

Adverse Workplace Experience Questionnaire

The work environment plays a key role in our physical and emotional wellbeing, especially for full-time employees who spend a significant portion of their time at work. High demands can cause us to neglect self-care and ignore our health needs. Take a moment to reflect on whether any of the situations below have affected you, as they may be influencing your physical and emotional health, either currently or in the long term. Sharing this information can help both you and your employer identify factors impacting your wellbeing and collaborate to create a healthier, more supportive workplace. Whether or not you share the results with your employer is entirely up to you.

Instructions: Below is a list of 10 categories of Adverse Workplace Experiences (AWEs). From the list below, please add up the number of categories of AWEs you experience at your current employers and put the total at the bottom.

	Yes	No
1. Do you feel you have adequate resources, training, and support to perform your job effectively?	<input type="radio"/>	<input type="radio"/>
2. Have you, or anyone you know, experienced microaggressions related to aspects of identity such as race, ethnicity, gender, or other personal characteristics?	<input type="radio"/>	<input type="radio"/>
3. Have you encountered workplace bullying, including the use of aggression or intimidation by coworkers, subordinates, or leaders?	<input type="radio"/>	<input type="radio"/>
4. Have you experienced unsafe work conditions, whether physical or emotional, that cause stress or concern for your safety?	<input type="radio"/>	<input type="radio"/>
5. Have you experienced emotional abuse in the workplace, such as actions or words that undermine your self-esteem or psychological well-being?	<input type="radio"/>	<input type="radio"/>
6. Have your concerns or opinions ever been dismissed or ridiculed by colleagues or leadership?	<input type="radio"/>	<input type="radio"/>
7. Do you feel that your workload and compensation do not meet the needs of yourself or your family?	<input type="radio"/>	<input type="radio"/>
8. Do you perceive a disconnect between the agency's mission and values and the way it operates, particularly in the relationship between leadership and staff?	<input type="radio"/>	<input type="radio"/>
9. Do you feel that leadership lacks transparency with staff, using "toxic positivity" to mask internal challenges, such as high turn over or lack of resources?	<input type="radio"/>	<input type="radio"/>
10. Do you feel you have the necessary resources and support to perform your job effectively?	<input type="radio"/>	<input type="radio"/>

Your AWE score is the number of yes responses.

Do you feel that these work experiences have affected your health and wellbeing? Not much Some A Lot

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Scoring Page

Low Risk

Score of 0



Seek training on workplace stress and strategies to reduce its impact.

Intermediate Risk

Score of 1-3



Take proactive steps for self-care and stress management.

High Risk

Score of 4+



- Educate yourself about toxic work stress and its effects on health
- Focus on protective strategies (sleep, exercise, nutrition, mindfulness, mental health, and healthy relationships)
- Reach out to your support system.
- Consider more formal action (HR or legal counsel)

If the AWE score is 0, it indicates a low risk for toxic work stress. Consider seeking out training on workplace stress and strategies to reduce its impact. If the AWE score is between 1-3, there is an intermediate risk of toxic work stress, which may begin to affect your physical and emotional health. It's important to take proactive steps toward self-care and stress management. If the AWE score is 4 or higher, there is a high risk of toxic work stress, which could be starting to affect your overall well-being. You might also notice its impact on your relationships with friends and family. Take time to educate yourself on toxic work stress, its effects on health, and protective factors like sleep, exercise, nutrition, mindfulness, mental health care, and healthy relationships. Reach out to your support system or consider more formal actions, such as speaking with HR or seeking legal counsel. While taking formal steps can be daunting due to fears of retaliation, remember that you have rights, and prioritizing your well-being is crucial.

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Self-Assessment Disclaimer

This self-assessment was modeled after the Adverse Childhood Experiences (ACEs) Questionnaire, but it is not affiliated with or endorsed by the original ACEs study or any associated organizations. The questionnaire measures key aspects of the workplace environment, including resources and support, morale, experiences of microaggressions, workplace bullying, unsafe work conditions, emotional abuse, dismissal of concerns, workload and compensation, alignment with the organization's mission and values, and leadership transparency and communication. The results of this assessment are intended for personal reflection and awareness purposes only and should not be used as a substitute for professional evaluation or treatment.

If you are experiencing significant distress or concerns related to workplace stress, mental health, or well-being, it is recommended that you seek guidance from a healthcare professional, counselor or trusted support network. In cases where you are facing issues such as harassment, bullying or unsafe conditions at work, please consider contacting Human Resources or other appropriate channels within your organization.

By completing this self-assessment, you acknowledge this tool is for informational purposes only. It does not guarantee any particular outcome or resolution. Always consider seeking professional support if needed, and take appropriate steps to address any concerns you may have regarding your health or workplace environment.