Element 1: What is 'wellbeing'?	
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Activity | In one sentence, what do you think 'wellbeing' means in practice?

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
Effects on the individual:		
Effects on the organisation:		

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"					
"I never feel pressurised to catch up on work outside of normal working hours"					
"I always take my full lunch break at work"					
"My colleagues sometimes come to work when clearly unwell"					
"Morale across the organisation is consistently high"					
"I would describe my personal wellbeing as good"					
Reflecting on your responses to the question personal wellbeing: 1. 2. 3.	nnaire, ident	ify 3 ways yo	ou could imp	prove your	

Element 2: The benefits to wellbeing

Activity Describe the possible benefits to wellbeing for each branch of the 'wellbeing tree': Interaction **Exercise** Mindfulness **Nutrition Kindness** Learning

Element 2: The common benefits of the branches of wellbeing

Activity You may have noticed throughout this element that some benefits are common to more than one branch of wellbeing. Complete the following table by ticking the benefits applicable for each branch, to summarise these common areas:

Benefits			Branch of	wellbeing		
	Interaction	Exercise	Mindfulness	Nutrition	Kindness	Learning
Self esteem						
Greater job satisfaction						
Greater life satisfaction						
Higher performance						
Increased motivation						
Reduces depression						
Lowers anxiety						
Help maintain healthy weight						
Improves cardiovascular health						
Lowers blood pressure						
Reduces risks of certain types of cancer						
Reduces risk of type 2 diabetes						
Improve mood						
Increases self-efficacy						
Better understanding of self						
Reduces stress						
Improves resilience						
Enhances social relationships						
Improves sleep quality						
Improves attention and concentration levels						
Increases confidence						
Improving sense of optimism						

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?	

Element 3: Workplace wellbeing

Activity	An organisation moves site to a new building which is close to the city centre, situated near to a local park. It is a new build, energy efficient (therefore cheaper to run) and offers much more space including several large meeting rooms, a videoconferencing suite and spacious open plan office accommodation. With a city centre location, there are fewer car parking spaces available compared to the previous site; this will be unpopular with many workers. The move will also be disruptive to work schedules which could be stressful for workers. Senior management would like to improve wellbeing within the workforce (and minimise the negative impacts of the move) and have a small budget available for this initiative.
Describe th	e possible consequences of the site move on wellbeing (positive and negative):
	erventions the organisation could make, the level each intervention would be aimed at benefits in relation to each branch of wellbeing they would bring:

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?

Not at all										Completely
0	1	2	3	4	5	6	7	8	9	10

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

Not at all										Completely
0	1	2	3	4	5	6	7	8	9	10

c) Overall, how happy did you feel yesterday?

Not at all										Completely
0	1	2	3	4	5	6	7	8	9	10

d) Overall, how anxious did you feel yesterday?

Not at all										Completely
0	1	2	3	4	5	6	7	8	9	10

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

Completely dissatisfied	Mostly dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Mostly satisfied	Completely satisfied
1	2	3	4	5	6	7

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

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

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

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

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

I) '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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Element 3: Measuring the effectivness of interventions – Comparing your workplace wellbeing

Activity 2	How do your results compare with the UK national average? UK averages for each What Works Wellbeing Snapshot Survey question can be found here: https://whatworkswellbeing.org/resources/wellbeing-benchmarks-how-is-your-organisation-doing/