

THRIVE INDEX REFLECTION

We've identified a few key elements that seem to contribute to thriving in the workplace. When expectations, norms, and priorities are understood and agreed upon we have the right environment for high performance, which is optimal for everyone. Occasionally gauging your experience at work is a healthy practice.

Reflect on the statement below. In each section, total your responses and record your reflections. Once you've completed each section, identify and prioritize specific actions based on your insights, hold yourself accountable to them, and assess your experience again in 6-12 months. If and how you share your results with others is entirely up to you. This is anecdotal, not scientific--use it to gain insights and start a conversation.

HIGH PERFORMANCE

I am motivated to serve patients and colleagues and jump in wherever I can be helpful. I hold the bar high for myself and expect others to do the same.

	Strongly Disagree		Neutral		Strongly Agree
I am passionate about serving our patients and colleagues.	1	2	3	4	5
I expect more of myself than others expect of me.	1	2	3	4	5
I recognize that I am accountable to manage myself.	1	2	3	4	5
I actively seek challenge and opportunities to add value.	1	2	3	4	5
I take advantage of the support systems available, if needed, so I can bring my best to work.	1	2	3	4	5
REFLECTIONS					
					<hr/> TOTAL

WORK

My skills, talents, and expertise allow me to consistently add value either directly or indirectly to patients. I enjoy showing initiative and welcome being held accountable on teams. I am sought after because of my contributions.

	Never		Some-times		Often
The feedback I get tells me I regularly exceed expectations.	1	2	3	4	5
The work I do aligns with my passion and areas of interest.	1	2	3	4	5
I am sought after to join project teams or internal initiatives.	1	2	3	4	5
Others seek my input or perspective on their work.	1	2	3	4	5
I believe my work contributes significantly to our organization's success.	1	2	3	4	5
REFLECTIONS					
					<u> </u> TOTAL

GROWTH

I welcome the opportunity to learn and develop. I recognize that by seeking, receiving, and giving feedback I participate in building a growth mindset at work. I realize that I will develop as a higher performer by being open and vulnerable.

	Strongly Disagree		Neutral		Strongly Agree
Over the past year I have grown professionally.	1	2	3	4	5
TiER1 is an environment that provides challenging opportunities for me.	1	2	3	4	5
I get meaningful feedback that helps me improve.	1	2	3	4	5
I have mentors and others I trust that help me identify how to grow.	1	2	3	4	5
When I struggle, or have a miss, co-workers help me make it right and learn from it.	1	2	3	4	5
REFLECTIONS					
					<u> </u> TOTAL

CONNECTION

I understand that this organization has high standards. I believe I can reach those standards. This is a safe place and the connections and relationships impact my life in a positive way. I belong here.

	Strongly Disagree		Neutral		Strongly Agree
I have close friends here.	1	2	3	4	5
I generously share information that could benefit others.	1	2	3	4	5
I feel safe and well supported.	1	2	3	4	5
I feel my talents are understood and appreciated.	1	2	3	4	5
The options that our organization offers to connect and stay informed work for me.	1	2	3	4	5
REFLECTIONS					
					<u> </u> TOTAL

WELLNESS

I carefully manage my time by prioritizing the commitments in my life. As a result, my stress level is typically tolerable. When I feel an imbalance, I act quickly to bring my life back into alignment. If needed, I have healthy coping methods and/or people who support me.

	Strongly Disagree		Neutral		Strongly Agree
I am effectively managing the stresses in my life.	1	2	3	4	5
I have ample energy for my work, my family and myself.	1	2	3	4	5
I feel physically, mentally, and emotionally healthy.	1	2	3	4	5
If my energy wanes and/or becomes negative, I take action to recover and renew.	1	2	3	4	5
This organization's impact on my life is positive.	1	2	3	4	5
REFLECTIONS					<hr/> TOTAL