

What is it?

CHECKpoint™ is a survey which is regularly taken of the organisation's health – a Pulse Survey. It was developed from the research carried out by two of the most notable social psychologists Frederick Herzberg and D.C. McClelland. For long term success, all organisations must be able to regularly check the key factors or drivers that are causing them to remain successful. CHECKpoint™ assists organisations in identifying their success factors, and regularly tracking them so that adjustments can be made when necessary.

CHECKpoint™ enables management and staff to track progress in four success areas:

- Employee motivation
- Employee morale
- Leadership and Management
- Customer focus (external and internal)

Who is it for?

CHECKpoint™ is suitable for use in all organisations that are really serious about finding out the reasons for their success and working to maintain them. It is particularly suited to small to medium sized organisations (50 to 5,000 employees) that may not have the budget to carry out a major consultant driven survey. It can also be used for regularly checking the progress of particular teams within the organisation in terms of managing and maintaining their own key success factors.

What it does...

CHECKpoint™ can help identify the answers to these questions:

- "We're tracking well, but are we sure we know why? Can we keep it up?"
- "Financial results are still good, but are there some things that we could be doing better?"
- "We have had a few of our key personnel leave lately. What are the real reasons?"
- "Absenteeism has increased dramatically lately. Are there some underlying reasons?"

The survey also generates a report that provides guidance on how to address these areas. In as little as 10 days organisations can receive a full report outlining:

- Success factors in which the organisation is tracking well
- Success areas in which the organisation places high importance but is not achieving
- Practical recommendations on how to maintain strengths and address development areas

CHECKpoint™ also provides a comparison between what's important to employees (an importance score) and how they see each factor at the moment (a current performance score).

Why it is unique?

CHECKpoint™ can:

- Be completed by all employees online (or paper based if necessary) within 10 minutes - it only has 28 questions
- Provide the opportunity for comments on each of the 28 questions, in addition to performance and importance scores.
- Automatically generate a full report with actionable items and recommendations on how to maintain and/or address them.