

Worker Happiness Policy

Effective March 12, 2019

Bassetti Architects values our employees as our most important asset. We are concerned about our employees and their families and we strive to create an appropriate work-life balance and provide positive, supportive workplaces where our employees are happy, healthy, and productive.

WORKER HAPPINESS SURVEY

As part of the International Living Future Institute's JUST program, Bassetti Architects will periodically conduct a worker happiness survey.

A minimum of 70 percent of our full-time and part-time employees who have been with the organization for at least six months need to complete the survey. The aggregated survey findings will be provided to the employees and Bassetti Architects will address any shortcomings that may be suggested in the survey.

The JUST Label is using a simple, yet effective, two-question survey method of measuring employee happiness. This survey method is based on the principle that satisfaction at work and willingness to recommend the organization as a good place to work both correlate highly with worker happiness. When tabulated, responses to the two questions provide a worker happiness score for the organization. The Worker Happiness Scale questions are:

1. "Considering all aspects of your job, how satisfied are you with your organization?" In this 11-choice scale, the number 10 represents "extremely satisfied" while a number 0 represents "not at all satisfied." Rating Scale: 10 9 8 7 6 5 4 3 2 1 0
2. "How likely is it that you would recommend your organization as a good place to work?" In this 11-choice scale, the number 10 represents "extremely likely" while a number 0 represents "not at all likely." Rating Scale: 10 9 8 7 6 5 4 3 2 1 0

Aggregated ratings determine the applicable JUST Label Star Level recognition.