



Research and
Intervention Centre for
Healthy Workplaces

Evaluating and Improving Work Climate



The Research Institute of the
McGill University Health Centre

- ❖ Is your organization's « overall health » condition making you feel confident about its capacity to overcome future challenges regarding attraction and retention of health care providers?
- ❖ Do you have a validated evaluation tool to answer these questions built to ease action?
- ❖ Did you know that the perception of psychological work climate by the members of your organization is strongly related to their level of job satisfaction and organizational commitment, two predictors of absenteeism and turnover rates?

The Climate Grid

The "Climate Grid" is one of the most effective tools at your disposal to integrate various attempts to improve the overall "health" of workplaces and more precisely to improve employees' job satisfaction and organizational commitment.

By implementing the work climate assessment and improvement procedures we have developed at CRISO, you will progressively develop a work environment where employees:

- Know the importance of their contribution and their work.
- Benefit from an autonomy level corresponding to their responsibilities.
- Work to their full potential and tackle interesting challenges.
- Evolve in a role structure in which their responsibilities, objectives and who is in charge are clear.
- Work in a conflict-free environment, regarding regulations and third parties that can interfere with their functions.
- Obtain, most of the time, a realistic and comfortable workload.
- Occupy a function under a manager who prioritize trust and support.
- Be regularly informed by their managers about the goals and objectives of their work.
- Know that they can count on their superior to help them with their tasks (facilitate) when necessary.
- Evolve through a work team characterized by warmth through their interactions.
- Feel proud to be assigned with their work team.
- Work with a team that emphasize on cooperation.
- Sense that their organization promotes the innovation of its methods.
- Feel that the organization treats them right regarding decisions taken about their functions.
- Know that the organization care about their well-being and their work satisfaction.

CRISO, a group of researchers and management consultants who focus on your priorities!

- ❖ An assessment tool submitted to a rigorous scientific validation process, that has been used in 15 healthcare establishments in Quebec where 50 000 employees work everyday
- ❖ A database of 15,000 questionnaires from the healthcare sector, which gives us the possibility to benchmark your results
- ❖ Offrant des services de consultation dans la mise en œuvre d'une démarche d'amélioration continue.

Visit our Web site

www.criso.ca

Contact us

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