

Step 1: Identify Psychosocial Factors of Concern or Relative Strength

For each Psychosocial Factor, note the rating or score as indicated by the GM@W Survey Results and/or the GM@W Organizational Review Results.

	SERIOUS CONCERNS		SIGNIFICANT CONCERNS		MINIMAL CONCERNS		RELATIVE STRENGTHS	
	GM@W Survey	GM@W Organizational Review	GM@W Survey	GM@W Organizational Review	GM@W Survey	GM@W Organizational Review	GM@W Survey	GM@W Organizational Review
PF1: Psychological Support								
PF2: Organizational Culture								
PF3: Clear Leadership & Expectations								
PF4: Civility & Respect								
PF5: Psychological Competencies & Requirements								
PF6: Growth & Development								
PF7: Recognition & Reward								
PF8: Involvement & Influence								
PF9: Workload Management								
PF10: Engagement								
PF11: Balance								
PF12: Psychological Protection								
PF13: Protection of Physical Safety								