



What's Your IWQ?*

*INSPIRING WORKPLACE QUOTIENT

Grade your company on a scale of 1 - 10 in the categories presented.

- 1: You are an epic fail in this category
- 5: You are average in this category
- 10: You are perfection; an absolute rock star in this category

CATEGORY	SCORE
1. P _____	_____
2. E _____	_____
3. O _____	_____
4. P _____	_____
5. L _____	_____
6. E _____	_____
TOTAL SCORE:	_____

- 50 - 60: You are crushing it. It will be important to maintain what you've established, because consistency grows trust. Keep up the great work! **NEXT STEPS:** Have you applied for Top Workplaces or Great Place to Work Certification? You should!
- 40 - 50: You likely have a healthy culture, but there's room for improvement. **NEXT STEPS:** Focus on the lowest scoring area and meet with your team to brainstorm how to improve. If needed, call in reinforcements for a fresh perspective.
- 25 - 39: You may need to revisit , refresh, (or establish) your company's Core Values and clarify your "Why?" These are the foundation from which to build an inspiring workplace. **NEXT STEPS:** Reflect on why YOU started this in the first place. Consider where you may have veered off course. Schedule a leadership team summit to sure up your foundation.
- Under 25: It's time for an infusion of inspiration at your workplace. But first, are YOU inspired? A company will never rise higher than the leader's level of enthusiasm. If you are predominantly short-tempered, impatient, fearful, or negative, your vision will be clouded, making it difficult to right the ship. **NEXT STEPS:** Assess the five people with whom you spend the most time. Can you edit out energy vampires and replace with people who breath life into you? Spend time on your own well-being and allow those most inspired at work to have a more visible, vocal role while you get stronger.