



The Shared Responsibility Scorecard

To help you clearly understand your current situation, try *The Shared Responsibility Scorecard™*. Rate your reactions to each pair of phrases on the scale from 1 to 10. Add your total from each column. Speak to one of our advisors to understand the significance of your score.

Premium increases annually dictate the type and quality of employee benefits we offer	1	2	3	4	5	6	7	8	9	10	We choose the type and quality of benefits we offer to meet the needs of our employees and organization
Our benefit plan constantly changes based on what we can afford	1	2	3	4	5	6	7	8	9	10	Our benefit plan is aligned with our organizations overall mission and goals
Our benefit plan only includes tangible insurance products	1	2	3	4	5	6	7	8	9	10	Our benefit plan combines tangible insurance products with qualitative programs that influence employee behavior and attitudes
Our employee communications are one-way, inconsistent and largely ineffective	1	2	3	4	5	6	7	8	9	10	Our employee communications are two-way, consistent and effective
We are constantly fighting a losing battle to motivate and retain our best employees	1	2	3	4	5	6	7	8	9	10	We are able to motivate and retain our best employees
The level of service we provide and the impact we make on our community is declining	1	2	3	4	5	6	7	8	9	10	The level of service we provide and the impact we make on our community is growing
We are often frustrated by our inability to control benefit costs and plan design	1	2	3	4	5	6	7	8	9	10	We enjoy a high degree of control over our benefit costs and are able to design our plan to meet our needs
We do not have access to the resources and expertise we need	1	2	3	4	5	6	7	8	9	10	We have access to the resources and expertise we need
Our employees do not understand or take responsibility for their role in sustaining an effective and valuable benefit plan	1	2	3	4	5	6	7	8	9	10	Our employees understand and take responsibility for their role in sustaining an effective and valuable benefit plan
We are not as proud of our organization and its work as we would like to be	1	2	3	4	5	6	7	8	9	10	We are proud of our organization and its work
ADD COLUMN TOTALS											YOUR SCORE _____