



Clark Healthy Work Environment Inventory[©]

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Source: Clark, C.M., Sattler, V. P., Barbosa-Leiker, C. (2016). Development and testing of the Healthy Work Environment Inventory (HWEI): A reliable tool for assessing work environment health and satisfaction, *Journal of Nursing Education*, 55(10), 555-562.

Completing the Clark Healthy Work Environment Inventory:

This inventory is an evidence-based questionnaire designed to assess the perceived health of your workplace, increase awareness, generate discussion, and identify ways to enhance workplace health. It may be completed as an individual assessment or may be used to assess the perceptions of a work group.

To complete the inventory, consider the 20 statements listed below. Read each statement carefully. Using a scale of 1- 5; (5) completely true, (4) somewhat true, (3) neutral, (2) somewhat untrue, (1) completely untrue, select the response that most accurately represents how true you believe each statement to be. Enter the score for each item; then add the numbers to determine the overall health of your workplace. Scores range from 20-100.

	Completely True (5)	Somewhat True (4)	Neutral (3)	Somewhat Untrue (2)	Completely Untrue (1)
1. Members of the organization live by a shared vision and mission based on trust, respect, and collegiality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. There is a clear and discernible level of trust between and among formal leadership and other members of the workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Communication at all levels of the organization is transparent, direct, and respectful	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Employees are viewed as assets and valued partners within the organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Individual and collective achievements are celebrated and publicized in an equitable manner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. There is a high level of employee satisfaction, engagement, and morale	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. The organizational culture is assessed on an ongoing basis, and measures are taken to improve the workplace culture based on the results of that assessment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Completely True (5)	Somewhat True (4)	Neutral (3)	Somewhat Untrue (2)	Completely Untrue (1)
8. Members of the organization are actively engaged in shared governance, joint decision-making, and policy development, review and revision	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Teamwork and collaboration are promoted and are evident	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. There is a comprehensive mentoring program for all employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. There is an emphasis on employee wellness and self-care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. There are sufficient resources for professional growth and development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Employees are treated in a fair and respectful manner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. Workload is reasonable, manageable, and fairly distributed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Members of the organization employ effective conflict-resolution skills and address disagreements in a respectful and responsible manner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. The organization encourages free expression of diverse, and/or opposing ideas and perspectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. The organization provides fair salaries, benefits, compensations, and other rewards	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. There are sufficient opportunities for promotion and career advancement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. The organization attracts and retains the 'best and brightest'	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. The majority of employees would recommend the organization as a good or great place to work to their family and friends	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Subtotal					
Add the scores for each column; Enter your TOTAL score in the column to the right					

Scoring the Clark Healthy Work Environment Inventory®

90-100: Very healthy

80-89: Healthy

70-79: Moderately healthy

60-69: Mildly healthy

50-59: Unhealthy

Less than 50: Very unhealthy