

## Element 1: What is 'wellbeing'?

**Activity |** In one sentence, what do you think 'wellbeing' means in practice?

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# Element 1: Why does wellbeing matter?

**Activity** | What do you think would be the effects of good worker wellbeing, and poor worker wellbeing on both individual workers and the organisation?

	Good worker wellbeing	Poor worker wellbeing
<b>Effects on the individual:</b>		
<b>Effects on the organisation:</b>		

# Element 1: Reflect on your own wellbeing

**Activity |** Reflecting on your own wellbeing and prior experiences in the workplace, complete the following questionnaire by indicating how strongly you agree or disagree with each statement:

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
"I have a good work-life balance"	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
"I never feel pressurised to catch up on work outside of normal working hours"	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
"I always take my full lunch break at work"	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
"My colleagues sometimes come to work when clearly unwell"	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
"Morale across the organisation is consistently high"	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
"I would describe my personal wellbeing as good"	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Reflecting on your responses to the questionnaire, identify 3 ways you could improve your personal wellbeing:

1. \_\_\_\_\_  
\_\_\_\_\_
2. \_\_\_\_\_  
\_\_\_\_\_
3. \_\_\_\_\_  
\_\_\_\_\_

## Element 2: The benefits to wellbeing

**Activity** | Describe the possible benefits to wellbeing for each branch of the 'wellbeing tree':

<b>Interaction</b>	<hr/> <hr/> <hr/> <hr/>
<b>Exercise</b>	<hr/> <hr/> <hr/> <hr/>
<b>Mindfulness</b>	<hr/> <hr/> <hr/> <hr/>
<b>Nutrition</b>	<hr/> <hr/> <hr/> <hr/>
<b>Kindness</b>	<hr/> <hr/> <hr/> <hr/>
<b>Learning</b>	<hr/> <hr/> <hr/> <hr/>



# Element 3: Planning interventions

**Activity** | When planning interventions in the workplace, what do you think you need to consider to ensure that these are successful?

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## Element 3: Measuring the effectiveness of interventions – Your workplace wellbeing

**Activity | 1** Evaluate your current level of workplace wellbeing by completing the *What Works Wellbeing Snapshot Survey* below.

For each of the following questions please tick the answer you feel is most appropriate for you:

a) Overall, how satisfied are you with your life nowadays?

<b>Not at all</b>										<b>Completely</b>
<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>

b) Overall, to what extent do you feel that the things you do in your life are worthwhile?

<b>Not at all</b>										<b>Completely</b>
<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>

c) Overall, how happy did you feel yesterday?

<b>Not at all</b>										<b>Completely</b>
<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>

d) Overall, how anxious did you feel yesterday?

<b>Not at all</b>										<b>Completely</b>
<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>

e) How dissatisfied or satisfied you are with your present job overall?

<b>Completely dissatisfied</b>	<b>Mostly dissatisfied</b>	<b>Somewhat dissatisfied</b>	<b>Neither satisfied nor dissatisfied</b>	<b>Somewhat satisfied</b>	<b>Mostly satisfied</b>	<b>Completely satisfied</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>

f) I would recommend my organisation as a great place to work

<b>Strongly disagree</b>	<b>Disagree</b>	<b>Neither agree nor disagree</b>	<b>Agree</b>	<b>Strongly agree</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>

g) How would you rate your overall physical health now?

<b>Very good</b>	<b>Good</b>	<b>Fair</b>	<b>Bad</b>	<b>Very bad</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>



h) How would you rate your overall mental health now?

Very good	Good	Fair	Bad	Very bad
1	2	3	4	5

i) I feel safe from threats and physical hazards in my work environment

Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
1	2	3	4	5

j) I am satisfied with my physical working environment

Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
1	2	3	4	5

k) 'Your manager helps and supports you'

Always	Most of the time	Sometimes	Rarely	Never
1	2	3	4	5

l) 'Your colleagues help and support you'

Always	Most of the time	Sometimes	Rarely	Never
1	2	3	4	5

m) 'Your job gives you the feeling of work well done'

Always	Most of the time	Sometimes	Rarely	Never
1	2	3	4	5

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<https://whatworkswellbeing.org/category/work/employee-snapshot-survey/>

