

## Topic: Organizational Wellness

### Result:

Company leaders discovered the temperature of the organization through employee perception on working conditions, performance management and supervisory/leadership issues as well as uncovered the natural behavior profile of the company that revealed communication issues and causes of stress. Strategic objectives were modified accordingly.

The company wanted to take its wellness program to the next level by examining the culture and behavior of the organization by using the Invigoration Analysis™

### Key Steps:

- Established on-line access and web link for the client company
- Presented purpose and process to employee group and disseminated written instructions
- With 100% participation, Consulting Resources compiled the cultural data and the behavioral data, using the Extended DISC Personal Analysis questionnaire
- Prepared and presented the Report of Findings which included the aggregate results of the cultural portion of the questionnaire and the Extended DISC Team Analysis Shotgun Map.
- Worked with company leaders to review the information and develop an action plan that integrated with the overall business strategy and its wellness program. The top key findings with critical action steps were presented to the employee group.
- The company continues to work on its action plan.