

What Is Conflict Costing You?

Item	Estimated cost
Lost Time Thinking about/discussing/researching conflict (time multiplied by portion of salaries plus benefits).	_____
Lost Quality Poor decision quality, re-work, "straightening things out" (power struggles and withholding information affects you and others estimate of 1/2 of the dollar impact of a decision).	_____
Turnover Voluntary (loss of skilled employee) or involuntary separation (could be as high as 150% annual salary).	_____
Restructuring Redesigned processes and reorganization (estimate 10% of salary).	_____
Sabotage/theft/damage Equipment, materials, reputations (estimate 10% of equipment used in conflicting employees' job).	_____
Motivation Reduced performance/productivity (estimate base line productivity absent conflict and percentage decline of productivity. Multiply that percentage times dollar value of those affected).	_____
Lost work time Absenteeism, illness (estimate 10% of annual salaries of conflicting employees).	_____
Health costs Stress Related Insurance premiums linked to rate of claims (estimate 10% of Lost work time).	_____
Total Cost If this is just too much, contact Lunell@Haughtstrategies.com to do something about it.	_____