

## Work climate control

The following questionnaire on the working climate was developed by the German labour medicine.  
Please tick each time the testimonial that resembles the working climate in your company.  
Each box checked will be evaluated by one point.

<b>Testimonial:</b>	
<i>The atmosphere in our team, in our department, is not important to our superior. Problems between colleagues are not heard. The most important thing is that everything works.</i>	
<i>In our company there is a lot of competition - whoever wants to progress must elbow his way up.</i>	
<i>In the company, there is at least one of the following stress factors: Time pressure, not enough employees, noise, heat, dirt...</i>	
<i>Private contacts between colleagues are rather rare.</i>	
<i>If the Chief summons an employee, most often it is for overtime or criticism. Praise, recognition or a kind word, hardly come to their lips.</i>	
<i>In our company, hierarchies are rigid, work on one's own responsibility is not demanded, important information are provided to employees late or not at all.</i>	
<i>Conflicts in daily collaboration are often obscured. No one feels responsible for the problems that need to be tackled.</i>	
<i>The fluctuation of the company / department is high; many employees are frustrated and hope to get another position as soon as possible. In the last twelve months, there has been a reorganization (e.g. a new company concept) without preparing the employees.</i>	
<i>The team often splits into strong coalitions. The small groups hardly exchange much with each other.</i>	
<i>In the past 12 months, at least one employee has resigned or been fired because of poor team or management performance.</i>	
<i>Rumours or malicious remarks are the order of the day. There are never open discussions.</i>	
<i>In our company there is no staff delegation, or a delegation of committed staff, to whom we could talk in confidence.</i>	
<i>The company is in an economically unfavourable situation. A reduction of positions has already been carried out, announced or can no longer be excluded.</i>	
<i>If someone in the group makes a mistake, there are always individual colleagues who tell the superior.</i>	
<i>Intrigue and jealousy are widespread in the department.</i>	
<i>The superior is often capricious and unpredictable, or does not tolerate any opposition.</i>	
<i>In services where only men work, some of them seem to discriminate against women, which they show with ambiguous expressions.</i>	
<i>The superior is a specialist in the field, but distances himself quite a bit from his collaborators. He is not interested in the opinion or competence of others.</i>	
<i>Hierarchical instructions are often unclear or contradictory. No one really knows what they could do or how they should behave.</i>	

**Evaluation:**

0 to 4 points:

The work climate is pretty good. There are some conflicts and problems in the world of work, but they have to be confronted and not ignored. Some of the issues you discovered in the test can quickly be resolved. Your work climate is strong enough to see conflicts and to resolve them with your supervisor.

5 to 9 points:

Working in your company is not favourable. There are too many conflicts that could degenerate into harassment. If possible, find adequate solutions. Try to find allies in your company who are also interested in improving the degrading situation. Be vigilant.

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