[](https://www.smartsheet.com/try-it?trp=12041&utm_source=template-word&utm_medium=content&utm_campaign=Example+Root+Cause+Fishbone+Diagram-word-12041&lpa=Example+Root+Cause+Fishbone+Diagram+word+12041)**EXAMPLE ROOT CAUSE FISHBONE DIAGRAM**

Employee Factors

Personal Issues

–– Family responsibilities

–– Inadequate compensation

–– Lack of recognition

–– Outdated skills

–– Lack of career growth opportunities

–– Slow approvals

–– Unclear authority levels

–– Delayed information flow

–– Misinterpretations

–– Ambiguity in job descriptions

–– Overlapping duties

–– Health problems

Unclear Roles and Responsibilities

Inadequate Decision-Making Processes

Ineffective Communication Channels

Insufficient Training and Development

Low Job Satisfaction

Organizational Structure

Management Practices

Lack of Strategic Direction

Poor Workplace Conditions

Negative Company Culture

Lack of Necessary Tools and Resources

Poor Leadership and Supervision

Ineffective Performance Evaluations

Work Environment

Problem Statement

–– Unclear goals

–– Uncomfortable office furniture

–– Inadequate lighting and ventilation

–– Insufficient software tools

–– Limited access to essential information

–– Lack of teamwork

–– Low morale

–– Infrequent reviews

–– Biased assessments

–– Misaligned objectives

–– Inconsistent feedback

–– Lack of guidance

Declining Employee Productivity

ROOT CAUSE FISHBONE DIAGRAM

Cause 1

Cause 3

Primary Sub-Cause

Primary Sub-Cause

Primary Sub-Cause

Primary Sub-Cause

Primary Sub-Cause

Primary Sub-Cause

–– Secondary Sub-Cause

–– Secondary Sub-Cause

–– Secondary Sub-Cause

–– Secondary Sub-Cause

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Cause 2

Cause 4

Primary Sub-Cause

Primary Sub-Cause

Primary Sub-Cause

Primary Sub-Cause

Primary Sub-Cause

Primary Sub-Cause

Problem Statement

Text

–– Secondary Sub-Cause

–– Secondary Sub-Cause

–– Secondary Sub-Cause

–– Secondary Sub-Cause

–– Secondary Sub-Cause

–– Secondary Sub-Cause

–– Secondary Sub-Cause

–– Secondary Sub-Cause

–– Secondary Sub-Cause

–– Secondary Sub-Cause

–– Secondary Sub-Cause

–– Secondary Sub-Cause

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