

# Organizational Health Check Checklist

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Understanding your organizations health isnt optional its essential. When your people systems are strong, your strategy succeeds. This checklist reveals where your culture, leadership, and operations may need realignment to support sustainable performance.

## 1. Leadership & Strategic Alignment

- ☐ Leadership behaviors reflect core values, not just stated goals.
- ☐ Leaders communicate direction clearly and connect strategy to daily work.
- ☐ Teams understand how their work supports organizational success.
- ☐ Theres a proactive approach to developing future leaders.
- ☐ Decision-making is inclusive and grounded in data and values.

## 2. Culture & Psychological Safety

- ☐ Employees feel safe to speak up, challenge ideas, and admit mistakes.
- ☐ Feedback flows both ways upward, downward, and peer-to-peer.
- ☐ Values are embedded in how people are hired, recognized, and promoted.
- ☐ Conflict is addressed in healthy, productive ways.

## 3. Talent & Performance Systems

- ☐ Roles and responsibilities are clear, current, and meaningful.
- ☐ Hiring practices are structured, fair, and focused on competencies.
- ☐ Onboarding is designed to integrate people into culture and performance.
- ☐ There is clarity and consistency in how performance is evaluated.
- ☐ Career growth and development are supported through real opportunities.

## 4. Engagement, Retention & Wellbeing

- ☐ Employees feel a sense of belonging and purpose in their work.
- ☐ Engagement is measured regularly and acted on meaningfully.
- ☐ The organization monitors workload, burnout, and morale proactively.
- ☐ There is access to resources that support employee mental health.
- ☐ People are not just staying they are thriving and growing.

## 5. Change Readiness & Organizational Agility

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- ☐ Change is planned with input and communicated transparently.
- ☐ Employees are trained and supported during periods of transition.
- ☐ Innovation is encouraged, even when it involves calculated risk.
- ☐ Cross-functional teams work well together toward shared goals.
- ☐ The organization continuously assesses and evolves its systems.

## **Let's discuss.**

Schedule your complimentary strategy session today and start building a healthier, more effective workplace.