



## Welcome to AMP!

*Prior to beginning the AMP process, we'd like to introduce AMP. This sheet is designed to help familiarize yourself with AMP. Below you will find answers to some frequently asked questions.*

### What is AMP?

- AMP is simply a positive feedback tool for you to indicate how the organization is impacting you on an ongoing basis.
- AMP is designed as an early organizational “pulse check” of any situation that needs to be addressed.
- AMP allows you to signal your individual “organizational temperature” on a regular basis. Is it in a comfortable range?
- AMP is a quick tool to analyze problems and create solutions that can assist you with becoming more successful in your workplace.

### What is AMP Not?

- AMP is not a substitute for effective communication between you and your supervisor.
- AMP is not a survey.
- AMP is not a “complaint department.”
- AMP is not invasive.

### What are the Goals of AMP?

- To help you become more engaged with your job and the company.
- To help improve relationships.
- To help you understand how you can have greater influence over your work life.
- To help open up the lines of communication.

### AMP will request the feedback of individuals at regular intervals based on their most recent condition:

- Condition Green: Repeat in 4 months.
- Condition Yellow: Repeat in 3 months.
- Condition Orange: Repeat in 2 months.
- Condition Red: Repeat in 1 month.

### If you have questions regarding your AMP results, please contact your AMP Administrator or your AMP Coach

- **AMP Coaches:**
  - Will help interpret the AMP results and provide a source of support to you.
  - Will be helpful.
  - Will help sweep away workplace-generated stress whenever possible.
  - **Everything you say to your AMP Coach is confidential unless you authorize them to tell someone – with 2 exceptions:**
    - **If bodily harm is implied (someone is threatening you, for example).**
    - **If someone is harassing you and creating a hostile work environment.**

*Please let us know if you have any other questions or comments – we appreciate your feedback!*