



Attachment • Motivation • Performance

AMPLE

Sample Report

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Report Compiled On: 09/21/2020

Team Health Report

AMPLE

Report Compiled On: September 21, 2020
 # of Employees: 15
 Average Completion Time: 12m

Company:
All

Department:
All

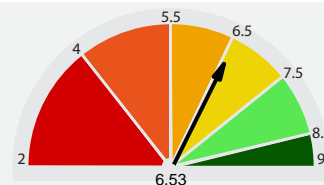
Supervisor:
All

Shift:
All

Team:
All

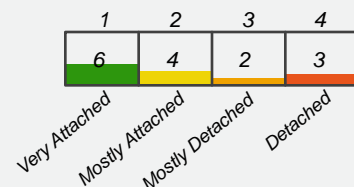
Current Operating Level:

The Current Operating Level for this team is 6.53 out of 9.



Attachment Level:

The average Attachment Level for this team is 2.13.



Performance Profile	Very Poor	Poor	Below Average	Average	Good	Very Good	Priority
Clear Purpose / Goals				75%			6
Respect				75%			7
Trusting Environment				71.7%			5
Connectedness				75%			8
Effective Communications				78.3%			10
Task / Job Support				75%			9
Supervisory Support					93.3%		12
Organizational Commitment					85%		11
Work-Life Balance		50%					2
Staff Utilization			53.3%				3
Clear Career Opportunities	28.3%						1
Appreciation			62.5%				4
Average Performance Score:				68.5%			

Top Priority - Clear Career Opportunities

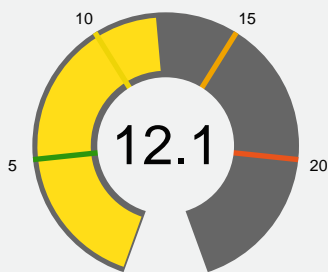
The top priority to address is Clear Career Opportunities. Members of this work group may feel stagnant or as though there is a lack of a clear career path in their job.

Current Operating Level - 6.53

The Current Operating Level of this team is in the caution range. Review the Organizational Impact Summary and Performance Profile results (above) to identify potential problem areas.

Attachment Level - 2.13

The Attachment Level for this team shows that they are currently attached to the organization and feel their current work situation is ok, but they are careful to keep their options open.

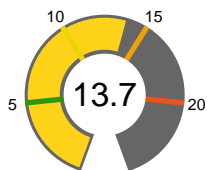


Stress Average

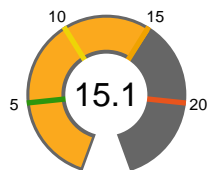
The overall average stress score for this group is in the slightly elevated range of 10 to 12.5 points with 25 being the highest possible. This level is often motivating.

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

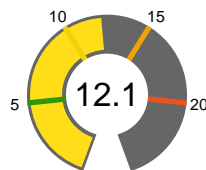
Stressors



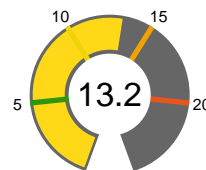
Work-Life Balance



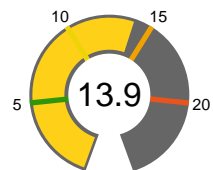
Role Potential



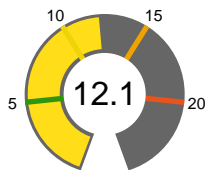
Alignment of Expectation



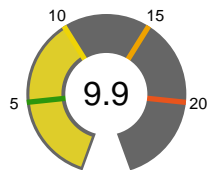
Role Shift



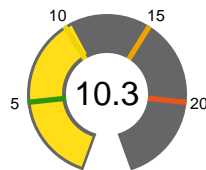
Workload Level



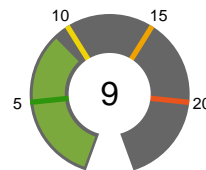
Team Support



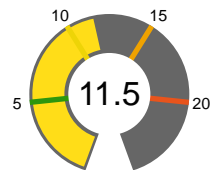
Competence Perception



Culture Alignment



Role Clarity



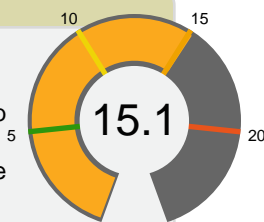
Resource Availability

Stress Triggers

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

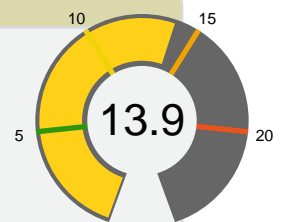
Role Potential

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



Workload Level

This score indicates that the team members have too much work being required or there is simply too much on their plate.



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.

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).

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.

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).

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.

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

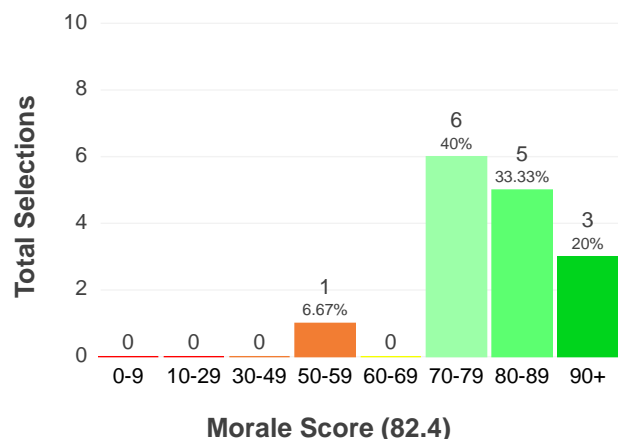
Competence Perception – Lack of knowledge, skill, or preparation to be effective in a particular role.

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

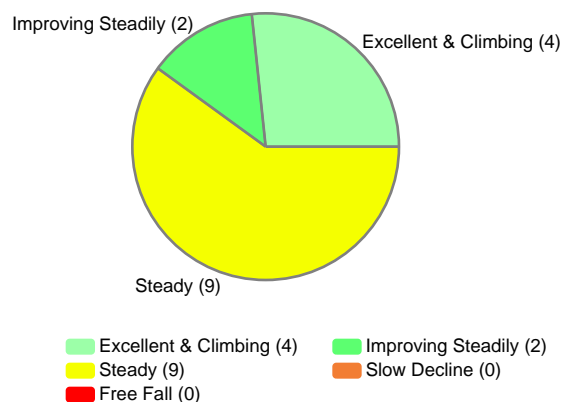
Role Clarity – Unclear feedback from others about one's responsibilities and performance.

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

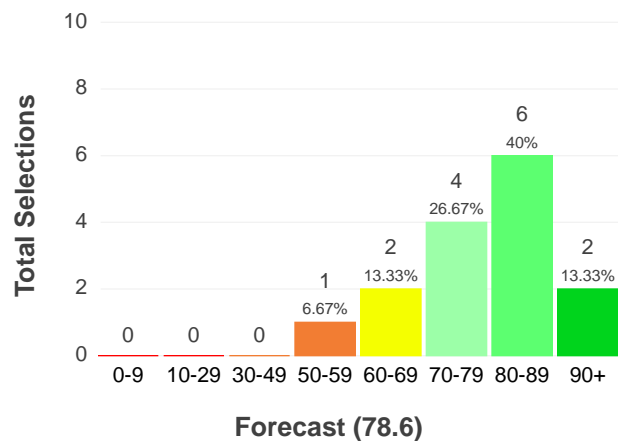
Recent Morale Scale



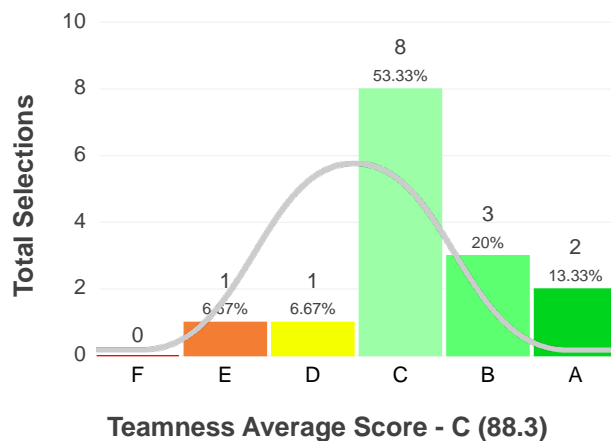
Recent Morale Changes



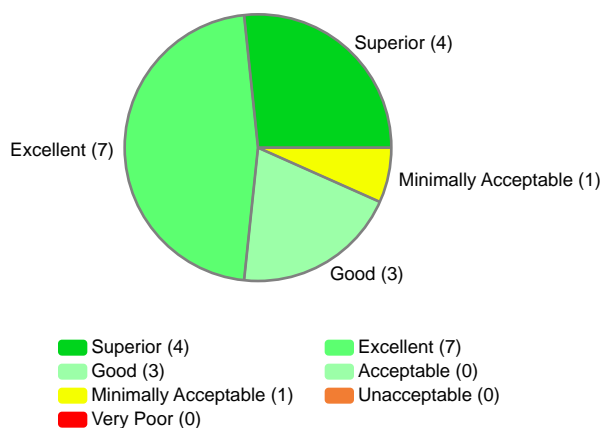
Workgroup Forecast



Teamness Ratings



Supervisory Support



Workgroup Health

