



ORGANIZATIONAL RISK ASSESSMENT

The following assessment provides a structured snapshot of your organization's health across key areas of operations, culture, and decision-making. Through a short set of targeted questions in 5 key areas, it evaluates where pressure, misalignment, or inefficiencies may be hiding beneath the surface.

Your responses will generate a score that indicates your level of risk for an “organizational infarction”—a critical point where unresolved issues begin to significantly impact performance, clarity, and overall effectiveness.

Use the results to identify early warning signs, prioritize action, and strengthen the systems that keep your organization functioning at its best.

Instructions:

Please rate each of the following statements based on the current situation in your company. Use the following scale to assign point values:

1 = Strongly Disagree | 2 = Disagree | 3 = Neutral | 4 = Agree | 5 = Strongly Agree

1. Stress & Workload

SCORE

Regular assessments of employee stress levels are conducted

The company offers effective programs for well-being and mental health

Leaders are trained to manage organizational stress

There is a healthy balance between workload and available resources

2. Communication and Corporate Culture

SCORE

Internal communication is clear, open, and effective

A culture of trust and mutual support is encouraged

Employees feel they can express concerns without fear of negative consequences

The company has effective mechanisms for conflict resolution and collaboration improvement

3. Identification of Talents, Strengths, and Values

SCORE

The company has a clear process for identifying and developing employees' individual talents

Leaders recognize and foster their teams' strengths

The company's values align with employees' personal values

A culture based on strengths, recognition, and professional development is promoted

4. Innovation and Adaptability

SCORE

The company encourages creativity and continuous improvement

Employees are encouraged to propose new ideas and solutions

The organization adapts well to changes in the market and workplace

Strategic decisions are based on data and analysis

5. Workplace Attendance and Well-Being

SCORE

The organization supports a work environment that promotes attendance and well-being

Corporate health and well-being programs are accessible and effective

Employees receive support in situations that affect their well-being

The organization regularly assesses factors that may influence workplace attendance

Results

Tally up your total score and see how your organization fares



5-12 Points

RED WARNING

Your company is at high risk of an “organizational infarction.” Immediate action is recommended to prevent a crisis.



13-20 Points

MODERATE RISK

There are areas that need improvement, particularly in stress management and strengths development.



21-28 Points

GOOD HEALTH

The company is on the right track but can further optimize its focus on well-being, innovation, and value alignment.



29-35 Points

STRONG RESILIENCE

Congratulations! Your organization prioritizes well-being, adaptability, and talent development.



What's Next?

Share your results to receive personalized recommendations and explore tailored coaching options for your leadership team or organization.

Send your score and contact details to info@cpalmer.de or submit them via www.cpalmer.de.

