



Work on  
Wellbeing

Group Wellbeing Report

November 2022





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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.](#)

# 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 Organisation's WoW Report

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

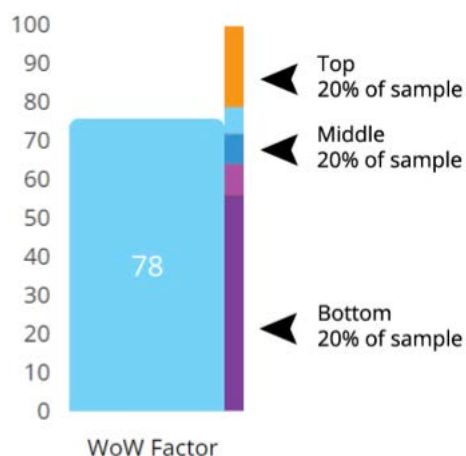
The assessment investigated four main domains:

- 1 a global assessment of their wellbeing
- 2 an assessment of the different domains of their life
- 3 an assessment of their workplace wellbeing
- 4 an assessment of component factors underpinning their wellbeing

## About Your Organisation's Results

Summary scores have been converted into percentages in your organisation's 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.



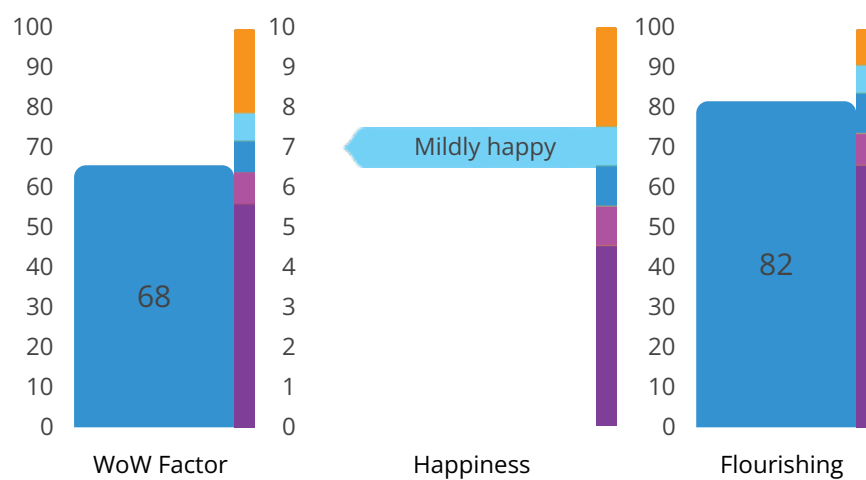
**Note:** WoW recommends caution in comparing your organisation's wellbeing to other organisations - the scores are more useful for seeing how your organisation's wellbeing is changing over time.

## Response Rate

During this assessment period, your participants completed **223** assessments. Dividing this completion number by the number of participants your organisation invited provides your assessment response rate. For example, if 155 participants were invited and 135 completed an assessment, this is a response rate of 87% ( $135/155 = .87$ ).

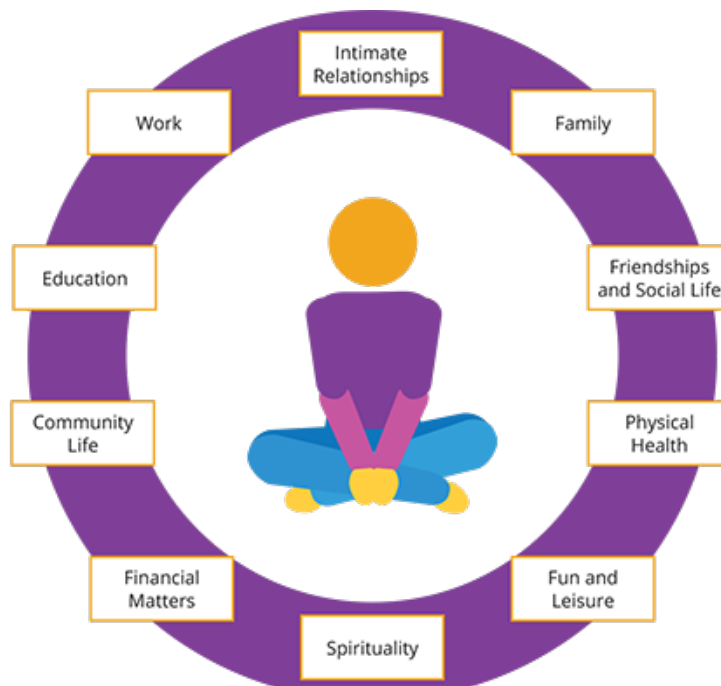
## Global Wellbeing

On the whole it seems like your organisation has **about average wellbeing**. On average, your participants reported that they are **mildly happy**, and that they have **an average amount of flourishing**.



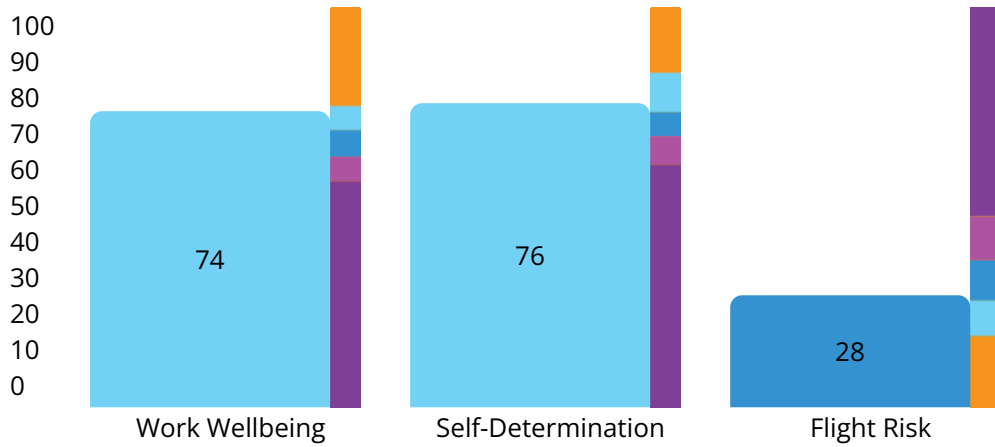
## Domain Wellbeing

Your participants' domain wellbeing scores indicate that across most aspects of their lives, their wellbeing is **high**. This means that they are satisfied with a majority of life domains.



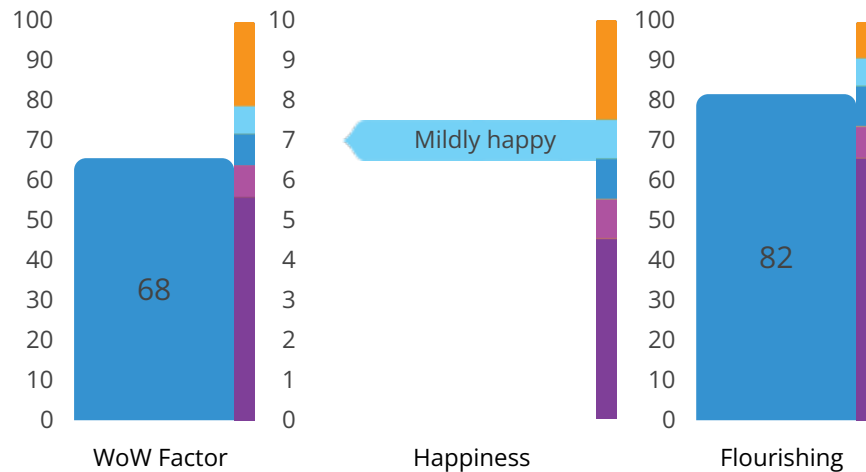
## Work Wellbeing

Considering working life at your organisation, it seems like work wellbeing is **high!** Your participants' self-determination scores (autonomy, competence, relatedness) were **high**, and their average flight-risk over the next six months was estimated at **28%**.



# Your Organisation's Wellbeing Now

## Global Wellbeing



### WoW Factor

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

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

68/100

This score indicates that they have about average wellbeing. It's ok, but could be better.

### Happiness

Next you were asked to pick a descriptive label for how happy you usually feel and you chose **"mildly happy," which indicates that you are feeling fairly good and somewhat cheerful.** 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 your participants answered eight questions from a scientific measure called the Flourishing Scale. These questions investigated their 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 an individual with many psychological resources and strengths.

Possible scores on this scale range from 8 to 56 (your participants' average score was **47**), and after converting this score so that it is now out of 100, your participants' average score on the Flourishing Scale was

**82/100**

**This score indicates that they have an average amount of flourishing.**

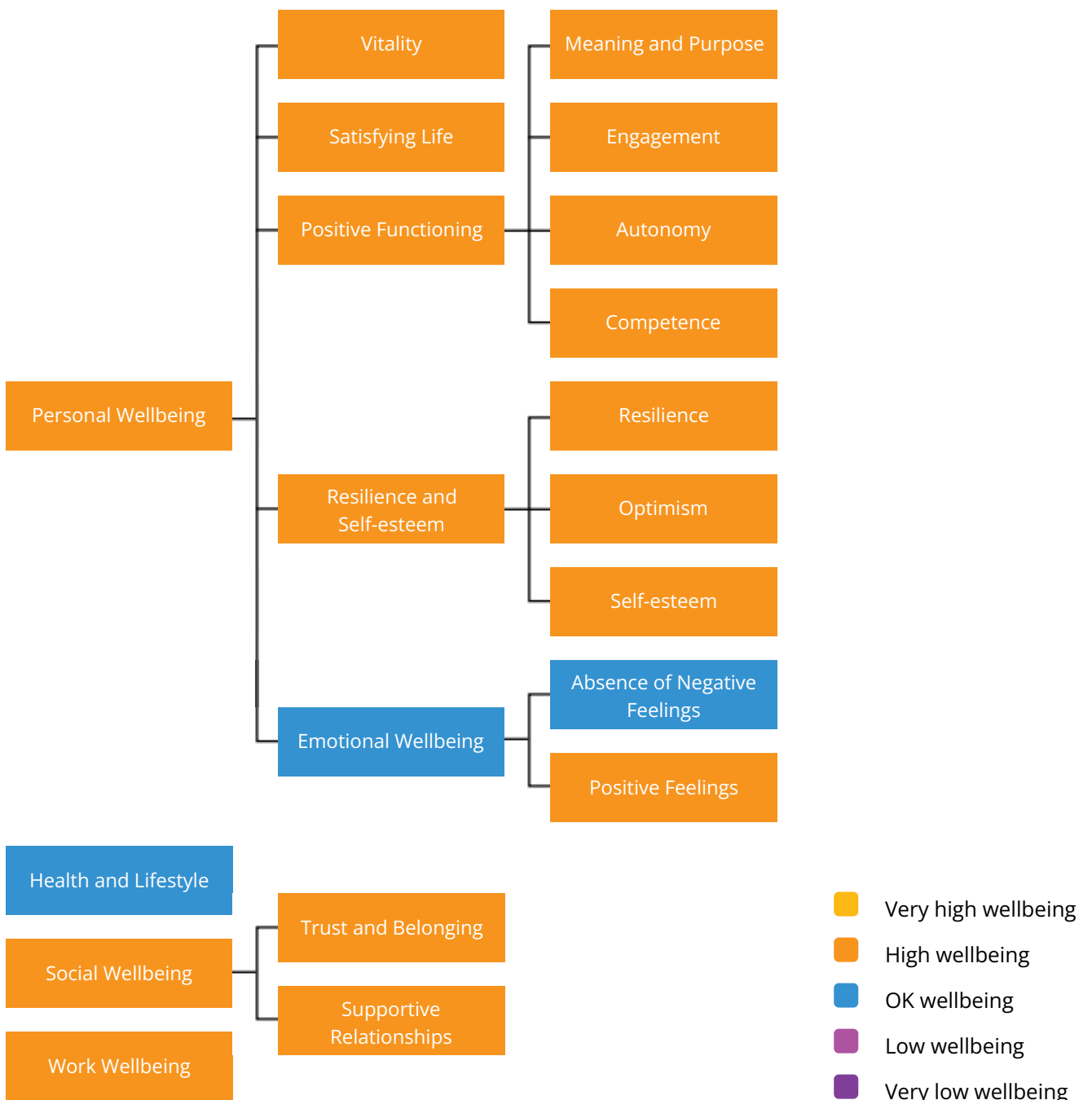
# Wellbeing Framework

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

Below is a broader snapshot of your participants' '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 participants' WoW assessments so that your organisation 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 they are doing well, and where they can improve.

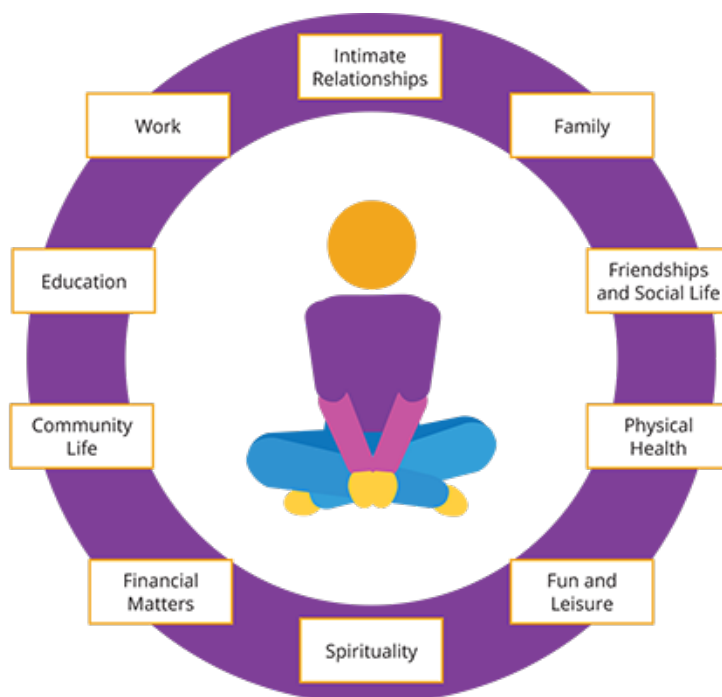




# Domain Wellbeing

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

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



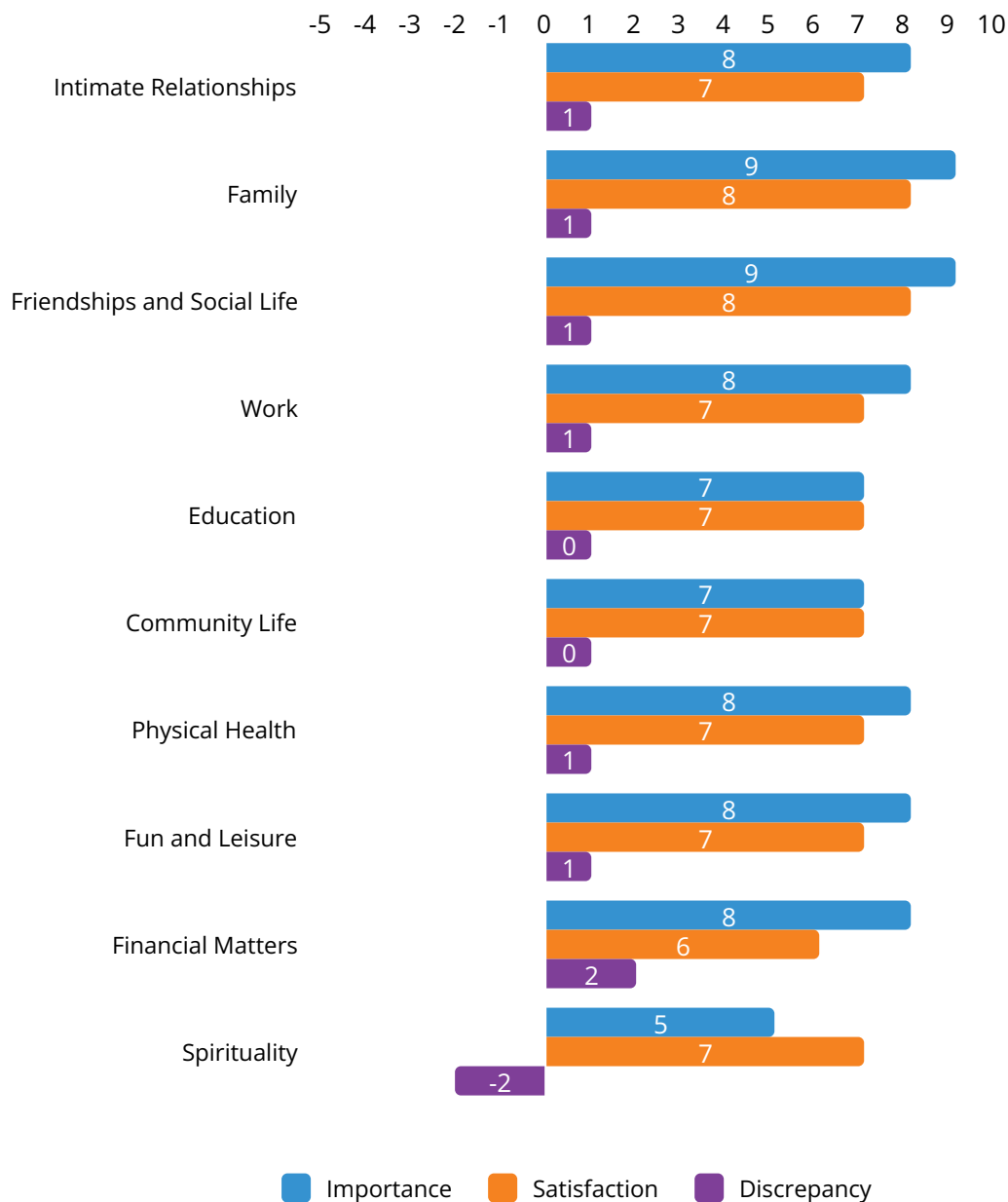
## Importance and Satisfaction

Your participants' domain wellbeing scores indicate that across most aspects of their lives, their wellbeing is **high. This means that they are satisfied with a majority of life domains.**

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

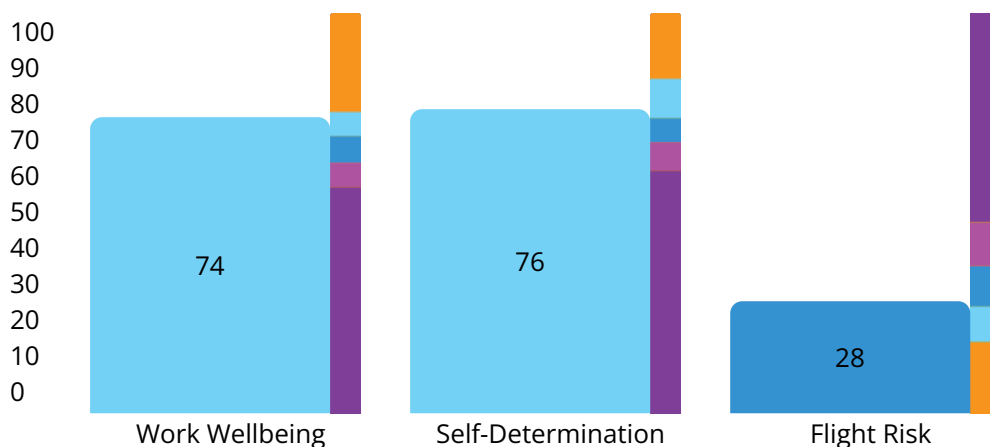
Focus on the **purple** bars in this graph, and the ones with the highest scores.

- A negative discrepancy score means that your participants are satisfied with a domain that is of low importance (i.e., satisfaction is greater than importance).
- A positive discrepancy score means that your participants 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 organisation's workplace wellbeing. Thirteen of these questions were positively phrased (higher scores are better) and included judgments of your participants' job satisfaction, work / life balance, how happy they are at work, their workplace relationships, how vital they feel at work, their motivation, 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 your participants' 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 qualitative results are presented anonymously (i.e., without your name or identifying information) to your organisation.

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 your participants and all 17 aspects, and after converting their scores so that they are now out of 100, your organisations score for overall Work Wellbeing was

74/100

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

## Self-Determination

Next your organisation's 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 participants 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 organisation's score for Self-Determination was

76/100

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

## Flight-Risk

WoW has calculated your organisation's flight-risk score – this is WoW's subjective judgement of the chance your average participants will leave your organisation within the next six months. In order to determine this score we took into account how your participants 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 a participants' 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 organisation's flight-risk score was converted so that it is now out of 100, your organisations score for Flight-Risk was

28/100

**This average score indicates that your participants feel somewhat secure in their jobs and don't intend on leaving in the next six months. This is good news for both your participants and your organisation!**

# Component Wellbeing

The last section of the WoW assessment investigated components that build wellbeing, and in your case, the two components were:

- Resilience
- Health and Lifestyle factors

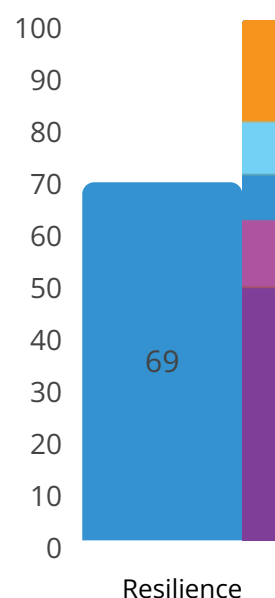
## Resilience

In the first part of this component wellbeing section your participants answered three questions from a scientific measure called the Brief Resilience Scale. These questions investigated their perceptions of their ability to bounce back quickly after hard times, if they usually come through difficult times with little trouble, and how long it takes them 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.

WoW has converted your organisation's score so that it is now out of 100 and on the adapted Brief Resilience Scale this was

69/100

**This score indicates that your participants are about average when it comes to resilience. Your organisation can look to increase their resilience.**



## Health and Lifestyle

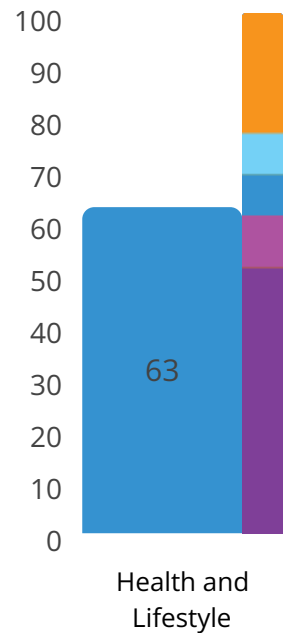
In the second part of this component wellbeing section your participants answered four questions about their health and lifestyle behaviours. These questions investigated their perceptions of how satisfied they are with their general health, diet, quality of sleep, and their level of physical activity 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 broken lifestyle. Health is more 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 participants' health.

WoW has converted your organisation's score so that it is now out of 100 and on the Health and Lifestyle factors scale this was

63/100

**This score indicates that your participants have about average health. It is likely that their general health, diet, sleep quality and levels of exercise are all about normal, and therefore there is room to improve these aspects.**





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