

The Thriving Workplace Audit:

12-Point Checklist to Address Workplace Well-being Gaps

At **Chris Mack Well-being Consultancy (CMWC)**, I believe that strong workplace relationships are the foundation of well-being and productivity. This checklist helps you assess how well your organisation fosters connection, psychological safety, and sustainable work practices. Let's move beyond 'coping' and create spaces where people thrive.

LEADERSHIP AND CULTURE

- ☐ Do leaders in your organisation model healthy boundaries and emotional intelligence (e.g., managing stress openly, respecting work-life balance)?
- ☐ Are managers trained to repair fractured relationships and address conflicts proactively?
- ☐ Are well-being policies co-created with employees to ensure it addresses real needs?

CMWC offers leadership training workshops to help managers support their teams effectively.

EMPLOYEE SUPPORT AND RESOURCES

- ☐ Do your organisation's mental health resources (e.g. counselling, EAPs) focus on building skills (e.g. resilience, communication)?
- ☐ Are there channels for employees to discuss work-related stressors confidentially?
- ☐ Do well-being initiatives address systemic issues such as high workloads, 'always-on culture'?

CMWC provides safe spaces for 1:1 support and focus groups to explore underlying well-being challenges both in and out of the workplace.

WORK-LIFE BALANCE

- ☐ Are employees encouraged to set healthy boundaries (e.g., no after-hours emails)?
- ☐ Is workload distribution regularly reviewed to prevent burnout, not just monitored?

CMWC specialises in identifying, developing and enforcing healthy boundaries.

DE&I AND PSYCHOLOGICAL SAFETY

- ☐ Do DE&I initiatives address the intersection of identity and mental health?
- ☐ Are there channels for employees to report discrimination without fear of retaliation?

CMWC key speaking engagement topics focus on the intersectionality of mental health and identity.

COMMUNICATION AND GROWTH

- ☐ Are well-being surveys designed to uncover root causes (e.g., relationship dynamics), not just surface-level satisfaction?
- ☐ Is feedback acted upon with transparent action plans co-developed with staff?

CMWC works together with clients to create bespoke and individual action plans based off motivation and values.

SCORING

Score 1 point per 'Yes' or per tick ☒

SCORE	MEANING	ACTION
9-12	Your organisation prioritises sustainable well-being and healthy relationships	Refine your approach with CMWC's Engagement Services to maintain momentum
5-8	Your organisation is on the right track but may have gaps in systemic support	CMWC's Support Services can help bridge these gaps
Below 5	Workplace relationships may be undermining well-being	CMWC's Development and Support Services can help rebuild foundations

Ready to transform “getting by” into thriving?

About CMWC



My name is Chris, the founder of Chris Mack Well-being Consultancy (CMWC) and I believe that **change is always possible**.

I'm a well-being advisor and consultant who helps organisations repair fractured workplace relationships—so stress, burnout, and disengagement don't undermine success.

I help shift the focus from 'just getting through the week' to 'work that works for people'— because we shouldn't just settle for coping at work—it's about having the space to be your best self.

No one wins when 'just getting by' becomes the standard.



If you would like to find out more information, please reach out to
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