ONE COMMON FACTOR CONTRIBUTES TO AN ORGANIZATION’S CAPACITY TO MEET CHALLENGES – THE HUMAN ELEMENT:

- Our research-based 12-Factor Organizational Health Model was developed by psychologist and organizational health specialist, Dr. Patricia Fisher.
- The Model focuses on a powerful approach to understanding and predicting human behavior and attitudes in the workplace.
- The Model has been successfully applied to organizations large and small and includes all the psychological, social and culture elements that contribute to organizational effectiveness.
- The Model demonstrates the essential roles of leadership and employee health and wellness and how critical they are to the culture and functioning of your organization.
- Understanding and applying our practical and comprehensive model provides a framework to effectively approach and comprehend the complex human challenges that affect every aspect of organizational functioning.
Organizational Health includes all the psychological, physiological and social components of the organizational system – all the distinctly human parts and culture elements that contribute to organizational function and capacity.

Biology provides a good analogy: while Organizational Structure describes the skeleton, Organizational Health describes the muscle and soft tissues that bring the skeleton to life.

Organizations face many complex challenges to their effectiveness, capacity and sustainability. One common factor contributes to an organization’s capacity to meet these challenges – the human element – the focus of an Organizational Health approach. Dr. Fisher’s research-based model identifies 12 critical factors, which fall into a base set of 3 Foundation Elements and three layers of 9 Outcome Elements.

Even with the most comprehensive and advanced organizational structure, poor levels of organizational health critically undermines the effectiveness and productive capacity of an organization. However, with high levels of organizational health, systems are enormously resilient and may often transcend and transform the apparent limitations of their structure.
ORGANIZATIONAL HEALTH ASSESSMENT

The Organizational Health Assessment provides a unique and detailed diagnostic which guides specific and targeted recommendations. The assessment is designed to support and enhance the strengths in the system and effectively address the challenges.

ASSESSMENT PROCESS

The comprehensive assessment includes both qualitative and quantitative information. This provides an accurate profile of an organization’s current functioning and insights into the relevant history of strengths and challenges.

Quantitative measures: The online test battery which takes 10-15 minutes to complete. This Organizational Health Survey includes:

- A 72-item assessment tool identifies organizational areas of strength, risk and challenge in each of the 12 Organizational Health Factors
- A 16 item Brief Self-Care Survey
- A 16 item Brief Stress Symptom Screen
- Background demographic information including organization-specific information, job type, age, gender, years with the organization, turnover intentions, retirement plans, and family factors

Qualitative measures: 60-90 minute structured interviews with key individuals within the organization and representatives of important demographic subgroups.
REPORT & RECOMMENDATIONS

Based on the structured interviews and survey results, a user-friendly report profiles:

- The 12 Organizational Health factors
- Self-Care measures
- Clinical Stress Symptoms

These are all examined in terms of the full group and each of the 10 demographic analyses (e.g., age groups, job description, years with organization, etc.). This level of detail alerts us to the very specific dynamics present for different groups.

Based on the detailed results, the report provides a set of practical and specific strength-based recommendations designed to address the challenges facing the organization. While the results support targeted recommendations for action and intervention, they also provide a benchmark against which to measure gains in later surveys.