

Third Party Intervention Risk Factors

Below are a list of statements we use as part of our proprietary system to help companies identify their TPIQ or Third Party Intervention Quotient. You can do your own "rough guess" on how you're doing by taking the quiz below. Print it out and answer each statement as you feel your employees would answer. Use a one to seven scale (1 being that you strongly disagree and 7 being that you strongly agree). Use the table at the bottom to figure your score. Obviously this measure is rough, and there are a number of other factors which go into figuring an accurate TPIQ, but if your company ranks in the 1 to 4 range you should strongly consider performing a more comprehensive organizational audit.

Statement	Score
For a person with my abilities, there are many opportunities for advancement.	
I believe management and my immediate supervisor have a sincere interest in the people who work here.	
The best way to get a raise here is to do a good job.	
At XYZ Company, "what" you know is more important than "who" you know.	
The channels of communication between associates and management are working satisfactorily.	
No one here is ever discriminated against.	
I believe that pay increases are based on performance.	
I am not aware of any instances of sexual harassment.	
The way raises are determined here is fair.	
People here get terminated only for good reasons.	
My immediate supervisor is fair and consistent in the treatment of associates.	
I believe management knows what	

associates think about most major issues.	
Considering the type of work I do, I feel my pay is fair for this area.	
My immediate supervisor judges me based on facts, rather than opinions, rumors and personality judgements.	
I am treated fairly and with respect by my immediate supervisor.	
Promotions are always based on performance.	
Total Score	
Divide your score by 16	

Your Score	What It Means
1-3	Indicates you are critically at risk.
4	Indicates moderate risk and requires further examination of other risk factors.
5-7	Indicates strength which, barring special risk factors, reduces your likelihood to be targeted.