

# Workforce Sustainability Diagnostic

A structural assessment for retention risk, supervisor readiness, workload pressure, organizational trust, and leadership pipeline infrastructure.

## Purpose

Use this diagnostic with a leadership team to identify where workforce strain is being produced by structure, not simply individual performance or morale. Score each domain, cite evidence, and select a small number of accountable next actions.

## Diagnostic Domains

Domain	Evidence to Review	Score 1-5	30-Day Priority
<b>Retention Signals</b>	Voluntary turnover patterns, vacancy pressure, early warning signs, stay conversation data, and hard-to-fill role risk.		
<b>Supervisor Readiness</b>	Manager preparation, coaching capability, decision quality, documentation discipline, conflict handling, and escalation habits.		
<b>Workload and Role Clarity</b>	Workload sustainability, scope boundaries, competing priorities, role ambiguity, and staffing assumptions.		
<b>Organizational Trust and Voice</b>	Psychological safety, feedback follow-through, leadership credibility, consistency of accountability, and employee confidence in decisions.		
<b>Leadership Pipeline Infrastructure</b>	Succession visibility, internal mobility criteria, readiness evidence, development pathways, sponsorship, and advancement transparency.		

## Scoring Guide

- 1 - Fragile:** Significant instability, weak evidence, or leadership blind spots. Immediate structural attention required.
- 2 - Strained:** Persistent problems exist and are producing operational or relational costs.
- 3 - Mixed:** Some practices work, but quality depends too heavily on individual leaders.
- 4 - Stable:** Practices are visible, repeatable, and generally trusted.
- 5 - Mature:** The condition is embedded in operating routines, measured, reviewed, and improved over time.

## Leadership Team Debrief

- Which domain is creating the greatest workforce risk right now?
  
  
  
  
  
  
  
  
  
  
- Where do employees experience the largest gap between leadership intent and daily reality?
  
  
  
  
  
  
  
  
  
  
- Which condition, if improved in the next 30 days, would reduce pressure across multiple domains?
  
  
  
  
  
  
  
  
  
  
- What decision, owner, metric, and review date will convert this assessment into visible follow-through?

## Recommended Next Step

Use the Leadership Pipeline Accelerator System™ when the diagnostic reveals advancement ambiguity, succession risk, supervisor readiness gaps, or dependence on reactive external hiring. For facilitated review or advisory support, contact Lee Williams LLC at [info@iamleewilliams.com](mailto:info@iamleewilliams.com).

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