

INDIVIDUAL AND WORKING ENVIRONMENT VITAL SIGNS



**Sample Results of Working Environment
Vital Signs – Perspective 1**

Mid-Sized Engineering Company – 1 to 4 (4 as best),
Environment 20 = 100% – View of Others and Self-View 16 = 100%

Title/Role(s): **Administrative Staff, Front Office**

Responsibilities: Administrative support staff who handles day to day, scheduling, calls, assists with accounting, RFP production, and marketing.

Environment: Conduct: 10/20 = 50% – Message 10/20 = 50% – Leadership 9/20 = 45% – Engagement 8/20 = 40%

View of Others: UM 7/16 = 44% – MM 7/16 = 44% – PM 9/16 = 63% – PS 8/16 = 50% – CW 8/16 = 50%

Self-View: See highlighted row. *Loyal Hoping Org Conduct Will Change 3 – Informed by Org Message 2 – Responsive to Leadership Hoping Non Dictatorial Leadership Will Change Course 3 – Positive on Current Engagement Policies 2 – Total 10/16 = 63%*

Environment	Org Conduct	10	Org Message	10	Leadership	9	Engagement	8	
Upper Mgmt.	Respectful	2	Mindful	2	Ethical	2	Clear Policy	1	7
Middle Mgmt.	Impartial	2	Consistent	1	Proactive	2	Affirming	2	7
Project Mgrs.	Objective	2	Sincere	3	Support WL Balance	2	Appreciative	2	9
Prof Staff	Trustworthy	3	Focused	3	Optimistic	1	Enthusiastic	1	8
Admin Staff	<i>Loyal</i>	<i>3</i>	<i>Informed</i>	<i>2</i>	<i>Responsive</i>	<i>3</i>	<i>Positive</i>	<i>2</i>	10
Clients' Views	Upbeat	2	Clear	2	Accessible	2	Committed	2	8

How does this employee's role influence responses?