stress scores indicate they are decreasing in intensity at this time.

■ Normal
 ■ Normal
 ■ Caution
 ■ Concern
 ■ Issue

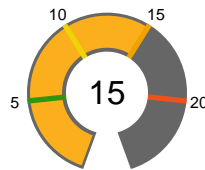
Stressors



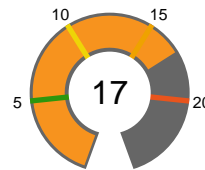
Work-Life Balance



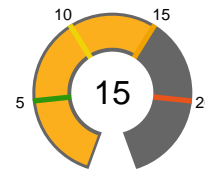
Role Potential



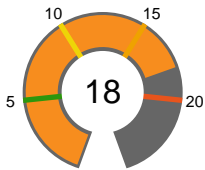
Alignment of Expectation



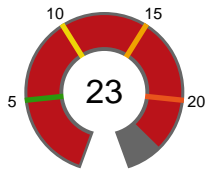
Role Shift



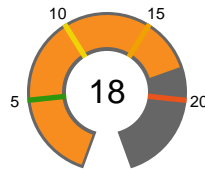
Workload Level



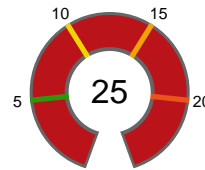
Team Support



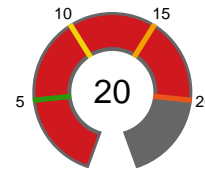
Competence Perception



Culture Alignment



Role Clarity



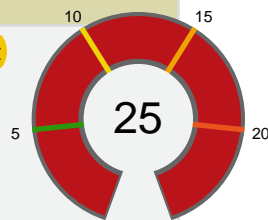
Resource Availability

Stress Triggers

Of the 10 stressors, below are the two highest levels of stress.

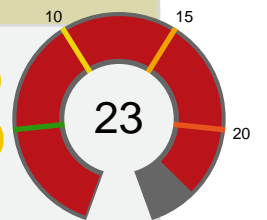
Role Clarity

This score indicates that Kimberly is not clear on what his/her roles, responsibilities, goals, objectives, and accountability are. This could be triggered by unclear feedback about responsibilities and performance.



Competence Perception

This score indicates that Kimberly has a desire to improve his/her skills in order to accomplish his/her job responsibilities without concern. Online mentoring and/or specific targeted training may not be adequate to address this concern.





Attachment • Motivation • Performance

Individual Report

Daniel Kelly

AMPLE

Action Recommended

Completed On: February 21, 2018
Completion Time: 14.9m

Company: New York, NY
Department: Customer Support
Supervisor: John Brooks

Current Condition: Orange

Attachment Index:

1	2	3	4
Very Attached	Mostly Attached	Mostly Detached	Detached

■ Normal
 ■ Normal
 ■ Caution
 ■ Concern
 ■ Issue

Workplace Perception Profile	Level 1	Level 2	Level 3	Level 4	Level 5
Clear Purpose / Goals				■	
Respect				■	
Trusting Environment				■	
Connectedness				■	
Effective Communications				■	
Task / Job Support				■	
Organizational Commitment			■		
Work-Life Balance	■				
Staff Utilization					■
Clear Career Opportunities			■		
Appreciation					■
Current Condition				■	

Daniel's Additional Comments:

My manager shows no leadership. He doesn't interact with most of the people and there is a select few he seems to favor. I have no idea what he expects from me, Unless its one of his favorites, if we have any ideas they are dismissed immediately if he doesn't agree. I feel unappreciated and have no direction in my current position.

Daniel's AMP History:



2/21/2018

Validity: 2 (Valid)



Attachment • Motivation • Performance

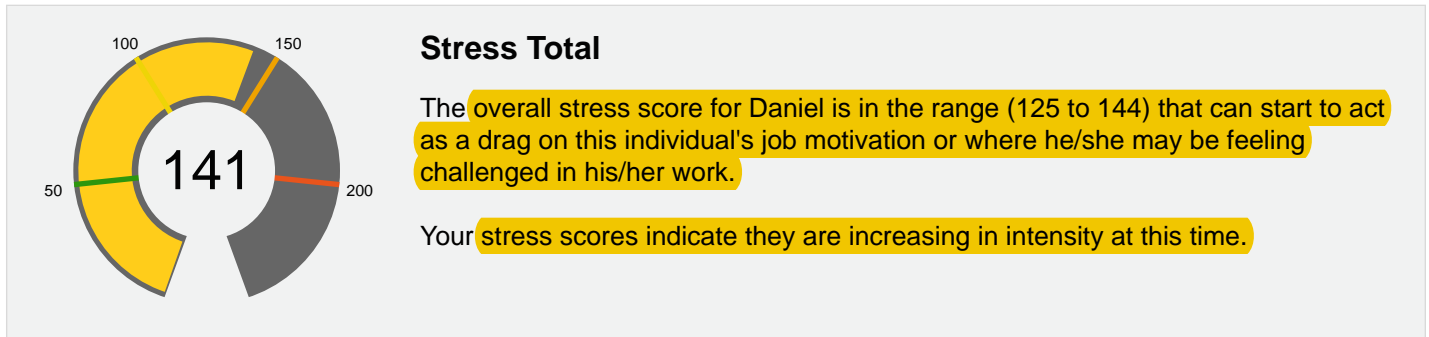
Individual Report

Daniel Kelly

AMPLE

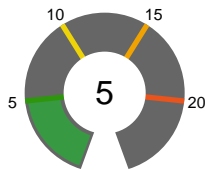
Completed On: February 21, 2018

Completion Time: 14.9m

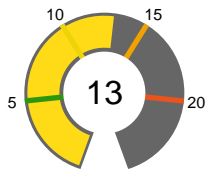


■ Normal
 ■ Normal
 ■ Caution
 ■ Concern
 ■ Issue

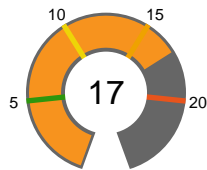
Stressors



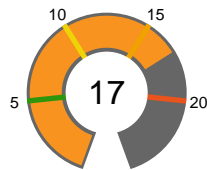
Work-Life Balance



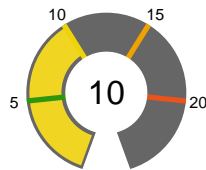
Role Potential



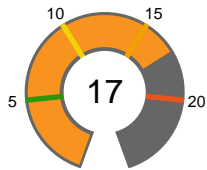
Alignment of Expectation



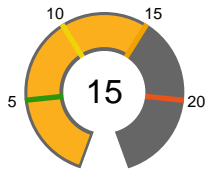
Role Shift



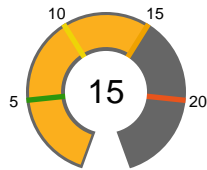
Workload Level



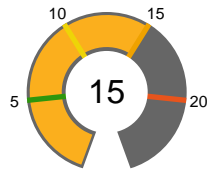
Team Support



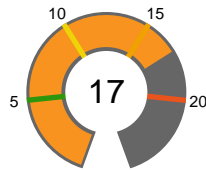
Competence Perception



Culture Alignment



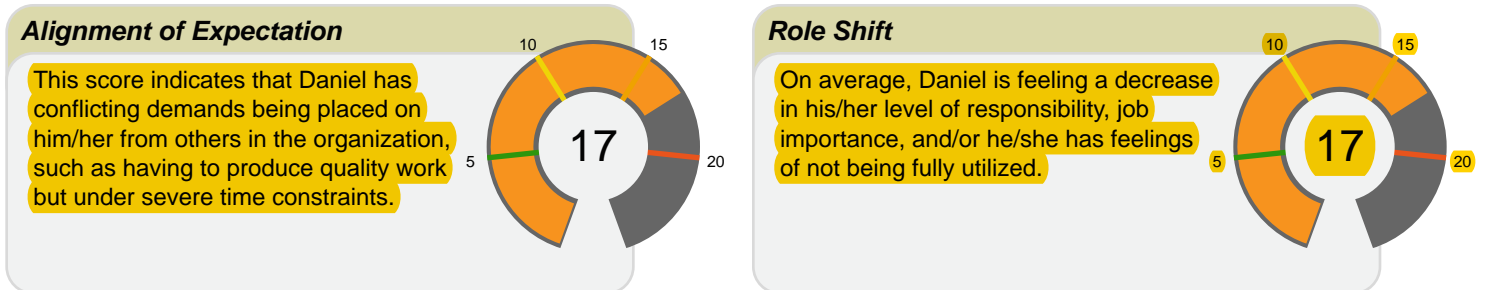
Role Clarity



Resource Availability

Stress Triggers

Of the 10 stressors, below are the two highest levels of stress.





Attachment • Motivation • Performance

Individual Report

James Robinson

AMPLE

Action Recommended

Completed On: August 19, 2018
 Completion Time: 23.7m

Company: Chicago, IL
 Department: Finance
 Shift: 2nd

Current Condition: Yellow

Attachment Index:

1	2	3	4
Very Attached	Mostly Attached	Mostly Detached	Detached

■ Normal
 ■ Normal
 ■ Caution
 ■ Concern
 ■ Issue

Workplace Perception Profile	Level 1	Level 2	Level 3	Level 4	Level 5
Clear Purpose / Goals	█				
Respect	█				
Trusting Environment		█			
Connectedness			█		
Effective Communications		█			
Task / Job Support		█			
Organizational Commitment		█			
Work-Life Balance					█
Staff Utilization				█	
Clear Career Opportunities					█
Appreciation	█				
Current Condition			█		

James's Additional Comments:

James's AMP History:



Validity: 0 (Very Valid)



Attachment • Motivation • Performance

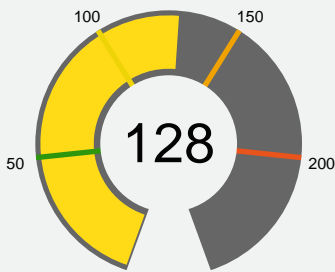
Individual Report

James Robinson

AMPLE

Completed On: August 19, 2018

Completion Time: 23.7m



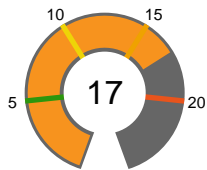
Stress Total

The overall stress score for James is in the range (125 to 144) that can start to act as a drag on this individual's job motivation or where he/she may be feeling challenged in his/her work.

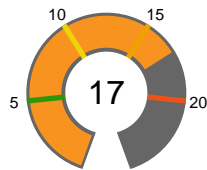
Your stress scores indicate they are decreasing in intensity at this time.

■ Normal
 ■ Normal
 ■ Caution
 ■ Concern
 ■ Issue

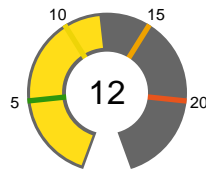
Stressors



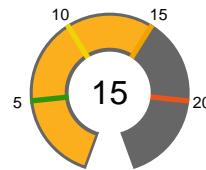
Work-Life Balance



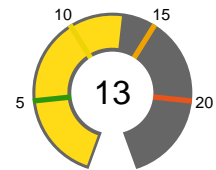
Role Potential



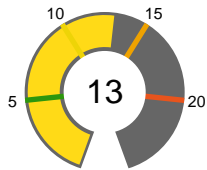
Alignment of Expectation



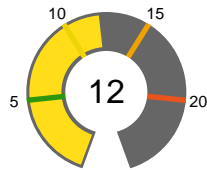
Role Shift



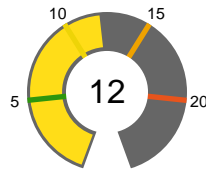
Workload Level



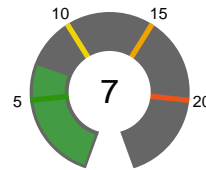
Team Support



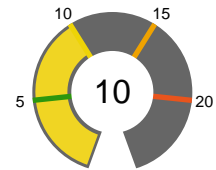
Competence Perception



Culture Alignment



Role Clarity



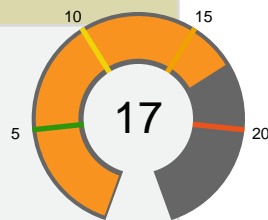
Resource Availability

Stress Triggers

Of the 10 stressors, below are the two highest levels of stress.

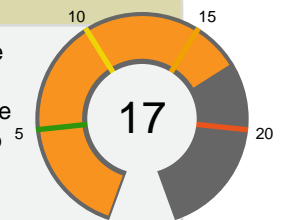
Work-Life Balance

On average, James believes too much time is being spent at work, or on home issues which conflicts with the other.



Role Potential

This score indicates that James may be increasing in his/her feeling of career stagnation or lack of job growth because of few opportunities for learning and job enhancement/challenge are being offered.





Attachment • Motivation • Performance

Individual Report

Jeffrey Morris

AMPLE

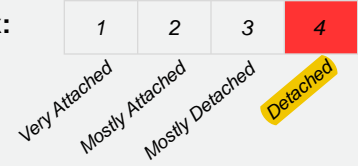
Completed On: June 9, 2018
Completion Time: 24.2m

Company: New York, NY
Department: Call Center
Shift: 2nd

Current Condition:

Green

Attachment Index:



■ Normal
 ■ Normal
 ■ Caution
 ■ Concern
 ■ Issue

Workplace Perception Profile	Level 1	Level 2	Level 3	Level 4	Level 5
Clear Purpose / Goals		■			
Respect		■			
Trusting Environment		■			
Connectedness	■				
Effective Communications		■			
Task / Job Support		■			
Organizational Commitment				■	
Work-Life Balance			■		
Staff Utilization					■
Clear Career Opportunities		■			
Appreciation		■			
Current Condition		■			

Jeffrey's Additional Comments:

Jeffrey's AMP History:



Validity: 0 (Very Valid)
Date of Hire: 11/03/2014



Attachment • Motivation • Performance

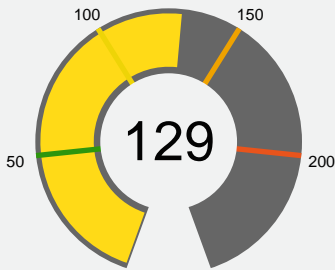
Individual Report

Jeffrey Morris

AMPLE

Completed On: June 9, 2018

Completion Time: 24.2m



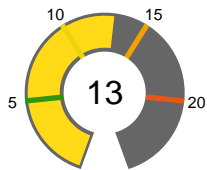
Stress Total

The overall stress score for Jeffrey is in the range (125 to 144) that can start to act as a drag on this individual's job motivation or where he/she may be feeling challenged in his/her work.

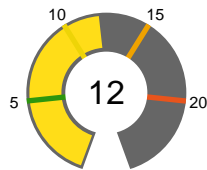
Your stress scores indicate they are increasing in intensity at this time.

■ Normal ■ Normal ■ Caution ■ Concern ■ Issue

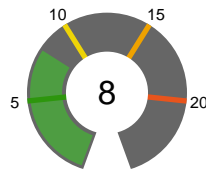
Stressors



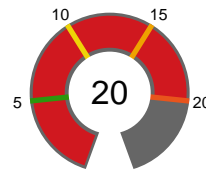
Work-Life Balance



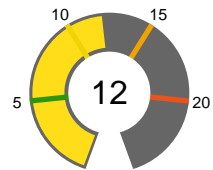
Role Potential



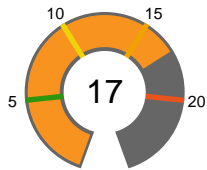
Alignment of Expectation



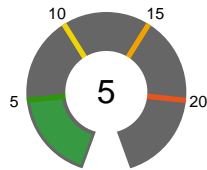
Role Shift



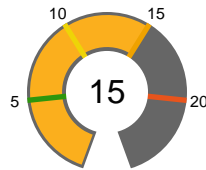
Workload Level



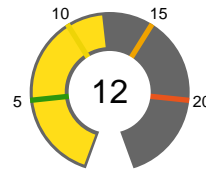
Team Support



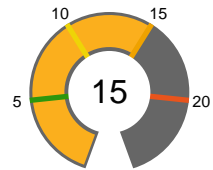
Competence Perception



Culture Alignment



Role Clarity



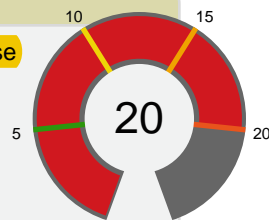
Resource Availability

Stress Triggers

Of the 10 stressors, below are the two highest levels of stress.

Role Shift

On average, Jeffrey is feeling a decrease in his/her level of responsibility, job importance, and/or he/she has feelings of not being fully utilized.



Team Support

On average, Jeffrey believes others are not helping to get his/her job done, which can trigger other issues such as trust and communication breakdowns.

