WORK RELATIONSHIP ASSESSMENT FORM

Plot your practice's performance in these seven critical areas on the continuum below. You may want your colleagues and staff to assess your practice as well, then compare and discuss your ratings.

Characteristic	What does it look like?	Where is your practice on this continuum?
Trust	• Seeking input from others. • Allowing others to complete their work without unnecessary oversight. • Feeling comfortable discussing successes and failures.	| always | | sometimes | | never |
Diversity	• Including people who have different backgrounds or perspectives. • Encouraging those who think differently about important issues to share their opinions.	| always | | sometimes | | never |
Mindfulness	• Being open to new ideas. • Talking freely about what is and isn't working in the practice. • Adjusting routines in response to current situations; not running on autopilot.	| always | | sometimes | | never |
Interrelatedness	• Being attentive to current tasks as well as larger goals. • Being aware of individual roles and how they affect other functions and people in the practice.	| always | | sometimes | | never |
Respect	• Being considerate, honest and tactful. • Valuing others' opinions.	| always | | sometimes | | never |
Varied interaction	• Understanding the importance of both social and task-related relationships. • Encouraging people to pursue activities outside of work.	| always | | sometimes | | never |
Effective communication	• Understanding when certain methods of communication are more appropriate and timely than others. • Using "rich communication" (e.g., face-to-face meetings) for more sensitive matters. • Using "lean communication" (e.g., memos) for routine matters.	| always | | sometimes | | never |