

Step 1: Identify Psychosocial Factors of Concern or Relative Strength

For each Psychosocial Factor, note the rating or score as indicated by the GM@W Survey Results and/or the GM@W Organizational Review Results.

	SERIOUS CONCERNS		SIGNIFICANT CONCERNS		MINIMAL CONCERNS		RELATIVE STRENGTHS	
	GM@W Survey	GM@W Organizational Review	GM@W Survey	GM@W Organizational Review	GM@W Survey	GM@W Organizational Review	GM@W Survey	GM@W Organizational Review
PF1: Psychological Support	16		37		32		15	
PF2: Organizational Culture	24		40		29		7	
PF3: Clear Leadership & Expectations	16		37		33		14	
PF4: Civility & Respect	18		40		31		11	
PF5: Psychological Competencies & Requirements	7		34		42		17	
PF6: Growth & Development	11		26		39		24	
PF7: Recognition & Reward	17		32		33		18	
PF8: Involvement & Influence	14		34		35		17	
PF9: Workload Management	17		43		29		11	
PF10: Engagement	1		5		21		73	
PF11: Balance	31		41		21		7	
PF12: Psychological Protection	28		37		25		10	
PF13: Protection of Physical Safety	11		30		34		25	