

Human-System Risk Survey

Are Hidden Risks Already Affecting Your Organization?

Many organizations don't recognize human-system risks until they begin affecting performance, retention, culture, execution, or growth.

Use this checklist to identify early warning signs that may indicate hidden risks are already developing within your team.

Check all that apply.

Section 1

Burnout & Capacity Risk

- ☐ Team members regularly appear overwhelmed or stretched beyond capacity
 - ☐ Energy, motivation, or engagement has noticeably declined
 - ☐ Important work depends heavily on a small number of people
 - ☐ We often recognize burnout only after performance begins to suffer
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Section 2

Talent & Alignment Risk

- ☐ We have lost a valuable employee within the last 12 months
 - ☐ We have promoted someone who later struggled in the role
 - ☐ We have employees whose strengths may not match their responsibilities
 - ☐ We suspect some team members are not operating in roles where they can perform at their best
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Section 3

Communication & Trust Risk

- ☐ Projects sometimes stall because expectations are unclear
 - ☐ Important conversations are avoided or delayed
 - ☐ Conflict tends to linger rather than get resolved
 - ☐ Employees hesitate to share concerns, feedback, or new ideas
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Section 4

Performance & Execution Risk

- ☐ Meetings frequently consume time without producing clear outcomes
- ☐ Work must often be revisited due to miscommunication or misunderstandings
- ☐ Collaboration between individuals or departments is inconsistent
- ☐ We occasionally repeat the same people-related challenges without fully resolving them
- ☐ Team performance varies significantly despite similar resources and expectations

Your Human-System Risk Indicator

0-3 Checks → Low Risk Exposure

Some risk is normal. Continue monitoring and maintaining healthy team dynamics.

4-7 Checks → Moderate Risk Exposure

Several warning signs may be emerging. Proactive attention could prevent future performance, retention, or engagement challenges.

8-11 Checks → Elevated Risk Exposure

Multiple risk factors are present. Hidden costs may already be affecting productivity, collaboration, and execution.

12+ Checks → High Risk Exposure

Your organization may be experiencing significant human-system risk. Identifying root causes and addressing them proactively could substantially reduce future costs.

Reflection

If your organization is experiencing these risks, do you know what's causing them?

Most leaders can see the symptoms.

Far fewer can identify the underlying human-system dynamics driving them.

Now That You Can See the Risk, What's Next?

You've just estimated the potential cost of common human-system risks within your organization.

But calculating the cost is only the first step.

The bigger question is:

What's causing those risks in the first place?

Most leaders can see the symptoms.

- Burnout
- Turnover
- Miscommunication
- Disengagement
- Conflict
- Performance issues

What they often cannot see are the underlying human-system dynamics creating those outcomes.

Without visibility into those dynamics, organizations often spend significant time and money treating symptoms while the root causes remain unchanged.

The Visibility Gap

Organizations collect more people data than ever before.

Yet most critical people decisions are still made with limited visibility into the human systems those decisions affect.

This creates unnecessary risk in:

- Leadership decisions
- Hiring and promotion decisions
- Team structure and role design
- Communication and collaboration
- Change initiatives
- Employee development
- Retention efforts

When leaders cannot see the system clearly, risk increases.

How SPB Helps

The Strategic Personality Blueprint (SPB) is Insperai's proprietary Decision Risk Intelligence system.

Rather than simply measuring personality traits or generating static reports, SPB helps leaders uncover the human-system dynamics that influence performance, communication, engagement, leadership effectiveness, and organizational outcomes.

SPB helps organizations:

- ✓ Identify hidden risks before they become expensive problems
- ✓ Improve team alignment and collaboration
- ✓ Reduce avoidable turnover and burnout
- ✓ Make more informed people decisions
- ✓ Increase confidence in leadership and organizational decisions
- ✓ Turn people data into actionable decision intelligence

Curious About Your Organization's Risk Profile?

Start with a free Human System Risk Check and connect the numbers to the real challenges affecting your team.

[Take the Human System Risk Assessment](#)



or

[Schedule a Confidential Human System Risk Review](#)



The greatest people risks are often the ones you cannot see.