

# **Workplace Spirituality Assessor** (part)

**THE  
WORKPLACE SQ  
SPIRITUALITY QUOTIENT**



## Workplace Spirituality Assessor (part)

Produced  
by

Kinematic Pty. Ltd.

tel / fax : (+ 61 3) 5222 7578

E-mail : [leigh@kinematic.com.au](mailto:leigh@kinematic.com.au)

Internet : <http://www.kinematic.com.au>

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**You are welcome to share this with others.**



## The SQ test is easy!

The next few four pages consist of statements to which you need to say HOW MUCH you agree within a range of possible responses from Strongly Agreeing to Strongly Disagreeing.

A Statement appears in the top left hand corner of the questionnaire, the conclusion of the statement appears in the boxes below. Read each statement completely on its own and tick the box which BEST describes your level of agreement with the complete statement.

When you complete the assessment, add up the ticks in each column and multiply by the score value of that column. For example, ticks in the **Strongly Disagree** column are worth negative 2 (this means you will subtract two points from the total score) and ticks in the **Strongly Agree** column are worth two (2) points. This scoring process will give you a total score for that aspect of the SQ. At the bottom of the questionnaire there is a place to put your scores.

Take the score from each questionnaire and plot them on the Spirituality Diamond. NOTE: HIGHEST SCORES ARE AT THE CENTRE AND LOWER SCORES ARE ON THE OUTSIDE.

Now you can see where your team(s) or WORKPLACE can be placed with respect to SQ.

**Remember, this is only part of the SQ and is no substitute for professional advice nor more detailed analysis.**

With respect to taking action, for advice you can contact  
Dr. Leigh Kibby on  
(+61 3) 5222 7578 or on email to [leigh@kinematic.com.au](mailto:leigh@kinematic.com.au)  
Dr. Kibby's work is also available at:  
<http://www.kinematic.com.au>



## Workplace SQ – Workplace Meaning

Statement	1 Strongly Agree	2 Agree	3 You neither agree nor disagree	4 Disagree	5 Strongly Disagree
<b>By the actions of its members, overall I would say our team .....</b>					
Acts ethically					
Has a moral code of conduct					
Acts for the betterment of the workplace					
Acts for the betterment of society					
Members challenge unethical behaviour					
Members challenge actions that are purely for commercial gain					
<b>Total Number of ticks in each column</b>	x2 =	x 1 =		x 1 =	x 2 =

Score : (Total of first two columns) \_\_\_\_\_  
 SUBTRACT  
 (Total of last two columns) \_\_\_\_\_ = \_\_\_\_\_  
Meaning Score



## Workplace SQ – Workplace Purpose

Statement	1 Strongly Agree	2 Agree	3 You neither agree nor disagree	4 Disagree	5 Strongly Disagree
<b>By the outcomes of its efforts, overall I would say that what our team does, or produces, is .....</b>					
Ethical (falls within ethical behavioural requirements OR charters OR codes of conduct)					
Moral (meets what you see as moral imperatives such as caring about human life; being fair; is compassionate etc)					
Important to the organisation					
For the betterment of the community in which the organisations is based					
For more than commercial gain					
Sustainable (if unsure, use your best judgement based on what you think OR refer to the Sustainability Diamond available from <a href="http://www.kinematic.com.au">http://www.kinematic.com.au</a> in the "FREE Downloads" section)					
<b>Total Number of ticks in each column</b>	x2 =	x 1 =		x 1 =	x 2 =

Score : (Total of first two columns) \_\_\_\_\_  
 SUBTRACT  
 (Total of last two columns) \_\_\_\_\_ = \_\_\_\_\_  
Purpose Score



### Workplace SQ – Workplace Destiny

Statement I believe.....	1 Strongly Agree	2 Agree	3 You neither agree nor disagree	4 Disagree	5 Strongly Disagree
The team would say it has a vision					
Our personal vision's are aligned to our work here					
Our personal vision's contribute to the work here					
The team vision enables the achievement of our individual visions					
Team members could state the team vision					
Team members could state their colleagues' personal visions					
<b>Total Number of ticks in each column</b>	x2 =	x 1 =		x 1 =	x 2 =

Score : (Total of first two columns) \_\_\_\_\_  
 SUBTRACT  
 (Total of last two columns) \_\_\_\_\_ = \_\_\_\_\_  
 Destiny Score



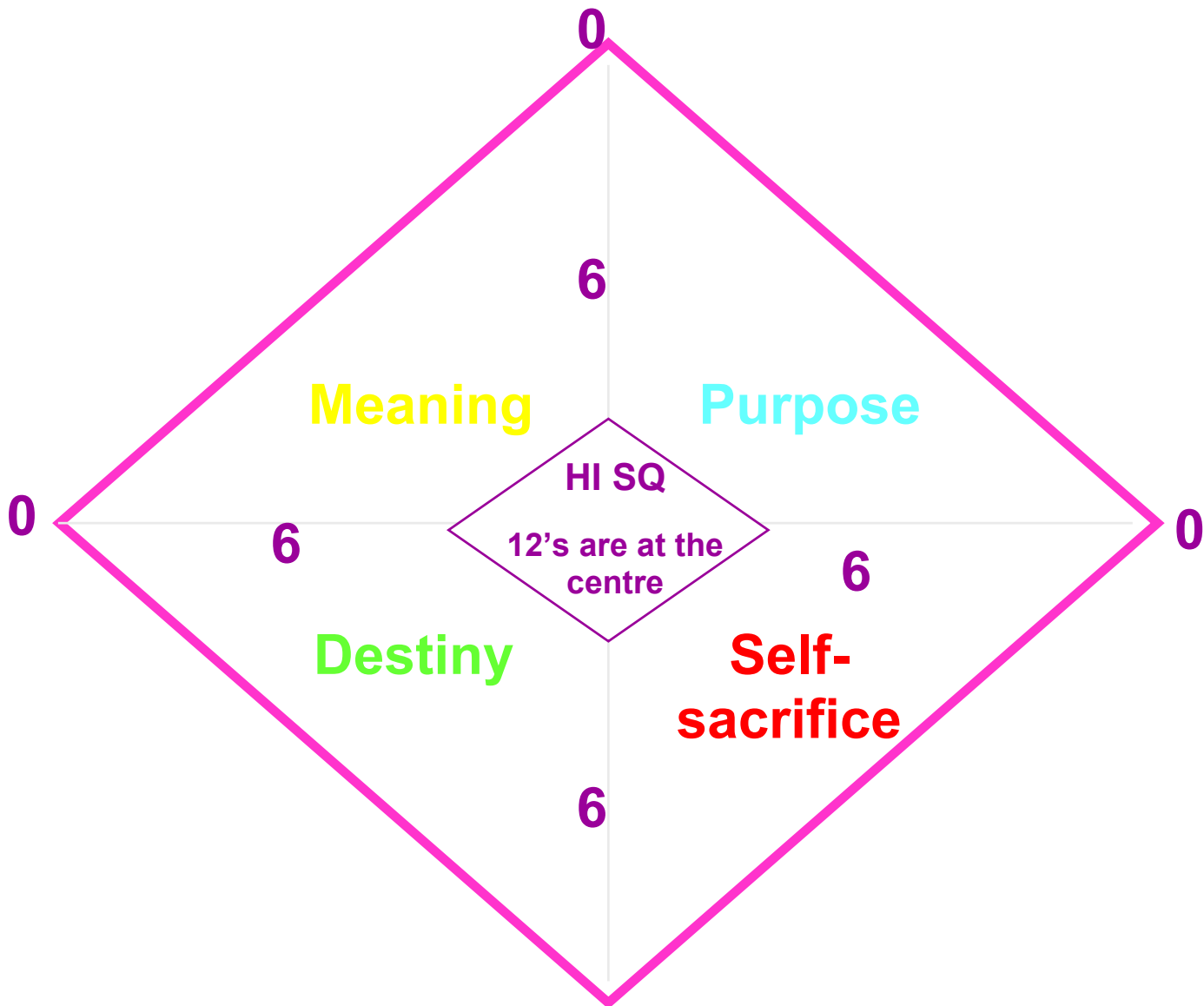
### Workplace SQ – Workplace Self-sacrifice

<b>Statement</b>  <b>Answer the following with respect to your team or, if you work predominantly alone, respond based on what you do</b>	<b>1</b>  <b>Strongly Agree</b>	<b>2</b>  <b>Agree</b>	<b>3</b>  <b>You neither agree nor disagree</b>	<b>4</b>  <b>Disagree</b>	<b>5</b>  <b>Strongly Disagree</b>
Team members readily contribute to the performance of their peers					
Team members readily do extra to assist the performance of their peers					
Team members readily do work outside their specific job role to help the team perform better					
Team members readily do work outside their specific job role to help their peers perform better					
Team members readily do things outside their specific role to help the team relate better to one another					
Team members readily do things outside their specific role to show they care about people as human beings					
<b>Total Number of ticks in each column</b>	x2 =	x 1 =		x 1 =	x 2 =

Score : (Total of first two columns) \_\_\_\_\_  
 SUBTRACT  
 (Total of last two columns) \_\_\_\_\_ = \_\_\_\_\_  
 Self-sacrifice Score



Now, plot your results on the Spirituality Diamond below and see where your team fits based on your perceptions.



### WHAT TO DO NOW????

Look at the Workplace Change model available from the Kinematic website (<http://www.kinematic.com.au>) for guidance and consider getting professional help. Best.