



The Institutional Professional Trajectory Review™: The PTR™ Hemorrhage Scale

A 60-Second Systemic Stress Test

Instructions: Rate your Team or Organization on a scale of 1 (Critical Loss) to 5 (Optimal Stability).

[] Leadership Perfusion: Is management time spent on high-level strategy, or is it drained by "suturing" repetitive interpersonal friction and "personality" drama?

[] Systemic Flow: Is vital data moving vertically with Bidirectional Transparency, or is there an "Embolism" of siloed information causing delays and errors?

[] Field Contamination: Rate the presence of Lateral Sepsis (sarcasm, passive-aggression, or public undermining) in clinical or administrative settings.

[] Attrition Hemorrhage: Is high-value talent stable, or are you losing expertise and "Institutional Memory" to avoidable environmental friction?

[] Clinical & Reputation Fidelity: Rate the impact of culture on outcomes. Are communication breakdowns impacting patient safety, HCAHPS scores, or hospital rankings?

Total Score: ____ / 25





Understanding the Diagnostic Findings

21–25 Points: The VIABLE SYSTEM (Sterile & Stable) Status: High-Fidelity. Your operational vessels are clear. High-fidelity communication is protecting your patients, your talent, and your rankings.

- **Recommended Next Step:** Optimization. Protocolize your communication to protect this culture from future drift.

13–20 Points: The ISCHEMIC SYSTEM (Volume Loss) Status: Restricted Flow with Warning Signs. Your organization is paying a Conflict Tax. Friction is slowing your velocity and quietly draining your budget through near-misses and talent erosion.

- **Recommended Next Step:** Intervention. Schedule a full **Institutional Hemorrhage Audit™** to calculate the literal cost of this friction to your bottom line and design a Path of Travel for correction.

5-12 Points: The SEPTIC SYSTEM (Critical Hemorrhage) Status: Systemic Failure. The environment is contaminated. **Lateral Sepsis** is directly compromising clinical performance, patient safety, and institutional reputation.

- **Recommended Next Step:** Emergency Stabilization. Immediate implementation of the **Sterile Field Protocol™**. **Systemic Debridement** is required now.





The Institutional PTR™: Systemic Reflections

Phase II: The Deep Tissue Scan

A low score is not simply recurrent "personality conflict"—it is a failure of systemic architecture. Use these prompts to debride the institutional data and analyze your Triage results.

1. LEADERSHIP PERFUSION: *Is the head of the table suturing or steering?*

- **The Reflection:** Is senior leadership time spent on high-level growth, or is it drained by "suturing" repetitive interpersonal friction and "personality" drama?
- **The Deep Scan:** When leaders act as permanent "Conflict Medics," they are no longer **Perfusing** the organization with vision. They are merely managing the bleed. *A leader cannot map the horizon while staring at a wound.*
- **Inquiry:** If your team was 100% free from mediating lateral hits for one week, what strategic initiative would move forward? Are your managers empowered to deploy a **Conflict Protocol**, or is every minor fracture escalated to your desk?

2. SYSTEMIC FLOW: *Where are the Embolisms?*

- **The Reflection:** Is vital data moving vertically with **Bidirectional Transparency**, or is there a siloed blockage causing delays, near-misses, and technical errors?
- **The Deep Scan:** An "Embolism" of information is a clinical and operational risk. In many systems, a dangerous Silo Effect exists between clinical and administrative staff, where the Signal is lost in translation. *Isolation is the primary precursor to systemic failure.*
- **Inquiry:** Can a frontline staffer "Stop the Line" on a bad process without fear? In the last 90 days, which preventable error occurred simply because one node in the system didn't know what the other was doing?





3. FIELD CONTAMINATION: *How high is your Conflict Tax?*

- **The Reflection: Lateral Sepsis** (sarcasm or public undermining) is a literal tax on your budget, your morale, and your patient safety.
- **The Deep Scan:** You cannot maintain a **Sterile Field** if you allow Ambient Toxicity to remain in the room. Contamination in the administrative suite eventually reaches the bedside. *What you tolerate, you eventually institutionalize.*
- **Inquiry:** What is the literal cost of your current friction in terms of overtime and HR intervention? Have you normalized "The Silent Corridor," where no one dissents in meetings, but everyone complains in the hallway?

4. ATTRITION HEMORRHAGE: *Is the talent leaking or exiting?*

- **The Reflection:** High-value talent rarely leaves for money; they leave to escape a **Septic System**.
- **The Deep Scan:** Losing expertise to avoidable environmental friction is a **Retention Hemorrhage**. You are losing the very vessels that keep the organization alive. *Top talent doesn't quit the mission; they quit the friction.*
- **Inquiry:** If your top three high-performers left tomorrow, what "Institutional Memory" would disappear? How many recent departures were Lateral Moves (escapes) rather than promotions (growth)?

5. FIDELITY & REPUTATION: *Is the culture impacting the outcomes?*

- **The Reflection:** Communication breakdowns aren't soft issues—they directly impact patient safety, hospital rankings, and your bottom line.
- **The Deep Scan: Systemic Failure** occurs when the environment becomes so contaminated that clinical performance and institutional reputation are compromised. *Your technical excellence cannot outrun a septic culture.*
- **Inquiry:** Is your reputation being eroded by a culture that prioritizes the "Egos of Blockages" over the mission? Are your rankings stagnant despite technical excellence?





The Prescription: From Triage to Stabilization

Institutional health happens by design, not by accident. If you checked more than two boxes in this scan, your system is paying a **Conflict Tax** that is draining your budget and your core talent.

The Strategic Intervention:

- Perform a full **Institutional Hemorrhage Audit™** to calculate the cost of friction.
- Implement the **Sterile Field Protocol™** to stabilize the environment.
- Map new **Paths of Travel** for your department's collective trajectory.

The Tray is Set. The Procedure is Yours. Connect with SMF Facilitation Services today to stop the hemorrhage and begin Systemic Debridement.

