

# WORKPLACE HEALTH CHECKLIST

IS YOUR WORKPLACE CULTURE AT RISK?

10 QUICK QUESTIONS FOR SMART BUSINESS OWNERS

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## **Instructions:**

Answer YES or NO to each question.

## **Questions:**

1. Are complaints processes undocumented and unclear?
2. Do staff lack confidence to raise issues?
3. Do managers lack knowledge on how to respond professionally to concerns?
4. Do you only check in on team performance (not culture and morale)?
5. Do you lack confidence defending how you handled a complaint if legally challenged?
6. Have you had unexpected resignations in the last year?
7. Have you noticed gossip, cliques, or “us vs them” behavior?
8. Have any concerns been handled informally, without documentation?
9. Has it been more than a year since you reviewed your workplace policies?
10. Have you ever dismissed a concern thinking “it's probably nothing”?

If you answered Yes to all or most of these questions, then your organisation may be at elevated risk. Even if you answered Yes to 1 or 2 of these questions, you should address them before culture risk develops.

**NEED A CONFIDENTIAL, NO-OBLIGATION WORKPLACE CULTURE CHECK?  
CONTACT INVESTIGATE SOUTH TODAY — SMART LEADERS ACT BEFORE PROBLEMS GROW.**