



Work on  
Wellbeing

1st Work on Wellbeing Report

February 2023



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## Disclaimer

The WoW Report and associated results should not be used to replace the advice of a qualified professional. If you are experiencing significant psychological difficulties you should contact your doctor or a qualified mental health professional. Work on Wellbeing disclaims any liability, loss, or risk incurred as a consequence, directly or indirectly, from the use and application of any of the material in this report. [See Terms of Use](#).



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# Work on Wellbeing Goals

This report will provide a reflection of your wellbeing at a point in time.

It is useful to reflect on that point in time and what is going on in your life, as well as to think about how you would like things to be, so you can consider any actions you may want to take as you review your results.

## Questions

1 What is your intention around your wellbeing?

2 What wellbeing goals would you like to set for yourself?

3 Which areas of your life are going well and why?

# Summary Overview

## About Wellbeing

Wellbeing most often refers to the aspects that make a life go well. As a multi-dimensional construct it includes consideration of features such as positive feelings (e.g., positive emotions & emotional stability) and positive functioning (e.g., self-esteem, growth, meaning in life). People high in wellbeing are generally mentally fit - they have the capacity to utilise their resources and skills to adapt to internal and external challenges, or advantages, to enable thriving. They are psychologically flexible because they have greater self-awareness and self-regulation.

## About Your WoW Report

WoW assessed your subjective wellbeing: your experiences, feelings, functioning and perceptions of how your life is going - both what is going right, and what is going wrong.

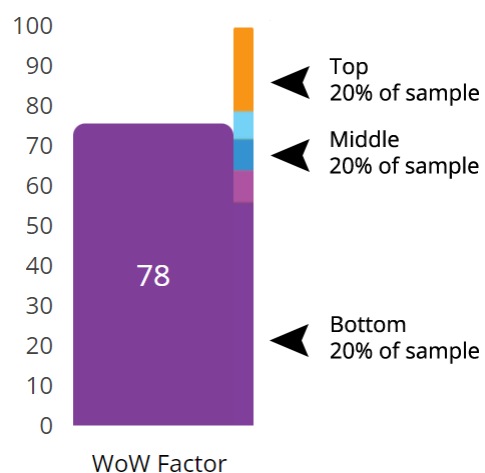
The assessment investigated four main domains:

- 1 a global assessment of your wellbeing
- 2 an assessment of the different domains of your life
- 3 an assessment of your workplace wellbeing (if employed)
- 4 an assessment of component factors underpinning your wellbeing

## About Wellbeing

Summary scores have been converted into percentages in your report, and graphs and colour coding have been used for easy interpretation and tracking over time. Some bar graphs also have shaded mini-bars attached to them.

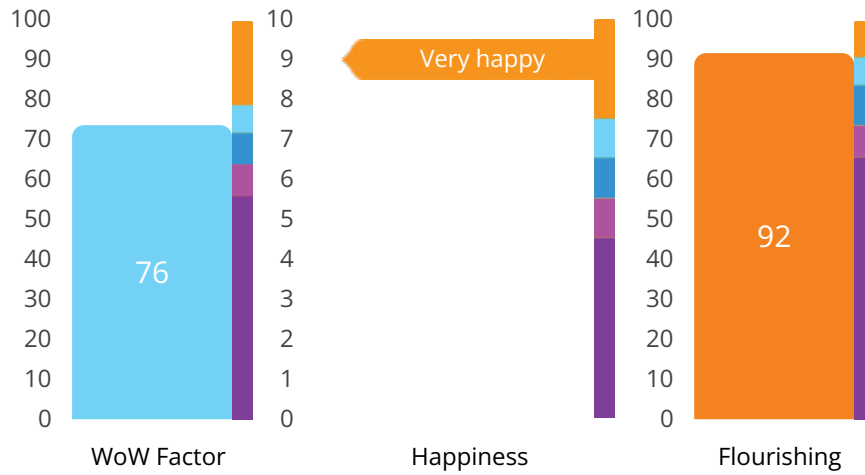
These bars are shaded in quintiles, from **purple** at the bottom (bottom 20% of sample), to **light orange** at the top (top 20% of sample) - the middle **light blue** colour in the mini-bar is the same colour as your main result bar and represents where the middle 20% of the sample score.



**Note:** WoW recommends caution in comparing your wellbeing to others - the scores are more useful for seeing how your wellbeing is changing over time.

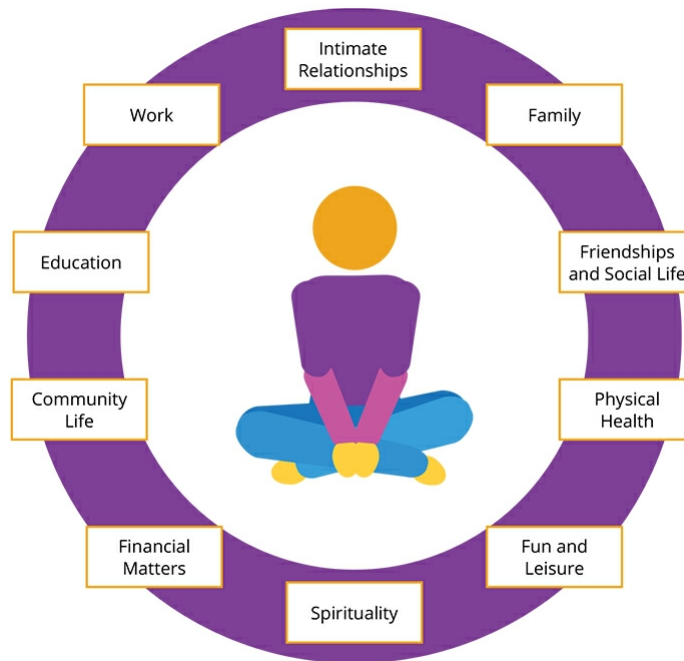
## Global Wellbeing

On the whole it seems like you have **high wellbeing. This is great!** You reported that you are **very happy**, and your scores indicated that you have **very high flourishing**.



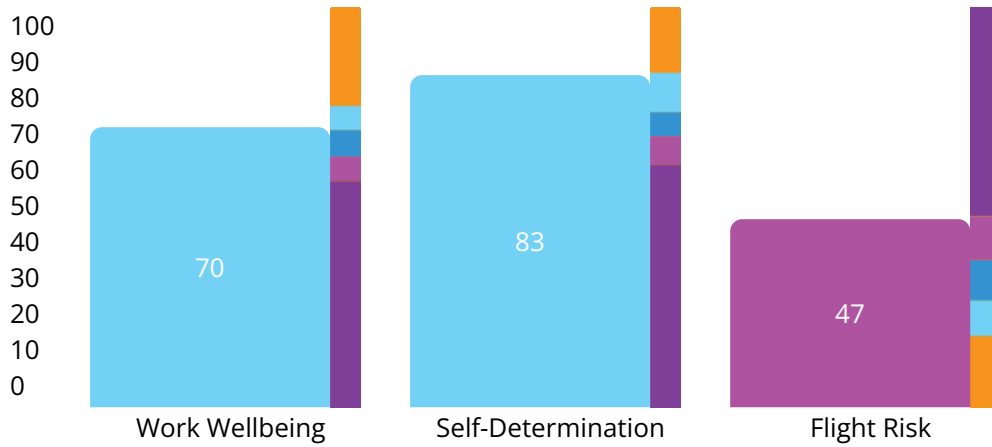
## Domain Wellbeing

Your domain wellbeing scores indicate that across most aspects of your life, your wellbeing is **high**. **This means that you are satisfied with a majority of life domains.**



# Work Wellbeing

On the whole it seems like your work wellbeing is **high!** Your self-determination score was **high**, and your flight-risk over the next six months was estimated at **47%**.

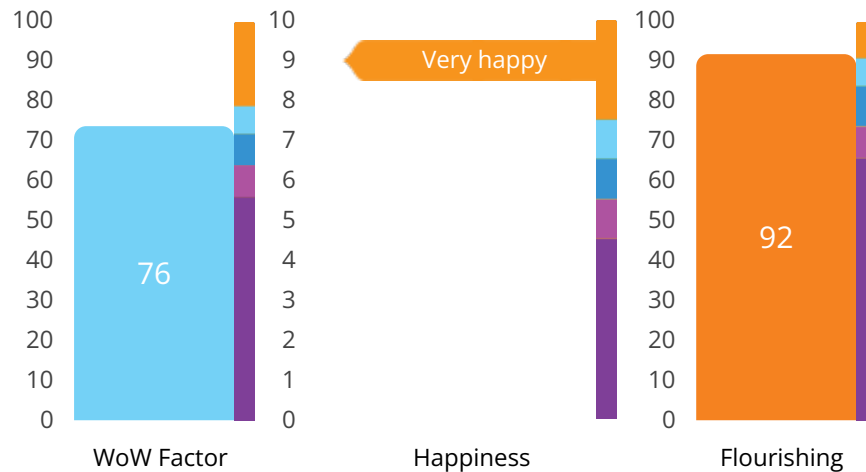


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# Your Wellbeing Now

## Global Wellbeing



### WoW Factor

The first section of the WoW assessment investigated your overall, or more global, aspects of wellbeing. Here you were asked about your perceptions of life satisfaction, where you are in regard to your 'best possible life', the extent to which you think the things you do are worthwhile, and your amount of daily happiness (which is good) and worry (which is not so good).

Taking account of these aspects, your score for global wellbeing, or what we like to call your "WoW Factor", was:

76/100

This score indicates that you have high wellbeing. This is great! You're probably in a position to capitalise on your strengths and to help others out.

### Happiness

Next you were asked to pick a descriptive label for how happy you usually feel and you chose **"very happy," which indicates that you are feeling really good, and elated.** It's good to have a descriptive label like this to go along with "the numbers". Does your descriptive label match the scores you received? For example, it would be incongruent if you have a very low wellbeing score, yet choose to describe yourself as "Pretty happy," or if you have a high wellbeing score yet describe yourself as "Pretty unhappy."

## Flourishing

In the last part of the global wellbeing section you answered eight questions from a scientific measure called the Flourishing Scale. These questions investigated your perceptions on aspects such as leading a meaningful life, having supportive and rewarding social relationships, and being optimistic about the future. These eight questions assess psychological 'flourishing' which is defined as "living within an optimal range of human functioning, one that implies goodness, generativity, growth, and resilience". In essence, flourishing involves high levels of wellbeing and psychological wealth; a high score represents a participant with many psychological resources and strengths.

Research suggests that flourishing individuals learn more effectively, are more productive at work, are more likely to contribute to their communities, enjoy better social relationships and emotional health, experience less limitations on daily activities, and have better health and life expectancy. Beyond the individual benefits, flourishing is also associated with a range of workplace benefits including reduced absenteeism, greater engagement, enhanced productivity, and lower health care costs.

Possible scores on this scale range from 8 to 56 (you scored **52**), and after converting your score so that it is now out of 100, your score on the Flourishing Scale was:

92/100

**This score indicates that you have very high flourishing.**



# Wellbeing Framework

The three main metrics above (your 'WoW factor' or global wellbeing, your qualitative feel of happiness, and psychological flourishing) are good indicators of how you are fairing in general.

Below is a broader snapshot of your personalised 'wellbeing framework', which is based on a similar common framework a variety of countries are using to take account of their wellbeing.

This framework looks across your WoW assessment so that you can easily identify the components and indicators that are building or hindering your wellbeing – the rightmost components in this framework are more process orientated elements that build into the leftmost more outcome based elements.

The graphic is colour coded so that you can see where you're doing well, and where you can improve.



# Domain Wellbeing

The second section of the WoW assessment investigated your life domain wellbeing. Rather than ask more generally about your wellbeing, these questions put your wellbeing into context by asking about ten important areas of your life, such as your family, finances, work and leisure.

Wellbeing is impacted by many areas of your life. The image below highlights ten domains, and the graph on the following page indicates how you rated each of these domains as far as importance (how important this area of your life is to you) and your current satisfaction (how satisfied you are in that area now).



Reflect on these ten domains and explore ones that are going well for you. Such as what are you doing that is working well? What can you learn from these that you could apply to other domains of your life? Then consider others that you may want to improve and what specific actions could you put in place?

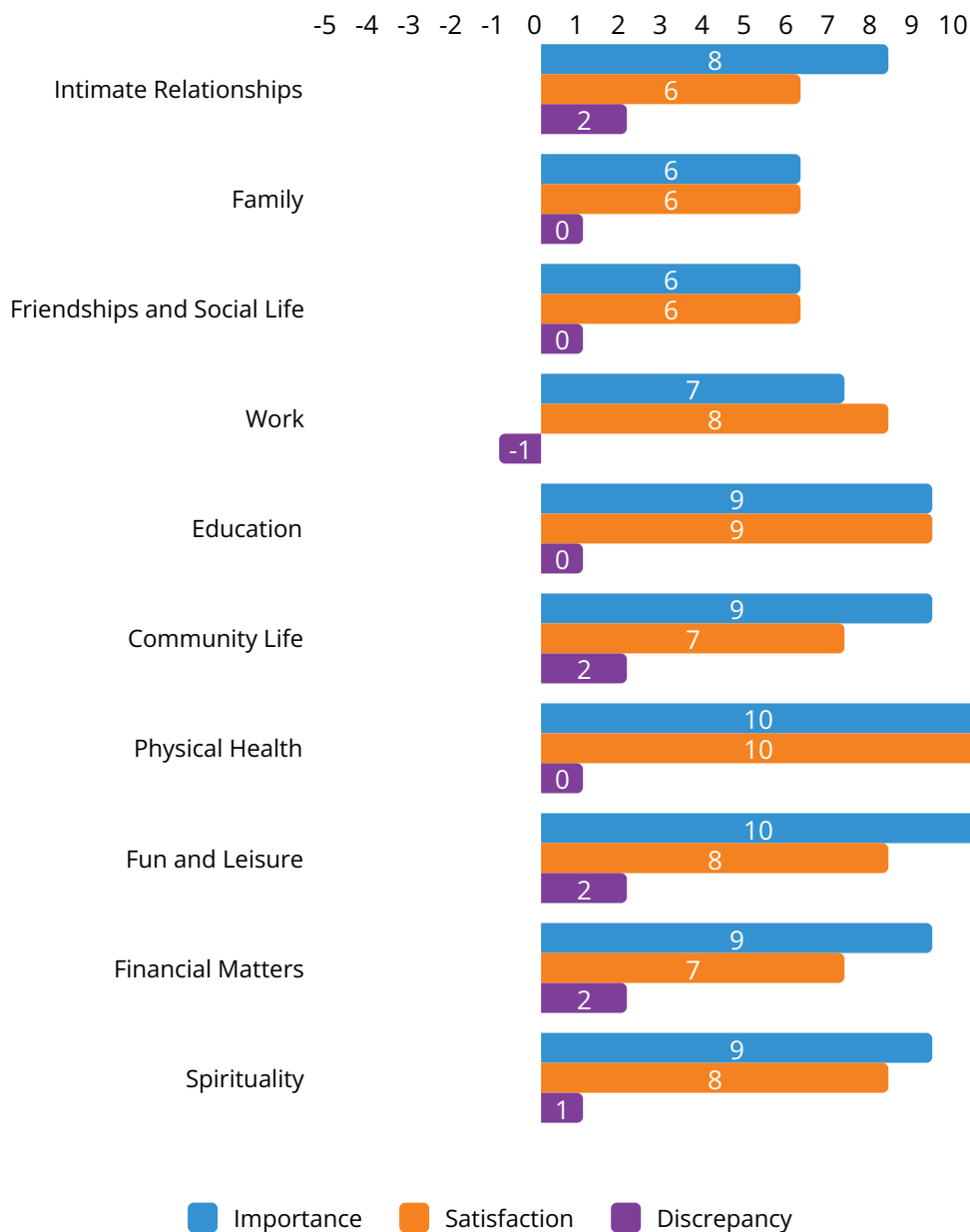
## Importance and Satisfaction

Your domain wellbeing scores indicate that across most aspects of your life, your wellbeing is **high**. **This means that you are satisfied with a majority of life domains.**

This graph shows more clearly the discrepancies between your importance ratings and your satisfaction ratings for each life area. Any discrepancy is important as on one hand you might be putting time and effort into a domain that is of low importance, yet you are highly satisfied with, or on the other hand there may be a domain that is very important that you are not as satisfied with as you could be.

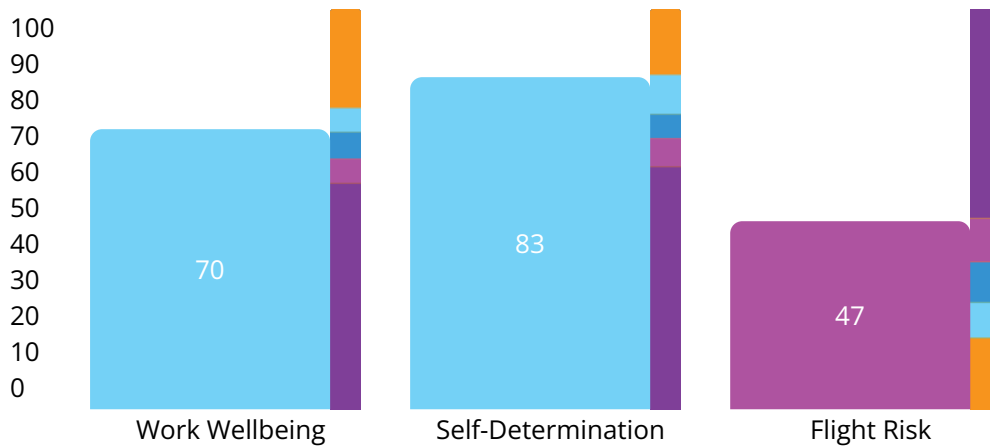
Focus on the **purple** bars in this graph, and the ones with the highest scores.

- A negative discrepancy score means that you are satisfied with a domain that is of low importance (i.e., satisfaction is greater than importance).
- A positive discrepancy score means that you perceive a domain to be highly important, yet low on the satisfaction (i.e., importance is greater than satisfaction).



# Work Wellbeing

The third section of the WoW assessment investigated your work wellbeing. Across the 19 questions WoW asked about your work wellbeing, we have derived three scores - an overall work wellbeing score, a self-determination score, and a flight-risk score.



## Overall Work Wellbeing

Overall work wellbeing takes into account 17 of the 19 work questions and provides a more accurate and more global judgment of your workplace wellbeing. Thirteen of these questions were positively phrased (higher scores are better) and included judgments of an individual's job satisfaction, work / life balance, how happy they are at work, their workplace relationships, how vital they feel at work, their motivation, their autonomy, strengths utilisation, how competent they feel, how much effort they put in, how proud they feel of their workplace, how valued they feel, and whether their work has meaning. Four questions were negatively phrased (lower scores are better) and included judgments of an individual's job stress, sense of job security, feeling of time pressure at work, and their intention to leave. Two further qualitative questions asked about what makes their organisation a great place to work, and what needs to change to make their organisation a great place to work.

These 17 aspects were rated on a 0 to 10 scale where higher scores indicate a greater endorsement of each aspect (the four negatively phrased questions were reverse scored). Taking the average of all 17 aspects, and after converting your score so that it is now out of 100, your score for overall Work Wellbeing was:

70/100

**This score indicates that your work wellbeing is high! You likely have lots of positives at work, and are in a good position to help your organisation excel.**

## Self-Determination

Next your self-determination score is based on Self-Determination Theory, which is a theory about how the three innate psychological needs of autonomy, competence and relatedness facilitate motivation and provide the basic components for human growth and development. These three elements in particular are essential components individuals require for growth – in general life, and especially at work. Conversely, when these three particular needs are not met, a maladaptive response is likely. WoW has compiled your work autonomy, work competence, and work relationships scores into a Self-Determination score.

When this score is converted so that it is now out of 100, your score for Self-Determination was:

83/100

**This high score indicates that you feel like you have some autonomy in your work, mostly feel competent in doing your job, and likely have some good workplace relationships. This is great!**

## Flight-Risk

Lastly WoW has calculated your flight-risk score – this is WoW's subjective judgement of the chance you will leave your organisation within the next six months. In order to determine this score we took into account how you answered the question "How likely is it that you will leave your job in the next six months?" and combined it with the research base of factors known to influence an individual's choice to leave their job – their work stress, work security, work motivation, work satisfaction, how proud they are of their organisation and how valued they feel. Note that the average flight-risk with this formula is about 31%.

When your flight-risk score was converted so that it is now out of 100, your score for Flight-Risk was:

47/100

**This very high score indicates that you feel very insecure in your job and are probably intending on leaving in the next six months. This is a good time to think about your employment, and your employment options, and to take action by having a conversation with your employer about making changes.**



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# Component Wellbeing

The last section of the WoW assessment investigated components that build wellbeing, and in your case, the two components were Resilience and Health and Lifestyle factors.

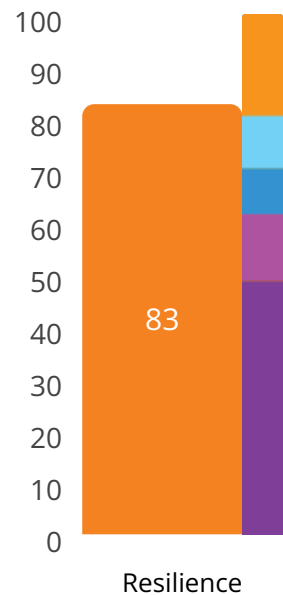
## Resilience

In the first part of this component wellbeing section you answered three questions from a scientific measure called the Brief Resilience Scale. These questions investigated if you perceive that you bounce back quickly after hard times, if you usually come through difficult times with little trouble, and how long it takes you to recover from stressful events. These three questions assess 'psychological resilience' which is broadly defined as "an individual's tendency to cope with stress and adversity". In practice, resilience is a dynamic process (rather than a trait within an individual) whereby an individual exhibits positive behavioural adaptation when they encounter significant adversity, trauma, tragedy, threats, or significant sources of stress. Having the ability to cope well results in the individual "bouncing back" to a previous state of normal functioning, or simply not showing negative effects.

Reported scores on this adapted scale range from 0 to 30 (you scored **25**), WoW has converted your score so that it is now out of 100. Your score on the adapted Brief Resilience Scale was:

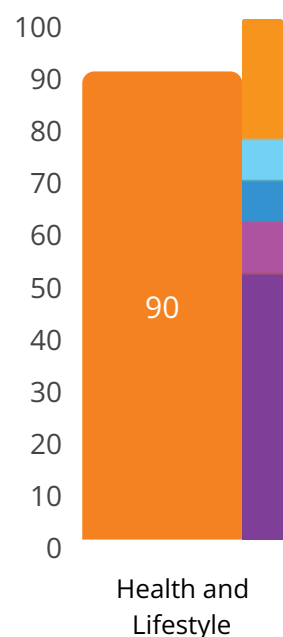
83/100

**This score indicates that you are very resilient which is fantastic!**



## Health and Lifestyle

In the second part of this component wellbeing section you answered four questions about your health and lifestyle behaviours. These questions investigated your perceptions of how satisfied you are with your general health, diet, quality of sleep, and your level of physical activity and exercise. It is important to assess health and lifestyle aspects in addition to psychological wellbeing as modern health issues are often a result of a maladaptive lifestyle. Health is more than a state of wellness or sickness, it is a personal practice, and thus tracking these four indicators in particular, across key areas of health, can assist with making positive improvements to your health.





# Your Wellbeing Over Time

WoW recommends caution in comparing your wellbeing to others – the scores are more useful for seeing how your wellbeing is changing over time.

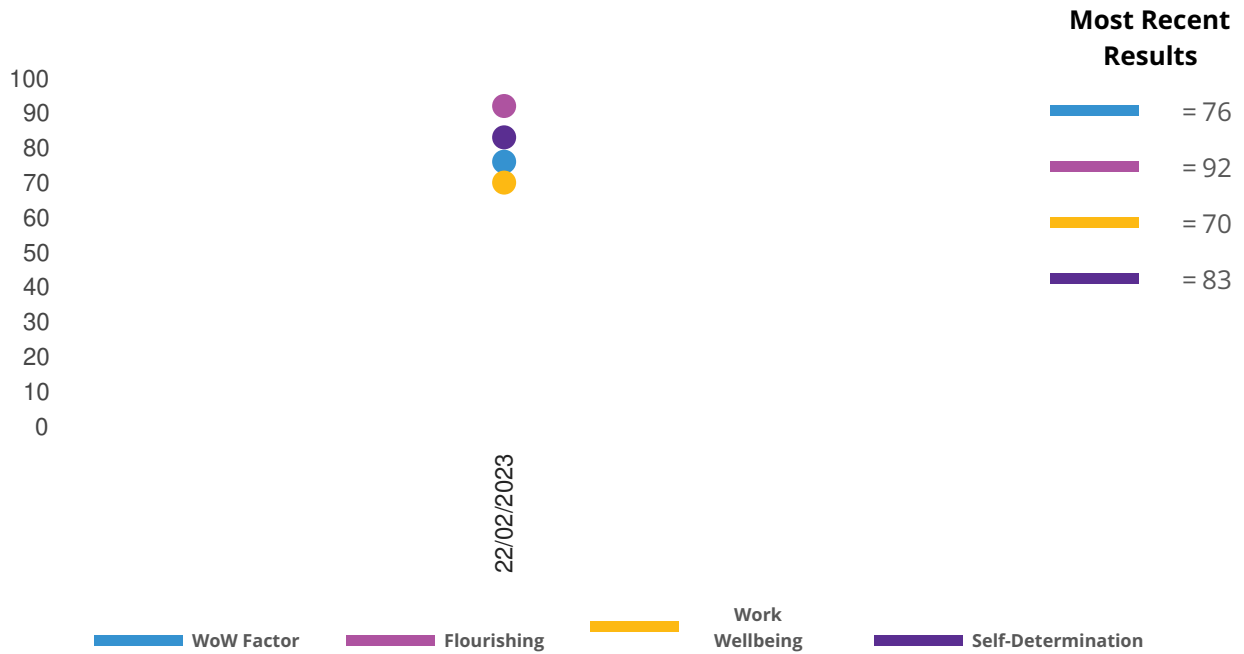
The graphs on the next page indicate how the main metrics and wellbeing indicators assessed and reported on above have changed over time.

If this is your first assessment, only one data point will display and additional data points will be added in this section over time.

If this is your first WoW assessment, you should skip this section of the report.

## Global and Work Wellbeing

This graph displays four of your main wellbeing indicators over time - two global wellbeing metrics, and two work wellbeing metrics. This graph will display up to your most recent ten assessments.



## Happiness

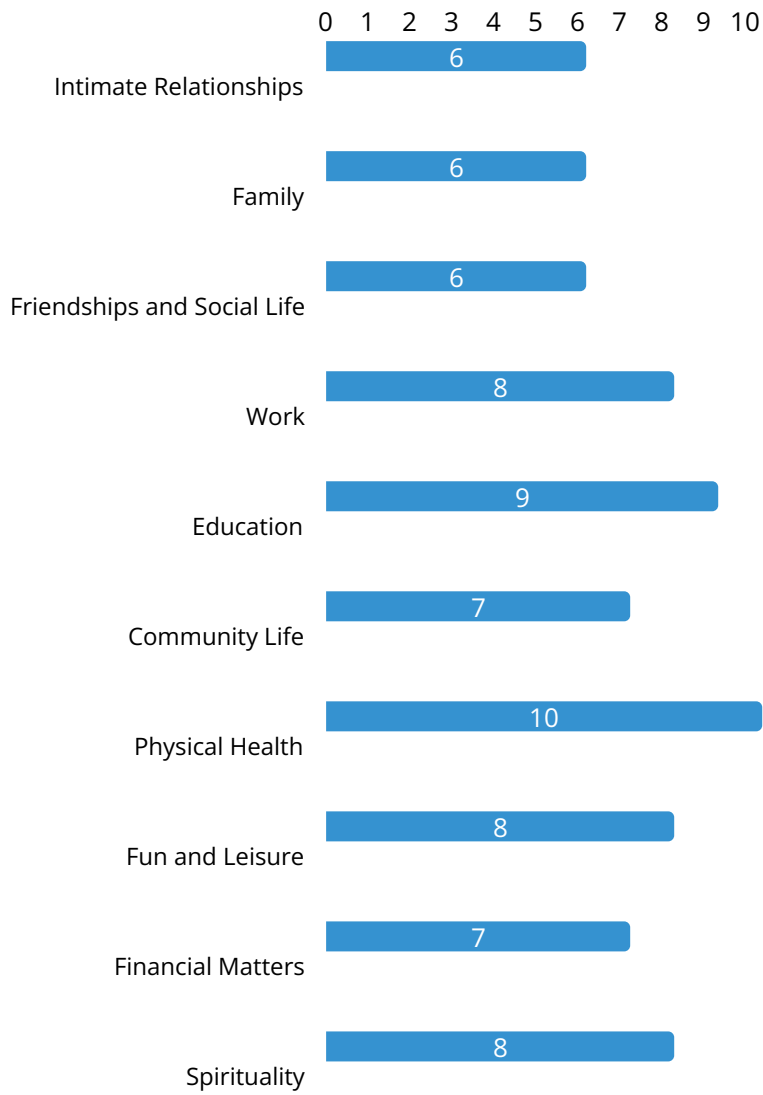
This graph displays your choice of descriptive label for how happy you usually feel. This graph will display up to your most recent ten assessments.





# Life Domain Satisfaction

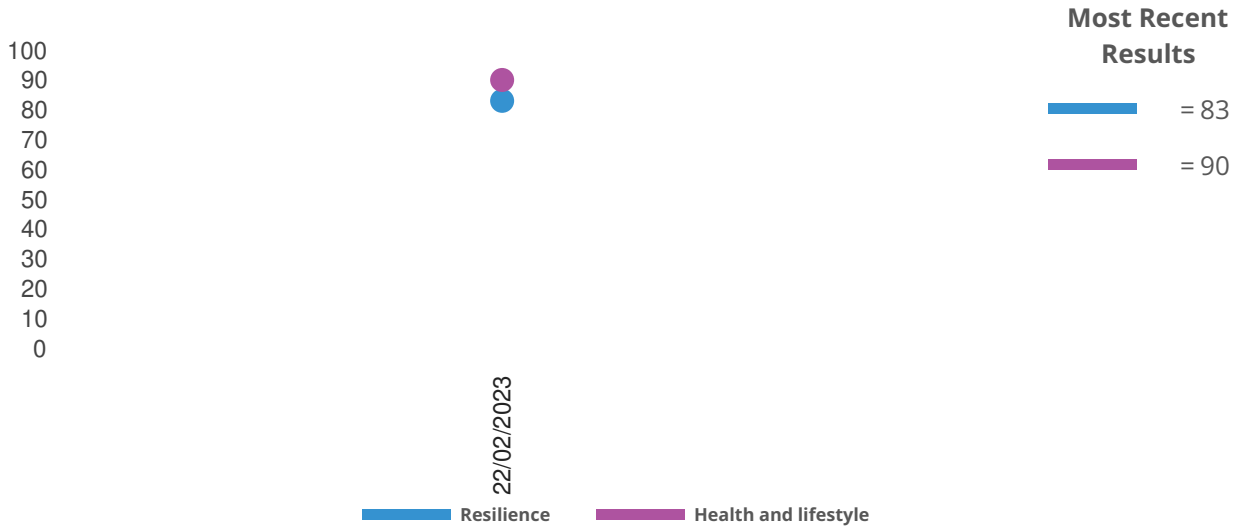
This graph displays your domain satisfaction ratings over your last three assessments.



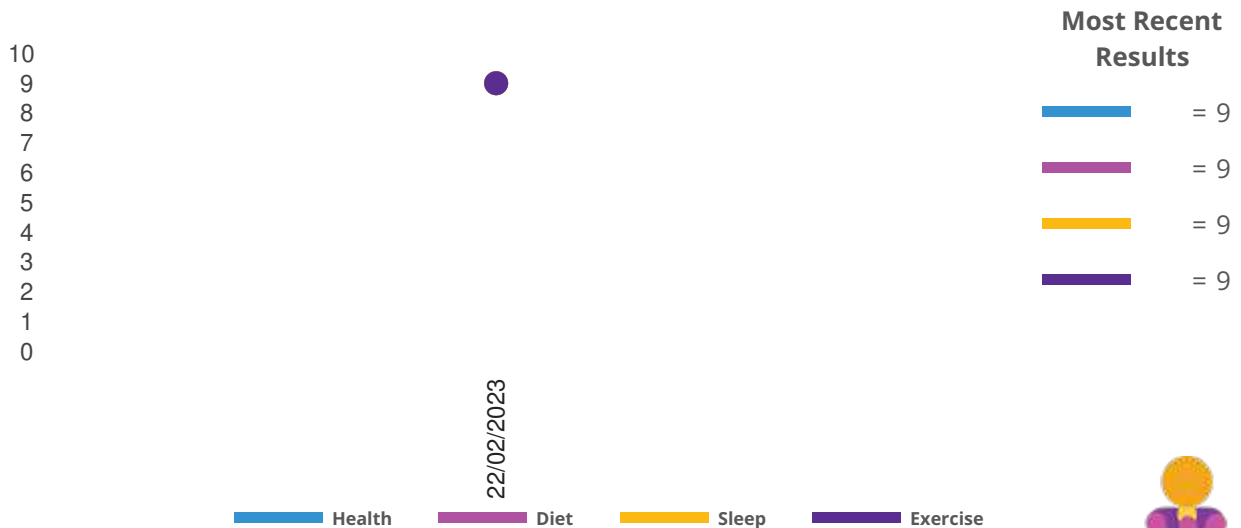
22/02/2023

# Component Wellbeing

This graph displays your component wellbeing indicators over time. This graph will display up to your most recent ten assessments.



This graph further expands on the Health and Lifestyle component indicator. It displays your subjective evaluation of your health, diet, sleep and exercise over time. This graph will display up to your most recent ten assessments.



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# Work on Wellbeing Actions

After discussing your report with your coach you may have come up with some ideas around actions you could take.

This is a great opportunity to capture your thoughts, reflections and actions.

Next time you complete the Work on Wellbeing, please review your actions in line with your new results.

## Questions

- 1 What positive actions are you going to take?

- 2 What positive emotions will these actions create?

- 3 What benefits will result from these actions for your overall wellbeing?



## Appendix A – Activities

# Activity 1 – Sleep

## Goal

The goal of the exercise is to improve your sleep hygiene.

## Instructions

Good sleep hygiene consists of practices that reinforce your body's natural tendency to sleep at night. Use the following checklist of things to do and avoid - aim to put a tick in as many boxes as possible! (if the box is not applicable, tick it anyway).

## Things you can do

Maintain a <b>regular bedtime and awakening time</b> (e.g., 10pm to 6am), and stick to this schedule even if you awaken during the night. Try not to oversleep. Get out of bed at your regular time, even if your sleep was poor, as oversleeping can fragment the following night's sleep. Bringing your sleep pattern under control is perhaps the best thing you can do to improve your sleep!	<input type="checkbox"/>
Get <b>regular exercise</b> , preferably in the mornings.	<input type="checkbox"/>
Use your <b>bedroom</b> for <b>sleeping and intimacy only</b> . Avoid non-sleep activities, such as watching TV, reading books, or talking on the phone in bed, as these may become stimuli for alertness.	<input type="checkbox"/>
Establish a <b>routine in preparation</b> for sleep. Your routine may include setting aside some quiet time just before you go to bed to wind down and lessen stimulation. For example, reading a book, brushing teeth, un/dress for bed, turn down bed covers, etc.	<input type="checkbox"/>
Maintain a <b>comfortable temperature</b> in your bedroom and keep it <b>dark</b> and <b>quiet</b> .	<input type="checkbox"/>
Have a <b>comfortable bed</b> and <b>bedding</b> .	<input type="checkbox"/>
Consciously <b>move towards sleep</b> , towards tiredness. Tell yourself you feel sleepy.	<input type="checkbox"/>
If you awaken, try to <b>go back to sleep immediately</b> . Do not move in bed as movement can enhance awakening. Try to stay physically drowsy and do not turn on the light.	<input type="checkbox"/>
Employ <b>relaxation techniques</b> to get to sleep or if you awaken during the night. <b>For example:</b>	<input type="checkbox"/>
Scan your body, focus on any tension, and consciously let go of the tension. Tell yourself that tense parts of your body feel warm and heavy.	<input type="checkbox"/>
Develop a calming and quiet image (e.g., lying on the beach sunbathing) which promotes feeling safe, warm and heavy.	<input type="checkbox"/>

---

Control your breathing and take deep breaths, and release tension when exhaling.

---

Have a massage or warm bath before bed.

---

Listen to quiet classical music.

---

## Things you should avoid

---

**Stimulating activity** before bed or stimulating discussion.

---

**Alcoholic** or **caffeinated beverages** or **high energy foods** in the evening, avoid eating big meals directly before bedtime.

---

Please choose not to **smoke** before bedtime or during the night.

---

**Commanding yourself** to go to sleep may make you more alert.

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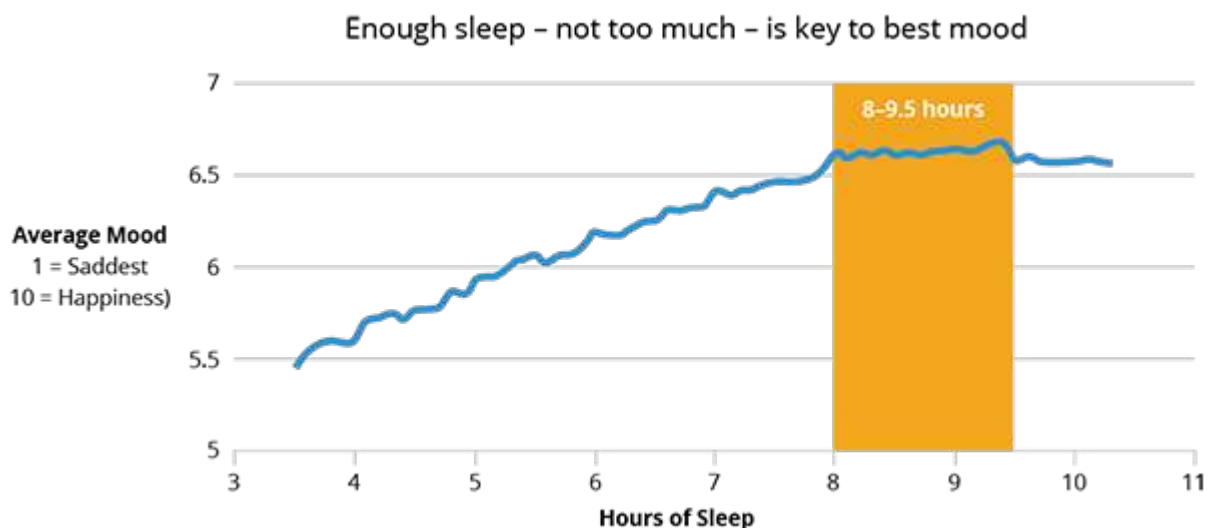
**Exercise** three hours before bedtime.

---

## Background

Trouble getting to sleep and experiencing disruption to sleep is prevalent. Many things can interfere with sleep, especially anxiety, heightened emotions, replaying the day's events, changes in work hours, travelling, significant life changes, and relationship conflicts. Lack of sufficient sleep and interrupted sleep drains you of your needed rest and can make reaching your goals more challenging.

The "right" amount of sleep for the best mood is between 8 and 9.5 hours at night. Those who get that amount wake up happier than those who slept fewer or more hours.



Source: <https://www.jawbone.com>



## Advice

It's no secret that sleep significantly impacts our mood and performance the next day. Time and effort spent addressing sleep hygiene are hugely important as a foundation for wellbeing!

## Suggested Readings

Stevenson, S. (2014). Sleep smarter: 21 proven tips to sleep your way to a better body, better health, bigger success. Model House Publishing.

# Activity 2 – Diet

## Goal

This exercise aims to improve your diet, so you have the fuel and energy to obtain your goals and greater wellbeing.

## Instructions

As you go about your day, notice how much sugar is in the food source you are consuming. Whatever the level of sugar you are consuming, aim to reduce your overall sugar intake. When lowering your sugar, replace previous sugar-loaded items with healthy fats (e.g., almonds, avocado) and protein (e.g., meat, dairy). Fruit and vegetables are usually a handy snack alternative also.

Below is a list of food choices to consume more and less of:

### Consume less of:

- Sugar (raw and refined)
- Sugary drinks (e.g., coke, juice)
- Lollies
- Ice-cream
- Chocolate
- Biscuits
- Cakes
- Breakfast cereals
- Desserts
- Toppings and spreads high in sugar

### Consume more of:

- Salads
- Cheese
- Fruits
- Nuts
- Omelettes and eggs
- Tuna
- Vegetables
- Avocado
- Butter
- Full fat yoghurt
- Protein (e.g., meat)

A good rule of thumb is to reduce the intake of foods that are higher than 10g per 100g in sugar.

## Background

The science on how sugar affects your body is well documented. As a basic rundown, sugar consumption makes the insulin level in your blood increase, which cues the body to stop burning fat and store it instead. From an immediate perspective, lower sugar helps balance energy levels across your day, so you will have less sugar fuelled energy highs and lows. You will also feel less hungry once you adapt to lower sugar levels (which can take a week or two).



## Advice

Changing your diet is incredibly hard! However, if you make small changes over time, you will notice improvements in your energy, mood, and performance. Some tips to get started:

- Get rid of high sugar products (e.g., chocolate, fizzy drinks) from your cupboards or drawers (i.e., from easy access).
- See if you can enlist help from people in your house and office (e.g., ask them to put their sugary foods in block-out containers).
- Your goal is just to reduce your intake, not eliminate it. Manage your expectations - have a piece of cake at the birthday party! That is fine; it's consumption over the longer term that matters here.
- Have healthy, low sugar snacks available where you work (e.g., a bag of almonds in your desk drawer?)

## Suggested Readings

Schofield, G., Zinn, C., & Roger, C. (2015). What the fat?: Fat's in, sugar's out. Auckland, NZ: The Real Food Publishing Company Ltd.

# Activity 3 – A Great Day

## Goal

The goal is to create a great day at work - a day infused with positive experiences and relationships, where you use your strengths in alignment with what is most important to you and are also productive and energised.

## Instructions

Design a great day in one-hour intervals from when you wake up in the morning until you go to sleep. Below is an example of Paul's plan for a great day at work.

Time		Activity	Strength Use	How Important?	Expected Enjoyment
Start	Finish				
7:00	8:00	Breakfast	Curiosity	Good fuel to power me	3/10
8:00	9:00	Bus to work	Appreciation of beauty	Little importance	2/10
9:00	10:00	Emails and calls	Kindness	Social relationships are important to my wellbeing	3/10
10:00	11:00	Work on report on Gunway Project	Perserverance	My professional standing is important to me	3/10
11:00	12:00	Team meeting	Teamwork	Social relationships are important to my wellbeing	7/10
12:00	1:00	Lunch with Tom	Social Intelligence	Having a good friend at work is important to me	9/10
1:00	2:00	Site visit to Gunway instillation and appraisal	Honesty	This is an important project for our firm, and my boss wants a great performance from me	8/10
2:00	3:00	Work on pitch for Great Halls project	Bravery	Chance to be creative	4/10
3:00	4:00	Go to Mega site to help apprentice Peter with instillation	Leadership	I like teaching others	9/10
4:00	5:00	Write up todays work notes and visits, emails and calls	Kindness	My professional standing is important to me	3/10

Time		Activity	Strength Use	How Important?	Expected Enjoyment
Start	Finish				
5:00	6:00	Bus home	Appreciation of beauty	Little importance	1/10
6:00	7:00	Prepare and eat dinner with Julie, fix hinge on front gate	Love	I love my wife and time with her	10/10
7:00	8:00	TV (Space Road TV series)		Little importance but entertaining	7/10
8:00	9:00	Not sure, maybe Halo Xbox game	Zest		
10:00	11:00	Three Good Things activity, read novel till 10:30	Gratitude	Three things makes me feel good	8/10

Note: To do this activity, we suggest you first complete a free VIA strengths assessment (<https://www.viacharacter.org/>) to identify your strengths. See the WoW activity “Strengths Identification and Use.”

Note: There is a prediction column capturing which parts of your day you think will be enjoyable, so aim to schedule regular enjoyment throughout your day.

Time		Activity	Strength Use	How Important?	Expected Enjoyment
Start	Finish				
7:00	8:00				
8:00	9:00				
9:00	10:00				
10:00	11:00				
11:00	12:00				
12:00	1:00				
1:00	2:00				
2:00	3:00				
3:00	4:00				
4:00	5:00				
5:00	6:00				
6:00	7:00				
7:00	8:00				
8:00	9:00				
10:00	11:00				

## Background

If you do not aim for and plan a great day, chances are you won't have many of them. We believe positive workplaces are created when people can do meaningful and enjoyable work that taps into their greatest strengths and their most important goals. A best day, or a positive workplace, is unlikely to happen by chance and needs to be planned.

## Advice

Further advice related to obtaining a great day includes:

- Avoid checking emails throughout the day, instead schedule specific times to do so
- Eat food high in healthy fats and proteins and cut out as much sugar as possible
- Aim to get some intentional exercise (e.g. gym, run) or substantial movement (e.g. sport) every day - in the example above, this person has no exercise because they played a challenging game of squash the evening before
- Aim to do the least desirable tasks first when you have the most energy
- Make sure your work day has activities which allow socialising/connecting with colleagues and customers
- Go outside and get some daylight at some point during the day
- Consider a power nap or regular stretches during the day
- Schedule your new wellbeing activities - for example, do Three Good Things at the end of the day as this person does
- It's ok to have some free time - it's not necessary to schedule activities for every hour of the day
- Research indicates that the most productive way to structure your day is to work for about 50 minutes and then take a break for about 15 minutes

Although on the face of it, this 'Great Day' activity may seem easy, experience shows that it is time consuming and challenging. Be patient and persistent. What is important is that you think about what you plan to do over the coming day and how these tasks relate to your strengths, the things that are important to you, and your wellbeing throughout the day.

After completing this planning activity for a while, it will highlight how much time you spend in certain activities such as eating, exercising, working, socialising, being alone, relaxing, and commuting. Once you start to quantify these, you can select to set targets to increase or decrease certain activities. For example, this process may highlight that you spend more time watching TV than you would like, then you can schedule other activities instead. You can also rate your actual enjoyment out of 10 and compare it to your expected enjoyment. For example, was the bus to work a 2/10 or was it more enjoyable and why? Lastly, you can also supercharge this activity, making it more advanced, by planning a great day in 30-minute intervals.



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