

WORKPLACE FLEXIBILITY READINESS SCALE (WFRS.1)

Foresight Management's WFRS.1 evaluates your organization's readiness for workplace flexibility. Survey results can provide direction to organizations seeking to develop a flexible work environment or to improve current flexible work policies.

DIRECTIONS: To take the **WFRS.1 (Abbreviated Version)**, please use the scale below to rate each item. Then calculate your Workplace Flexibility Readiness Score by adding up all your responses.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1	2	3	4	5

1. To advance in this organization it is important for employees to work long hours. _____
2. Working long hours is considered a sign of commitment in this organization. _____
3. This organization values "face time" over "work quality." _____
4. Sometimes employees do the jobs of two or more people in this organization. _____
5. Employees are expected to handle a large workload. _____
6. To advance in this organization, it is important to keep personal matters separate from work. _____
7. In this organization, employees who devote time to personal responsibilities are considered less committed to their jobs. _____
8. Going on a part-time work schedule is considered "career suicide" in this organization. _____
9. This organization would not trust employees to work from home. _____
10. In this organization, employees are closely supervised. _____
11. Managers *rarely* provide on-going performance feedback to employees in this organization. _____
12. Employee performance is evaluated no more than 1 time per year in this organization. _____

TOTAL SCORE: _____

READINESS SCORE RESULTS

- 12 – 21:** Your organization definitely supports workplace flexibility!
- 22 – 31:** Your organization is supportive of workplace flexibility, but could benefit from some fine-tuning.
- 32 – 41:** Your organization is somewhere in between and needs support to determine next steps.
- 42 – 51:** Your organization is somewhat unsupportive of workplace flexibility, but some elements of flexibility are present to build on!
- 52 – 60:** Your organization does not readily support workplace flexibility. A culture audit could help identify barriers.