

WSS — WORKPLACE SYNERGY SCALE

The Workplace People Want to Stay In.

A ten-construct workplace climate survey that measures the conditions driving performance, wellbeing, and retention at the organisational level — giving leaders the data to build environments where people genuinely thrive.



Engagement surveys tell you how people feel. The **Workplace Synergy Scale (WSS)** tells you why — and what to do about it. By measuring the structural, relational, growth, and adaptive conditions of your workplace climate, the WSS identifies the specific environmental drivers that are enabling or obstructing performance, wellbeing, and the retention of your best people.

People don't leave organisations. They leave climates. When goal clarity is absent, when autonomy is restricted, when psychological safety is low, or when learning and innovation are not encouraged, capable people disengage quietly before they leave loudly. The WSS makes these climate conditions visible before they become attrition statistics.

The WSS generates a **Workplace Performance Index (WPI)**, a **Workplace Synergy Index (WSI)**, and a **Workplace Performance Rating (WPR)** — giving practitioners a complete picture of both the climate itself and how much consistency exists in how employees experience that climate. Domain and construct scores pinpoint exactly where investment is most needed.

FOUR DOMAINS — TEN WORKPLACE INDICATORS

Structural Relational Growth Adaptive

Goal Clarity	Role Clarity	Resource Adequacy
Transformational Leadership	Psychological Safety	Trust
Teamwork & Collaboration	Autonomy	Learning & Innovation
Adaptability & Resilience		

WHY THE WSS

- Organisation-level climate measurement across 10 constructs
- Identifies structural and relational drivers of disengagement
- PDF reports with narrative-driven insights
- WPI, WSI, and WPR composite indices for clear benchmarking
- Supports evidence-based retention and culture strategies
- Multi-wave design tracks cultural change over time

ROLE IN THE 5 STACK SOLUTION

At Level 05, the WSS zooms out from individual teams and programmes to measure the overall organisational climate in which all work happens. Where the TSS asks "how is this team performing?", the WSS asks "what kind of workplace have we built?" Together with the PRS, it completes the picture of an organisation's capacity to sustain high performance over time.