

# How to Use the Temperature Tool

Use this simple tool to gain the perspective of your team on the current temperature of compassion within your organization.

Start first with your leadership team. Ask each person to complete the tool and then discuss it as a group.

Following, ask each leader to repeat the exercise with members of their direct team.

Come back together as a leadership team to share collective feedback and identify top opportunities for improvement.

# Temperature Tool

Indicate on a scale of 1 (low) to 7 (high) how well your organization follows through on attitudes and actions of compassion.

1. The organization is mindful of the signs of burnout and provides outlets for conversation and options for readjustments

1                      2                      3                      4                      5                      6                      7

2. Leaders are slow to react in times of company or team member stress, taking time to explore a situation and collaborate to identify opportunities for change and growth.

1                      2                      3                      4                      5                      6                      7

3. Team members are slow to react in times of client (resident, family members, etc.) stress, taking time to explore a situation and collaborate to identify opportunities for change and growth.

1                      2                      3                      4                      5                      6                      7

4. Leaders or supervisors engage in routine conversation with team members to listen to concerns, provide feedback and brainstorm the best next steps.

1                      2                      3                      4                      5                      6                      7

5. Leaders engage in routine conversation with clients (residents, family members, etc.) to listen to concerns, provide feedback and brainstorm the best next steps.

1                      2                      3                      4                      5                      6                      7

6. All team members engage formally and informally in recognizing each other for jobs well-done or in other ways connected to each individual person.

1                      2                      3                      4                      5                      6                      7

7. Team members understand their role within the company and how they contribute to overall organizational success.

1                      2                      3                      4                      5                      6                      7

8. Team members engage in ongoing training and education connected to their role in order to contribute to client (resident, family member, etc.) satisfaction.

1                      2                      3                      4                      5                      6                      7

9. Leaders or supervisors empower team members to accomplish tasks in their own ways, providing guard rails to work within connected to organization expectations.

1                      2                      3                      4                      5                      6                      7

10. Leaders or supervisors are visible to all team members, routinely supporting others in their work and day-to-day tasks.

1                      2                      3                      4                      5                      6                      7