



THE
PERMAH
WELLBEING
SURVEY
FOR WORKPLACES

WELLBEING ENTERPRISE
EXECUTIVE SUMMARY

XXXX

05 May TO 25 May 2020

THEWELLBEINGLAB

A MICHELLEMCQUAID PROGRAM

SCORING KEY

(EXCLUDING STATE OF WELLBEING QUADRANT)

SCORE RANGE	INTERPRETATION
60	Worth a cautionary deeper dive and may be an indicator of struggle in the measure in question. It helps with these scores to find out what is driving it rather than making assumptions based on our best guess.
70-79	Scores closer to 70 would be considered 'average' (good starting point but we would recommend aiming higher!) with scores towards 80 being considered better than average.
80-90	Typically, would be considered ideal. Worth understanding with these scores, what's working well in order to keep these positive actions up and/or apply to other measures where possible.
91-100	Good to see, but if you see too many of these it is worth asking whether people felt safe enough to be honest in their survey responses.

Please Note:

- A dip in wellbeing scores is worth noting and monitoring. Some dips are minor and can reflect the mixed respondents and the way they self-score. Other dips are more significant and can reflect changes that are worth exploring for your employees or organization or changes in the world around them (i.e. COVID-19) at the moment the data was gathered.
- Town halls, focus groups, team meetings, surveys, and open discussion are a great way to deepen individual and collective understanding of the drivers that are contributing to wellbeing scores and their distribution/trends. Try to use the Learning Loop prompts provided to help improve your people's levels of intelligence and confidence when it comes to caring for their wellbeing and supporting each other. At all times – and particularly with smaller samples – please be mindful of people's confidentiality and do not try to identify people by their data or participants will not answer honestly in future.

FOR ASSISTANCE:

Key XXXXX Contact: .

Key Wellbeing Lab Contact: Danielle Jacobs (Psychologist, Co-Founder Wellbeing Lab & Co-Creator of PERMAH Wellbeing Survey), danielle@thewellbeinglab.com, Ph: 0413 604 224.



WHAT'S WORKING WELL RIGHT NOW?

- A high percentage of XXX's people are living well despite struggle. This suggests that a healthy majority of your employees have the knowledge, tools and support to care for their wellbeing and feel safe enough to talk about where they may be struggling – which is very important in the current climate of uncertainty and disruption.
- A high level of psychological safety. Meaning XXX's people feel able to be honest and open about problems and mistakes. This enables struggles to be turned into learning opportunities that support performance.
- Really healthy levels of Positive Emotion, Relationships, and Meaning at the Team and Organizational levels which is showing that your people feel supported by their leaders and XXX during this challenging time.



WHERE YOU MIGHT BE STRUGGLING?

- Levels of Wellbeing Ability and Motivation are just slightly below what we consider healthy. In itself this is not an immediate issue as there are a lot of wellbeing challenges for people generally right now, but it's something to monitor in subsequent reports. The WOW tracks and debriefs/coaching should provide valuable support to help address this.
- Levels of Positive Emotion, Engagement, and Accomplishment at the Individual level are lower than is ideal. Again, this could be a reflection of the current challenges with people feeling more anxious, and more unsettled due to the relocation of work environments and families at home, but it's something to monitor in subsequent reports.
- Levels of Health at the Team level are lower than is ideal, although this is often common in teams. It would be worth leaders asking their teams what they can be doing to help each other get more movement, eat wisely, or sleep well. This could involve more walking meetings, a healthy eating challenge, or setting no-email hours between 9pm and 8am, for example.
- Levels of the wellbeing nutrient Autonomy are lower than is ideal and this could be impacting Individual levels of Engagement, Accomplishment and Job Satisfaction. The combination of these results suggests that your people may not have enough opportunities to stretch outside their comfort zone and learn and grow. The high levels of Psychological Safety and comfort with struggle suggest they would respond well to more autonomy and improve their levels of commitment to the changes ahead.

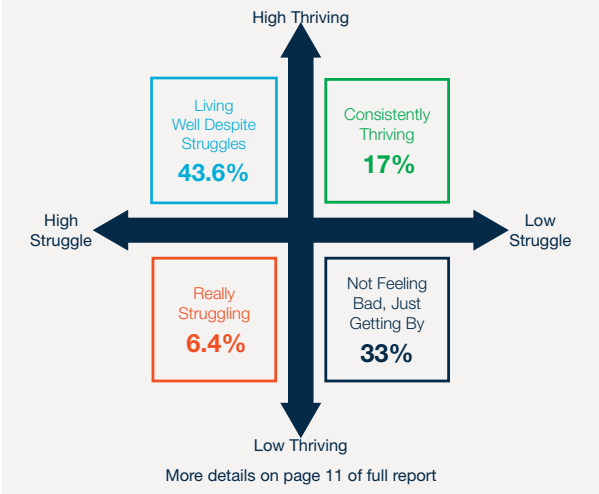


WHAT CAN WE LEARN AND HOW MIGHT WE ADJUST?

- How can you improve opportunities for Autonomy for XXX workers in ways that might boost Engagement and Accomplishment? Lower levels of staff Autonomy can be caused by a range of factors, including but not limited to cultural norms around ‘micromanaging’ and ‘spoon feeding’, for example. As your staff prepare to return to work, how can you create opportunities for them to help shape what the ‘new normal’ of working together will look like?
- How can leaders ask their teams what they’d like to try to better support each other’s physical health right now? Is there a way to share and celebrate these ideas as teams try to be more healthy together?
- How can you encourage staff to make the most of the WOW tracks and the wellbeing debriefs/coaching that is available to all staff right now? Can you check-in during team meetings on the tiny habits people are trying or their wellbeing a-ha for the week to normalize this conversation and share learnings as a way to boost people’s Wellbeing Ability and Motivation?

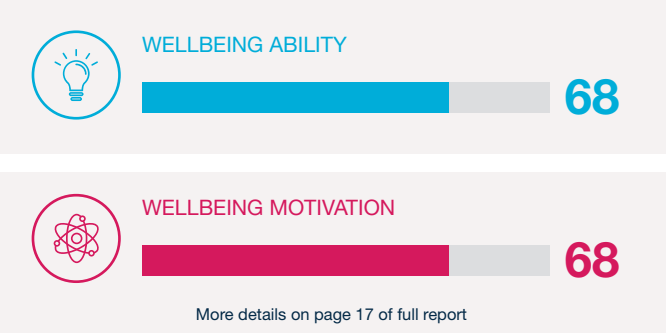
A SUMMARY OF YOUR RESULTS

YOUR STATE OF WELLBEING

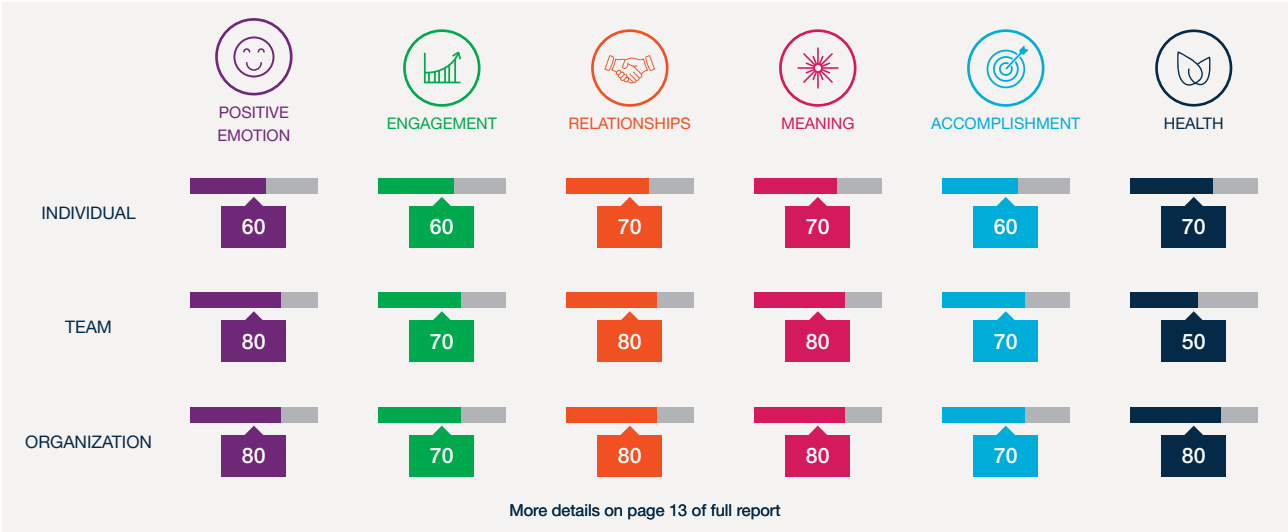


APR 2020 **N = 560**

YOUR WELLBEING CONFIDENCE



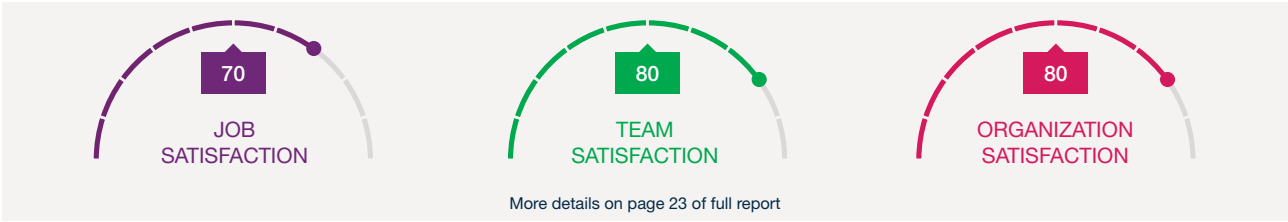
YOUR PERMAH WELLBEING SCORES



YOUR WORKPLACE WELLBING SUPPORTS



WORKER SATISFACTION INSIGHTS



INDIVIDUAL STATE OF WELLBEING BY PERMAH PILLARS



INDIVIDUAL STATE OF WELLBEING BY WORKPLACE WELLBEING SUPPORTS

