

## What Is Conflict Costing You?

Item	Estimated cost
<b>Lost Time</b> Thinking about/discussing/researching conflict (time multiplied by portion of salaries plus benefits).	_____
<b>Lost Quality</b> 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).	_____
<b>Turnover</b> Voluntary (loss of skilled employee) or involuntary separation (could be as high as 150% annual salary).	_____
<b>Restructuring</b> Redesigned processes and reorganization (estimate 10% of salary).	_____
<b>Sabotage/theft/damage</b> Equipment, materials, reputations (estimate 10% of equipment used in conflicting employees' job).	_____
<b>Motivation</b> Reduced performance/productivity (estimate base line productivity absent conflict and percentage decline of productivity. Multiply that percentage times dollar value of those affected).	_____
<b>Lost work time</b> Absenteeism, illness (estimate 10% of annual salaries of conflicting employees).	_____
<b>Health costs</b> Stress Related Insurance premiums linked to rate of claims (estimate 10% of Lost work time).	_____
<b>Total Cost</b> If this is just too much, contact <a href="mailto:Lunell@Haightstrategies.com">Lunell@Haightstrategies.com</a> to do something about it.	_____