

# YOUR QUICK FEAR COST CALCULATOR: Business Impact Estimator

This document presents a comprehensive calculator to estimate the business impact of fear in the workplace. It covers various aspects including productivity drain, turnover cost, engagement impact, and stress & absence costs. The calculator provides a structured approach to quantify the financial implications of fear-driven behaviors in an organization. Total time to complete: 10 minutes



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# Company Context

Before diving into the calculations, it's important to establish the company context. This section requires you to input key information about your organization:

- Number of Employees: \_\_\_\_\_
- Average Salary: \$\_\_\_\_\_ per year
- Your Industry: \_\_\_\_\_

These details will serve as the foundation for the subsequent calculations, allowing for a personalized assessment of fear's impact on your specific business.

# Productivity Drain

This section focuses on the productivity loss due to fear-driven behaviors. It assumes employees spend 2 hours/week on the following behaviors:

- |  |   |  |
|--|---|--|
| <p><b>1</b> <b>Avoidance Behaviors</b><br/>Putting off difficult conversations, triple-checking others' work, saying yes when they mean no, avoiding key decisions</p> | <p><b>2</b> <b>Control Issues</b><br/>Taking over projects last-minute, resisting delegation, needing all the details, dismissing new ideas quickly</p> | <p><b>3</b> <b>Insecurity Manifestations</b><br/>Seeking approval, withholding or missed communication, lack of trust, poor communication habits</p> |
|--|---|--|

The calculation for productivity drain is:

$$(\text{Number of employees}) \times (\text{Average hourly rate}) \times 2 \times 52 \text{ weeks}$$

Your number: \_\_\_\_\_ × \$\_\_\_\_\_ × 2 × 52 = \$\_\_\_\_\_

# Turnover Cost

This section addresses the financial impact of employee turnover due to fear-related issues in the workplace. The calculator assumes that each departure costs 1.5 times the annual salary of the employee.

The calculation for turnover cost is:

Number of departures last year × (Average salary × 1.5)

Your number: \_\_\_\_\_ × (\$\_\_\_\_\_ × 1.5) = \$\_\_\_\_\_

# Engagement Impact

This section estimates the cost of disengaged employees, who are assumed to operate at 80% capacity. This is a guesstimate to quantify the impact of fear on employee engagement and productivity.

The calculation for engagement impact is:

(Number of affected employees) × (Average salary) × 20%

Your number: \_\_\_\_\_ × \$\_\_\_\_\_ × 0.20 = \$\_\_\_\_\_

# Stress & Absence

This section accounts for the health and absence costs associated with workplace fear and stress. The calculator assumes an average of \$2,000 per employee annually in health/absence costs.

The calculation for stress & absence cost is:

Number of employees × \$2,000

Your number: \_\_\_\_\_ × \$2,000 = \$\_\_\_\_\_

# Total Annual Cost and Reality Check

This section provides the total annual cost of fear in your organization by summing up all the previous calculations:

## TOTAL ANNUAL COST

Sum above numbers: \$\_\_\_\_\_

## Quick Reality Check

- Is this number surprising?
- What's your gut reaction?
- Does this feel low or high?

## One Week Cost

Divide annual total by 52: \$\_\_\_\_\_

This is what fear costs your business every week.

# Action Box

This final section encourages reflection and action based on the calculated results:

Circle your biggest cost area:

- Productivity
- Turnover
- Engagement
- Stress/Absence

One thing I'll change this week:

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