



## 4th Wellbeing Report - 03 June 2018

### Example Individual Report

## Table of Contents

Summary Overview.....	3
Your Wellbeing Now.....	4
Global Wellbeing.....	4
Domain Wellbeing.....	6
Work Wellbeing.....	8
Component Wellbeing.....	11
Your Wellbeing Over Time.....	12
Appendix A – Raw Results.....	15
Appendix B – Scoring System.....	24
Appendix C – Ways to Wellbeing.....	25

## 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.

## Copyright

This report is copyright Work on Wellbeing © 2014-2018. All rights reserved.

## 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.

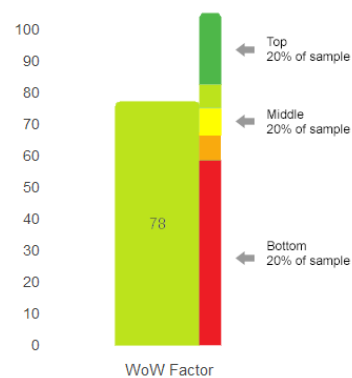
## About Your WoW Report

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:

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

## About Your Results

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 dark green at the bottom (bottom 20% of sample), to light green at the top (top 20% of sample) – the middle green colour in the mini-bar is the same colour as your main result bar and represents where the middle 20% of the sample score.

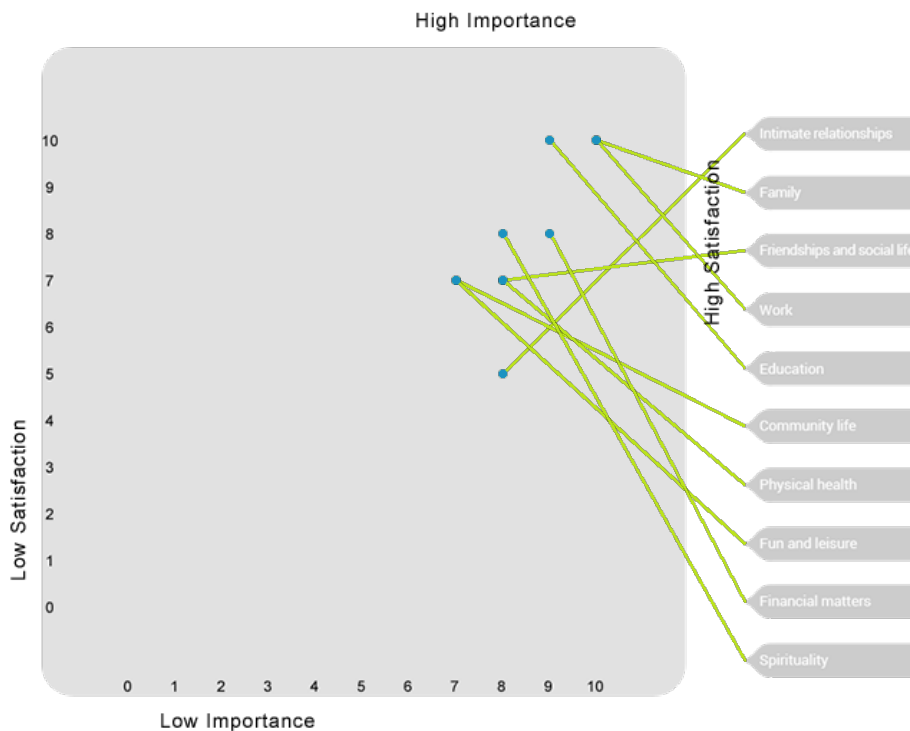


**Note:** WoW recommends caution in comparing your wellbeing to others – the scores are more useful for seeing how your wellbeing is changing over time.

# Summary Overview

## Global Wellbeing

On the whole it seems like you have very high wellbeing. This is fantastic! You reported that you are pretty 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 very high! Your self-determination score was very high, and your flight-risk over the next six months was estimated at 7%.

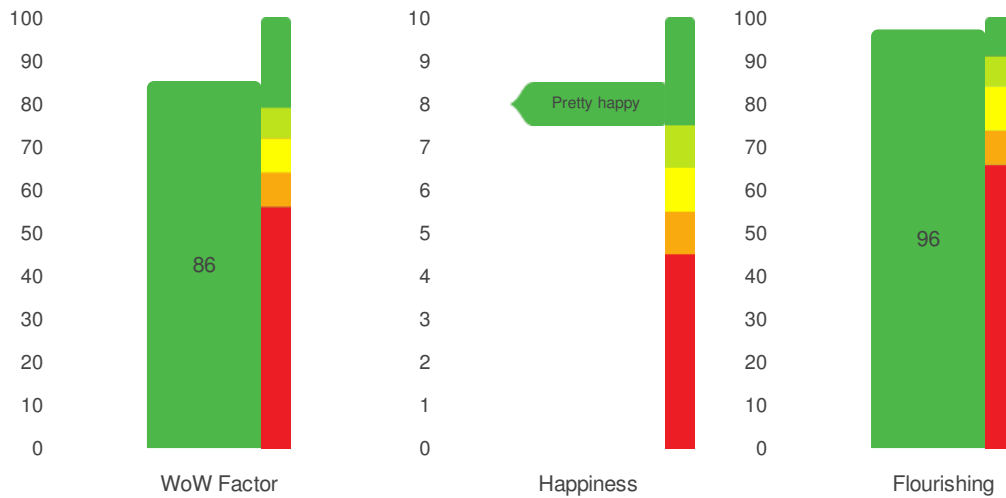


## Change Over Time

	This result	Last result	Your average
WoW factor (%)	86 ↑	84	84
Happiness (0/10)	8 =	8	8
Flourishing (%)	96 ↓	100	99
Resilience (%)	90 ↑	83	77
Health/lifestyle (%)	68 ↑	63	67

# 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 86/100. This score indicates that you have very high wellbeing. This is fantastic! 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 "pretty happy", which indicates that your spirits are high, and you're feeling good. 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, but choose to describe yourself as "Pretty happy", or if you have a high wellbeing score but describe yourself as "Pretty unhappy".

## Flourishing

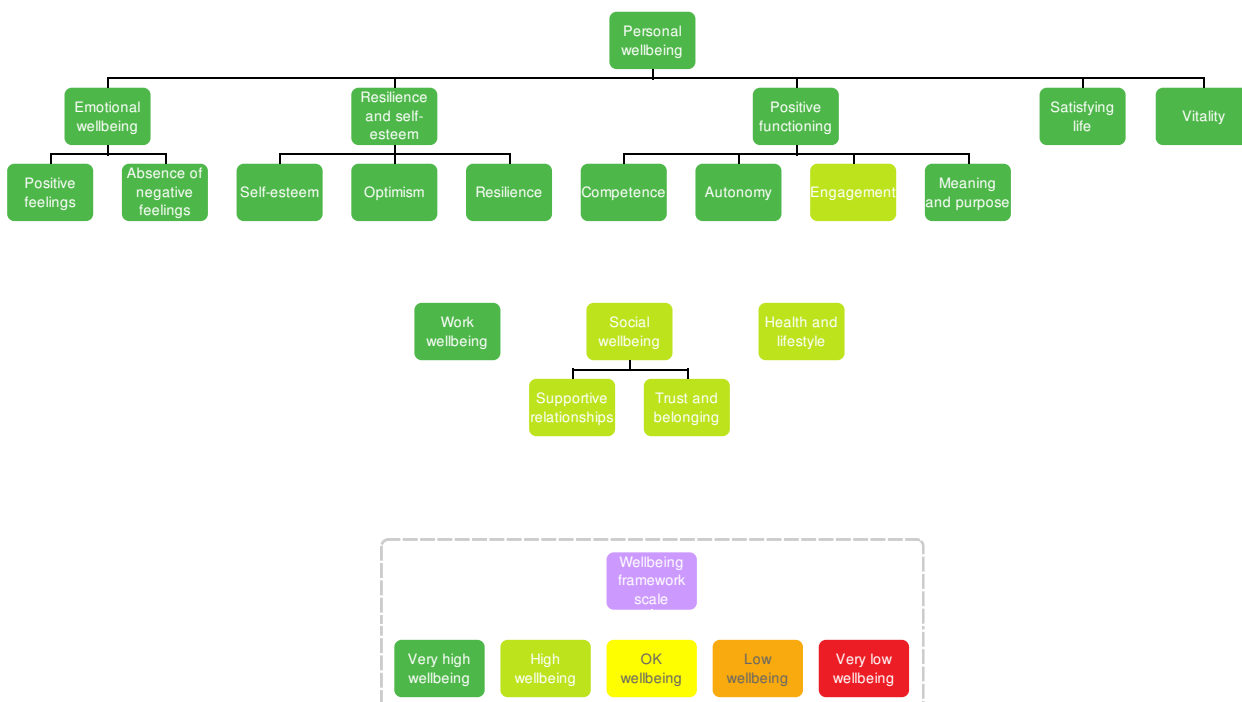
In the last part of the global wellbeing section you answered eight questions from a scientific measure called the Flourishing Scale. These questions investigated your perceptions on aspects such as leading a meaningful life, having supportive and rewarding social relationships, and being optimistic 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 an individual 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 54), but after converting your score so that it is now out of 100, your score on the Flourishing Scale was 96/100. 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 lower components in this framework are more process orientated elements that build into the higher more outcome based elements. The graphic is colour coded so that you can see where you're doing well, and where you can improve.

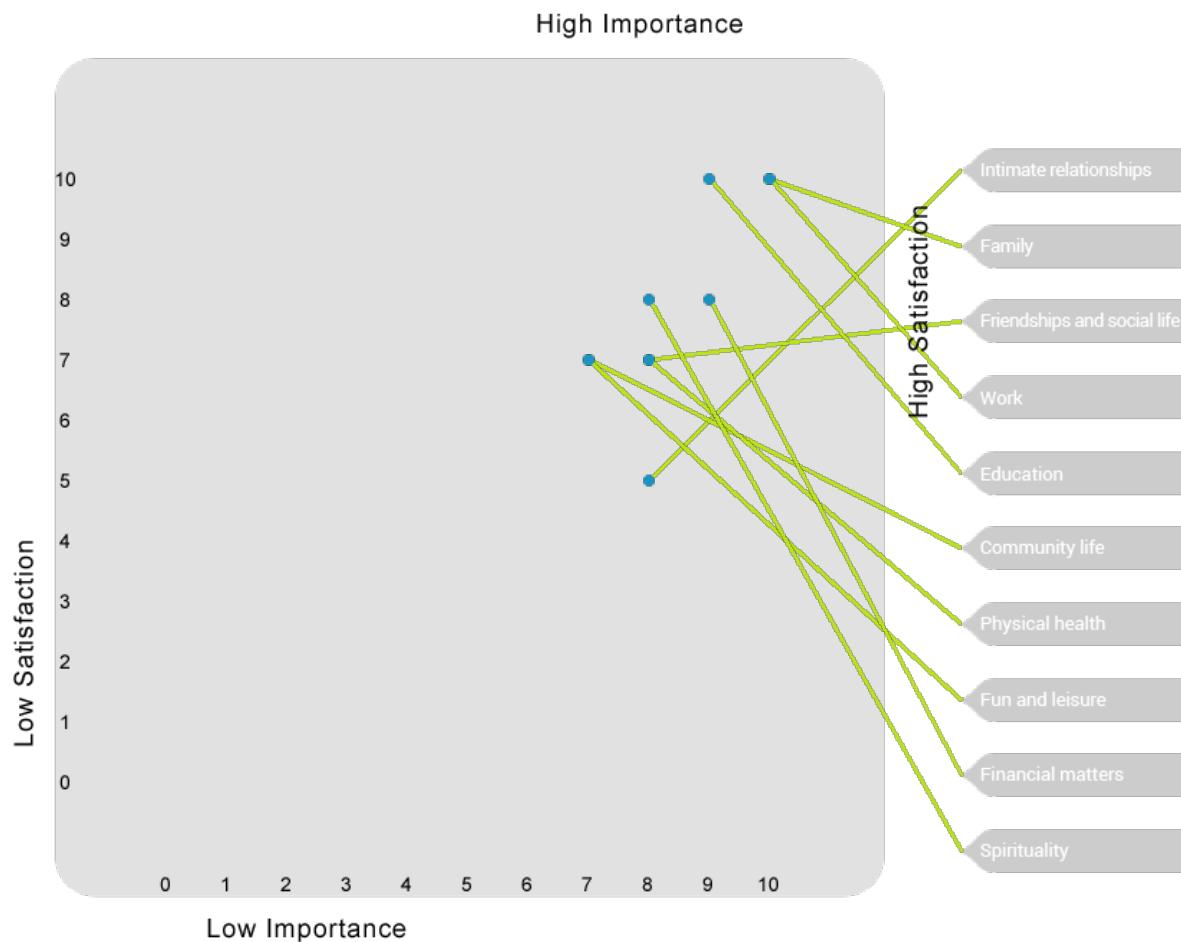


# Domain Wellbeing

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.

## Importance and Satisfaction

The first graph shows where each aspect of your life sits with regard to how important you perceive it to be, and how satisfied you currently are with each aspect.

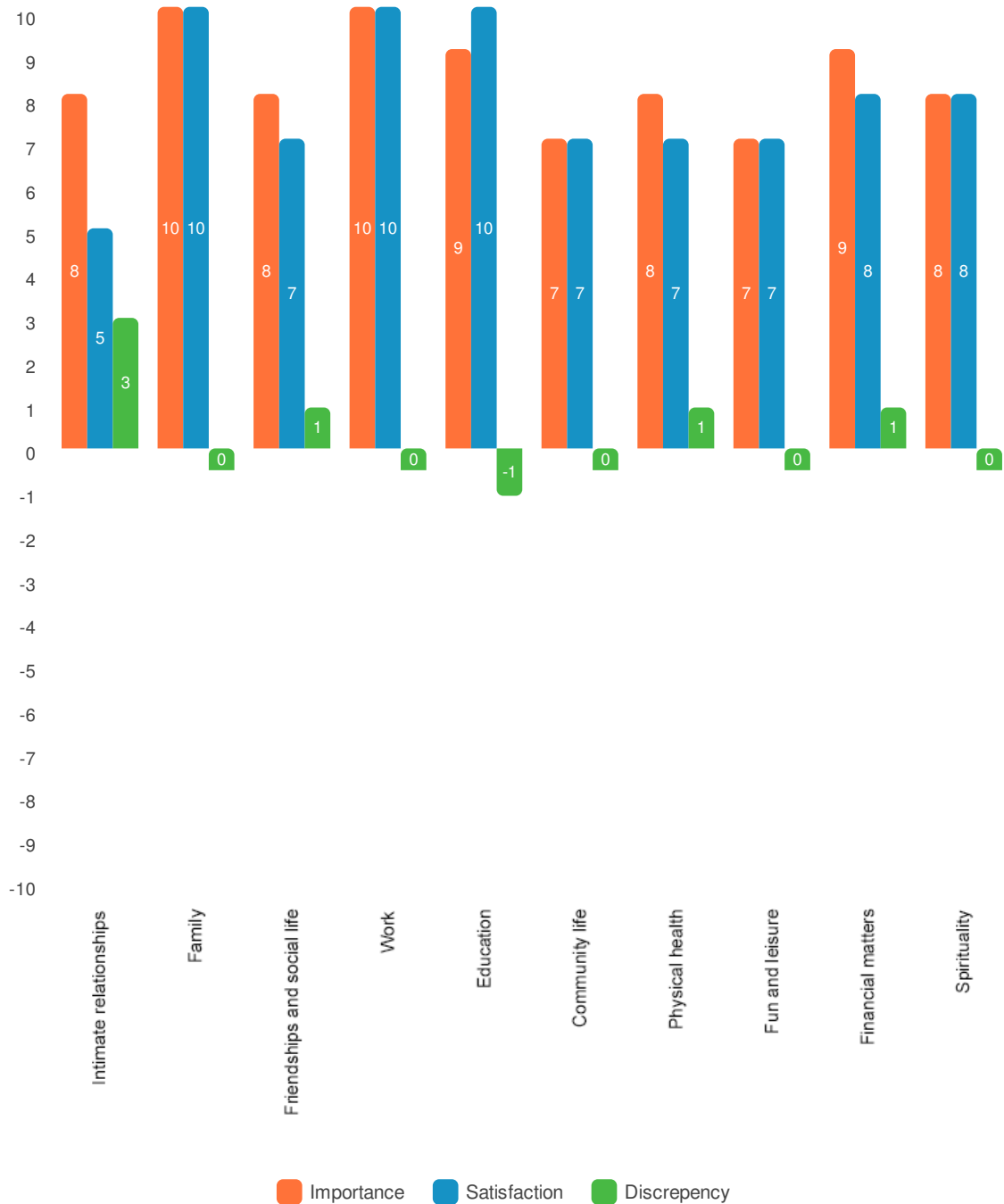


- Domains in the top left indicate life areas that are of low importance and for which you're satisfied with. This is good and means that you don't need to take action in these life domains.
- Domains in the bottom left indicate life areas that are not that important, yet also not that satisfied. These are areas for further consideration as even if an area is not important, you could still be satisfied with this area.
- Domains in the top right indicate life areas that are going well – areas that are important to you and you're currently pretty satisfied with them. This is great, and the more in this area the better!
- Domains in the bottom right indicate life areas that are important, but you're not that satisfied with. These are areas for further action – these are the areas where you are likely to make the best wellbeing gains.

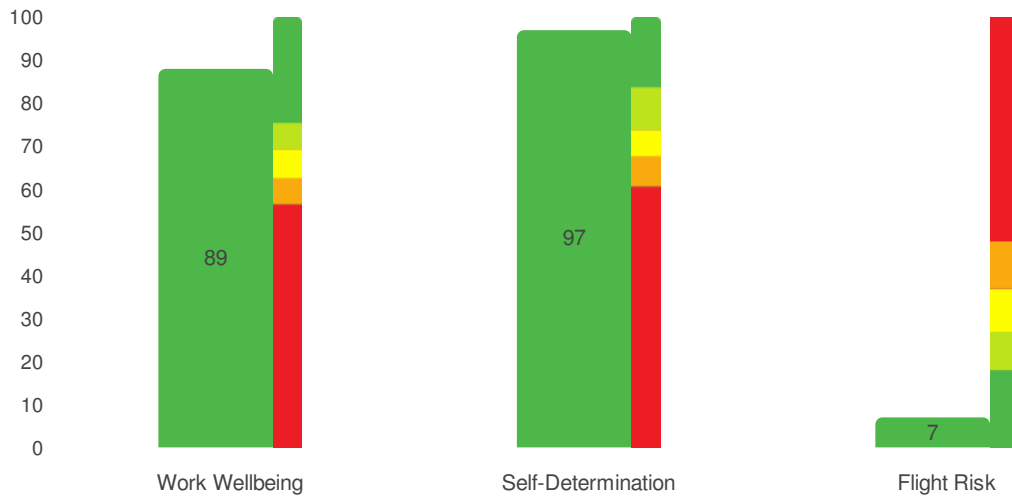
## Discrepancies

The second graph shows more clearly the discrepancies between your importance ratings and your satisfaction ratings for each life area. Any discrepancy is important as on the one hand you might be putting time and effort into a domain that is of low importance, yet you're 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 green bars in this graph, and the ones with the highest scores.

- A negative discrepancy score means that you're overly 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 in 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 89/100. This score indicates that your work wellbeing is very high! You likely have lots of positives at work, and are in a good position to help your organisation thrive.



## 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, but 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 97/100. This high score indicates that you feel like you have a lot of autonomy in your work, feel competent in doing your job, and likely have great workplace relationships. This is fantastic!

## 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 7/100. This very low score indicates that you feel very secure in your job and don't intend on leaving in the next 6 months. This is fantastic news for both you and your employer!

# Work Wellbeing Questions

The following ranks your answers to the work questions. For the green questions, the higher your score the better. The four questions in orange are negatively phrased so a low score is better.

## Work competence

To what extent are you successful at completing difficult tasks and projects in your job?



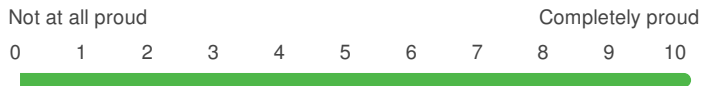
## Work strengths

To what extent are you using your strengths in your job?



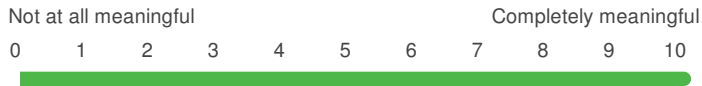
## Work pride

How proud do you feel to work for your organisation?



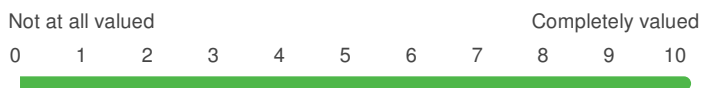
## Work meaning

How meaningful is the work you do?



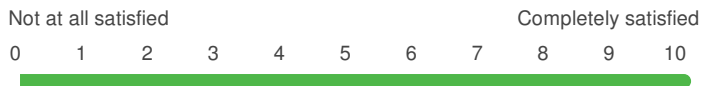
## Valued at work

How valued do you feel by your manager?



## Job satisfaction

All things considered, how satisfied are you with your present job?



## Work autonomy

How much control over the important aspects of your job do you have?



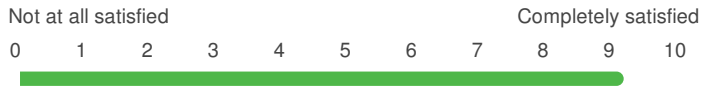
## Work happiness

How happy do you generally feel at work?



## Work relationships

How satisfied are you with your workplace relationships?



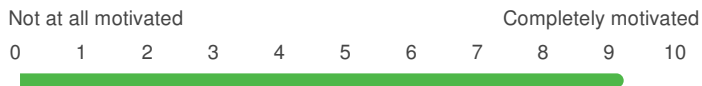
## Work effort

On average, how much effort do you put into your job on a daily basis?



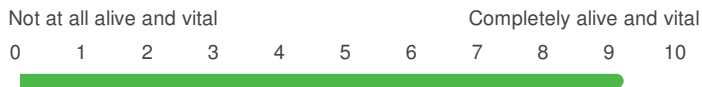
## Work motivation

How motivated are you in what you are doing for your job?



## Work vitality

In general, how alive and vital do you feel in your job?



## Work / life balance

How satisfied are you with the balance between the time you spend on your paid work, and the time you spend on other aspects of your life?



## Intention to leave

How likely is it that you will leave your job in the next six months?



## Job security

How worried are you that you might lose your job in the next six months?



## Time pressure

In general, how rushed and pressured for time do you feel in your job?



## Work stress

On average, how stressful is your job?



# Component Wellbeing

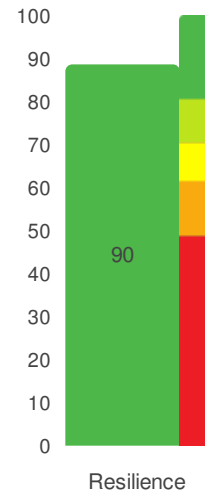
The last section of the WoW assessment investigated components that build wellbeing, and in your case, the two components were:

- Resilience
- Health and Lifestyle factors

## Resilience

In the first part of this component wellbeing section 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.

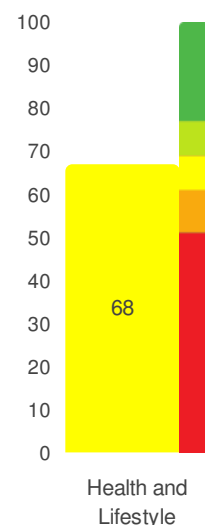
Reported scores on this adapted scale range from 0 to 30 (you scored 27), but WoW has converted your score so that it is now out of 100. Your score on the adapted Brief Resilience Scale was 90/100. This score indicates that you are very resilient which is fantastic!



## 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's 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 not simply a state of wellness or sickness, but 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.

WoW has converted your score so that it is now out of 100 and your score on the Health and Lifestyle factors scale was 68/100. This score indicates that you have about average health. It is likely that your general health, diet, sleep quality and levels of exercise are all about normal, and therefore there is room to improve these aspects.



# Your Wellbeing Over Time

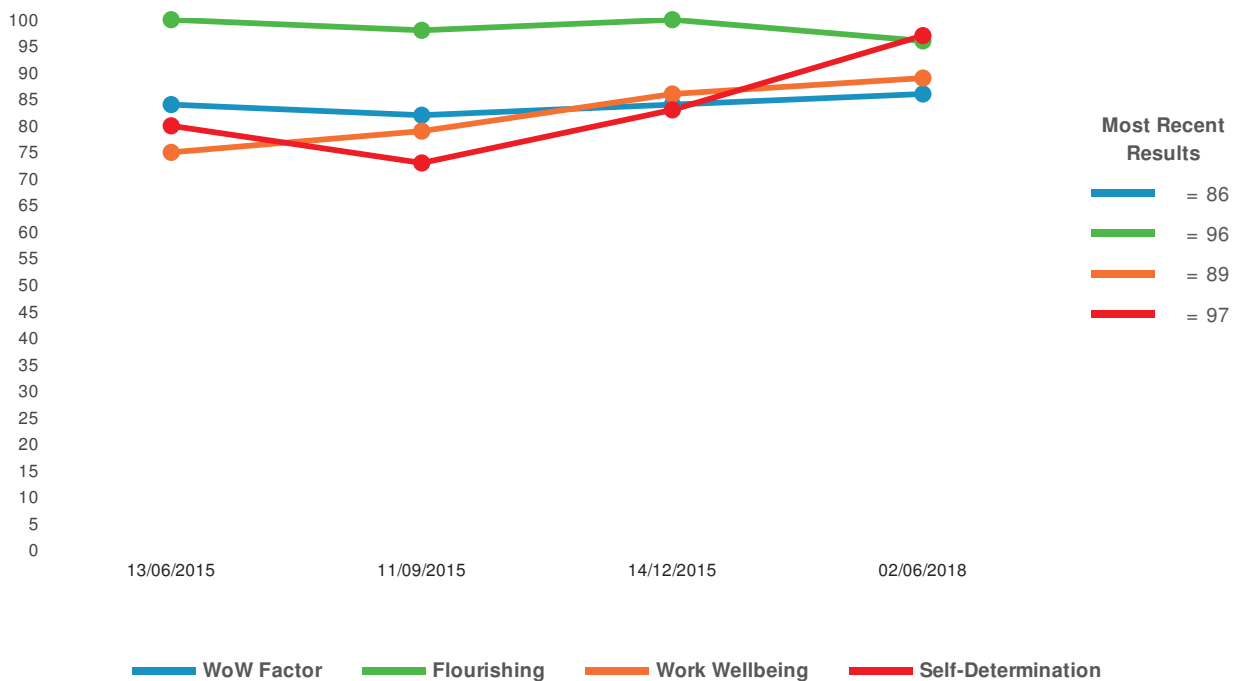
WoW recommends caution in comparing your wellbeing to others – the scores are more useful for seeing how your wellbeing is changing over time.

	This result	Last result	Your average	Your all time high	Your all time low	WoW average	Top 25% result *
WoW Factor (%)	86 ↑	84	84	86	82	68	80
Happiness (0/10)	8 =	8	8	8	8	7	8
Flourishing (%)	96 ↓	100	99	100	96	79	89
Resilience (%)	90 ↑	83	77	90	57	68	80
Health / Lifestyle (%)	68 ↑	63	67	70	63	64	78
Work Wellbeing (%)	89 ↑	86	82	89	75	68	80
Self-Determination (%)	97 ↑	83	83	97	73	73	83
Flight Risk (%)	7 ↓	12	32	58	7	30	12

\* “Top 25% result” represents the result of a person who falls at the 75th percentile in the data range.

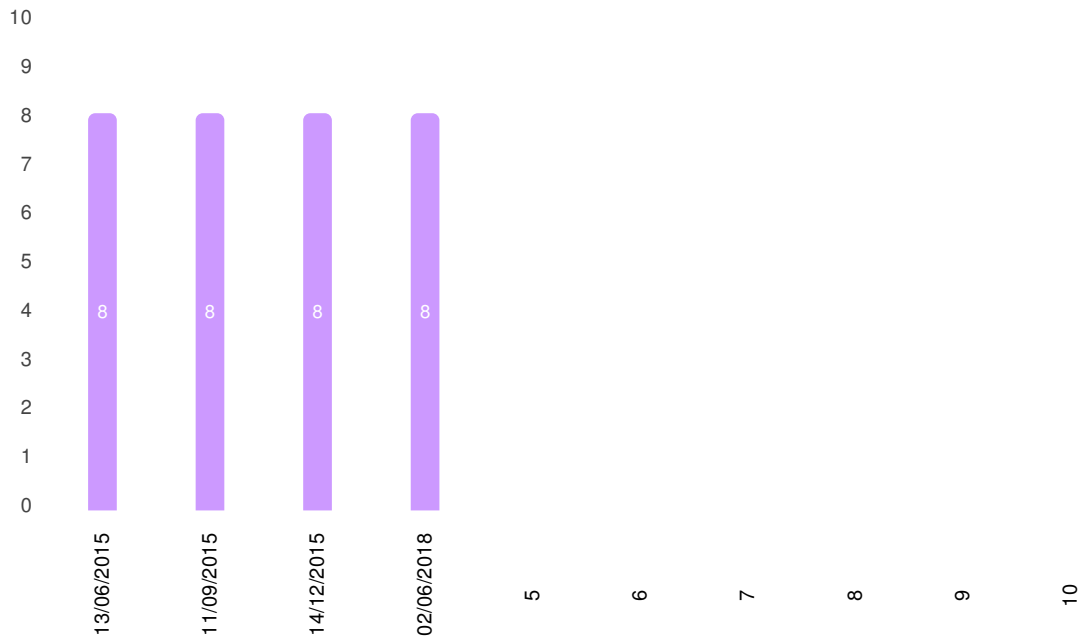
The below graphs indicate how the main metrics and wellbeing indicators assessed and reported on above have changed over time. If this is your first assessment, only one data point will display and additional data points will be added in this section over time. If this is your first WoW assessment, you should skip this section of the report.

## Global and Work Wellbeing



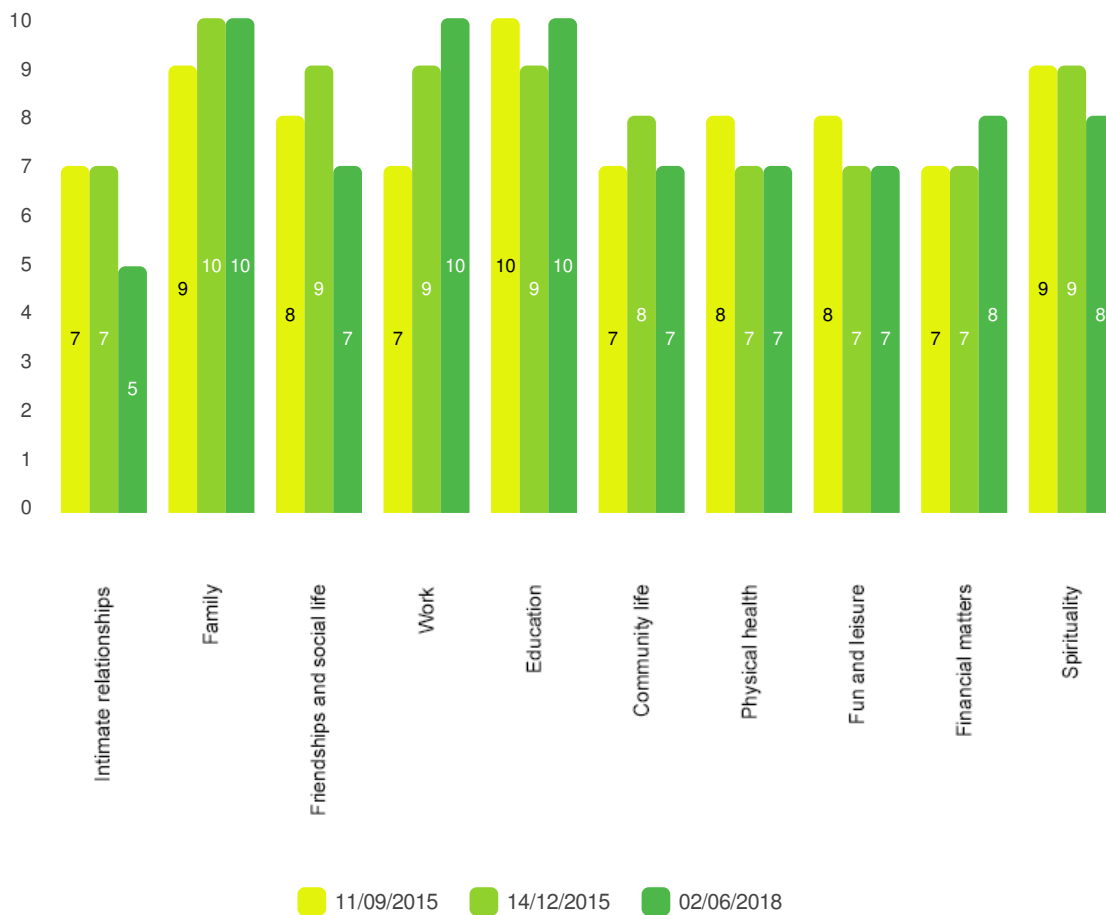
This graph displays four of your main wellbeing indicators over time – two global wellbeing metrics, and two work wellbeing metrics. This graph will display up to your most recent 10 assessments.

## Happiness



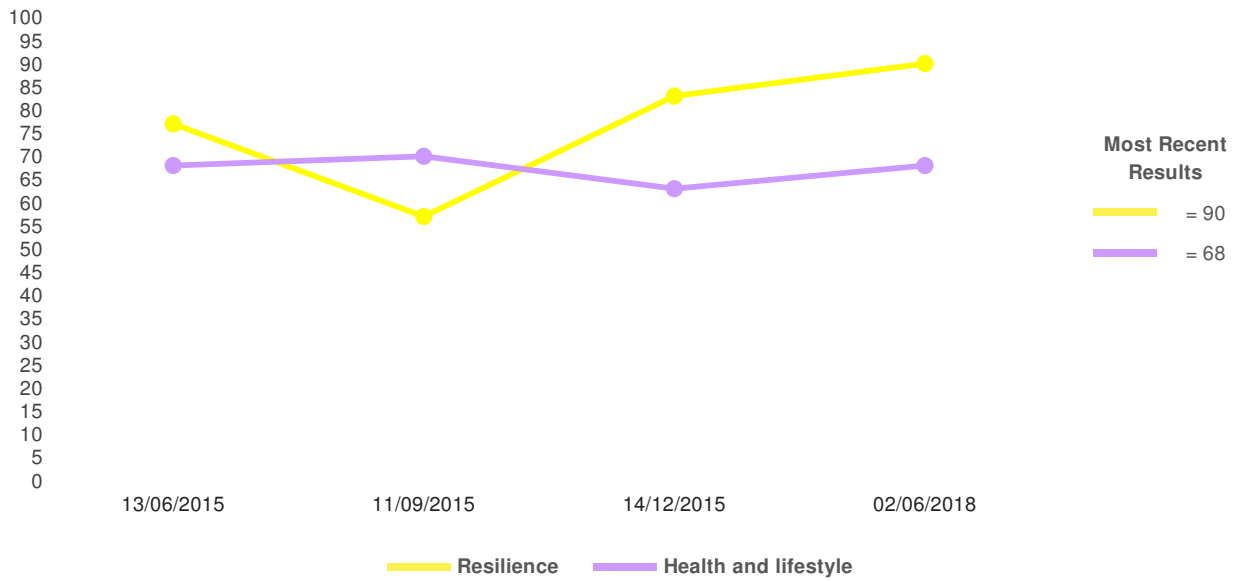
This graph displays your choice of descriptive label for how happy you usually feel. This graph will display up to your most recent 10 assessments.

## Life Domain Satisfaction

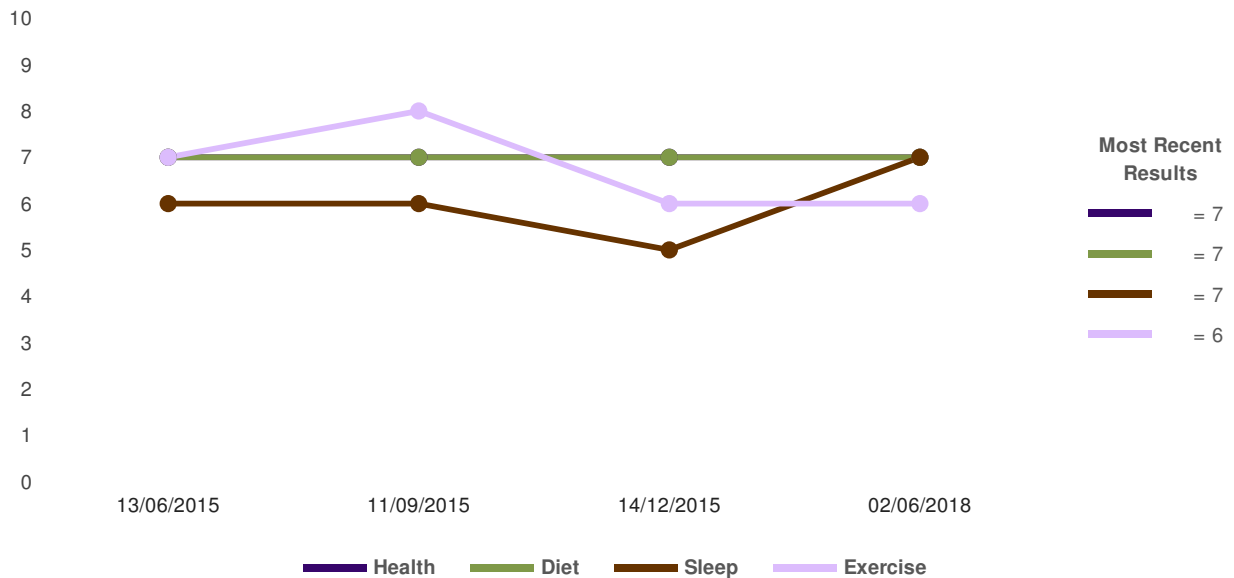


This graph displays your domain satisfaction ratings over your last three assessments.

# Component Wellbeing



This graph displays your component wellbeing indicators over time. This graph will display up to your most recent 10 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 10 assessments.

# Appendix A – Raw Results

— Current Assessment Score — Previous Assessment Score

## Global Wellbeing

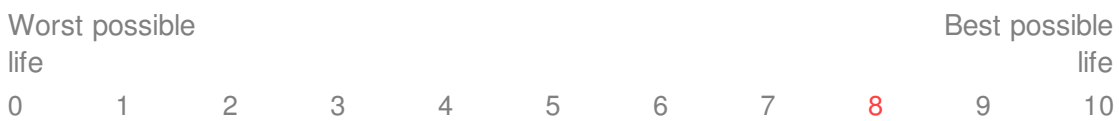
**Q1.** The following question asks how satisfied you feel, on a scale from 0 to 10. Zero means you feel not at all satisfied and 10 means you feel completely satisfied.

Overall, how satisfied are you with life as a whole these days?



**Q2.** Please imagine a ladder with steps numbered from 0 at the bottom to 10 at the top. The top of the ladder represents the best possible life for you and the bottom of the ladder represents the worst possible life for you.

On which step of the ladder would you say you personally feel you stand at this time?



**Q3.** The following question asks how worthwhile you feel the things you do in your life are, on a scale from 0 to 10. Zero means you feel the things you do in your life are not at all worthwhile, and 10 means completely worthwhile.

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



**Q4.** The following question asks about how happy you felt yesterday on a scale from 0 to 10. Zero means you did not experience the feeling of happiness at all yesterday while 10 means you experienced the feeling of happiness all of the time yesterday.

How happy were you yesterday?



**Q5.** The following question asks about how worried and anxious you felt yesterday on a scale from 0 to 10. Zero means you did not experience the feeling of worry and anxiety at all yesterday while 10 means you experienced the feeling of worry and anxiety all of the time yesterday.

How worried or anxious were you yesterday?



Q6. The following question asks how you generally feel.

In general, how happy or unhappy do you usually feel?

Extremely happy (feeling ecstatic, joyous, fantastic)

Very happy (feeling really good, elated)

**Pretty happy (spirits high, feeling good)**

Mildly happy (feeling fairly good & somewhat cheerful)

Slightly happy (just a bit above normal)

Neutral (not particularly happy or unhappy)

Slightly unhappy (just a bit below neutral)

Mildly unhappy (just a little low)

Pretty unhappy (somewhat 'blue', spirits down)

Very unhappy (depressed, spirits very low)

Extremely unhappy (utterly depressed, completely down)

Q7-Q14. Below are eight statements with which you may agree or disagree. Using the scale provided, indicate your agreement with each statement by marking the appropriate button.

I lead a purposeful and meaningful life

Strongly disagree	Disagree	Slightly disagree	Neither agree nor disagree	Slightly agree	Agree	<b>Strongly agree</b>
-------------------	----------	-------------------	----------------------------	----------------	-------	-----------------------

My social relationships are supportive and rewarding

Strongly disagree	Disagree	Slightly disagree	Neither agree nor disagree	Slightly agree	<b>Agree</b>	Strongly agree
-------------------	----------	-------------------	----------------------------	----------------	--------------	----------------

I am engaged and interested in my daily activities

Strongly disagree	Disagree	Slightly disagree	Neither agree nor disagree	Slightly agree	<b>Agree</b>	Strongly agree
-------------------	----------	-------------------	----------------------------	----------------	--------------	----------------

I actively contribute to the happiness and wellbeing of others

Strongly disagree	Disagree	Slightly disagree	Neither agree nor disagree	Slightly agree	Agree	<b>Strongly agree</b>
-------------------	----------	-------------------	----------------------------	----------------	-------	-----------------------

I am competent and capable in the activities that are important to me

Strongly disagree	Disagree	Slightly disagree	Neither agree nor disagree	Slightly agree	Agree	<b>Strongly agree</b>
-------------------	----------	-------------------	----------------------------	----------------	-------	-----------------------

I am a good person and live a good life

Strongly disagree	Disagree	Slightly disagree	Neither agree nor disagree	Slightly agree	Agree	<b>Strongly agree</b>
-------------------	----------	-------------------	----------------------------	----------------	-------	-----------------------

I am optimistic about my future

Strongly disagree	Disagree	Slightly disagree	Neither agree nor disagree	Slightly agree	Agree	<b>Strongly agree</b>
-------------------	----------	-------------------	----------------------------	----------------	-------	-----------------------

People respect me

Strongly disagree	Disagree	Slightly disagree	Neither agree nor disagree	Slightly agree	Agree	<b>Strongly agree</b>
-------------------	----------	-------------------	----------------------------	----------------	-------	-----------------------



## Domain Wellbeing

Q15-24. Please rate how important and satisfied you are with each life domain. Rate the 10 domains for importance first, then rate the 10 domains for satisfaction.

	Importance										Satisfaction											
	Not at all important					Completely important					Not at all satisfied					Completely satisfied						
Intimate relationships	0	1	2	3	4	5	6	7	8	9	10	0	1	2	3	4	5	6	7	8	9	10
Family	0	1	2	3	4	5	6	7	8	9	10	0	1	2	3	4	5	6	7	8	9	10
Friendships and social life	0	1	2	3	4	5	6	7	8	9	10	0	1	2	3	4	5	6	7	8	9	10
Work	0	1	2	3	4	5	6	7	8	9	10	0	1	2	3	4	5	6	7	8	9	10
Education	0	1	2	3	4	5	6	7	8	9	10	0	1	2	3	4	5	6	7	8	9	10
Community life	0	1	2	3	4	5	6	7	8	9	10	0	1	2	3	4	5	6	7	8	9	10
Physical health	0	1	2	3	4	5	6	7	8	9	10	0	1	2	3	4	5	6	7	8	9	10
Fun and leisure	0	1	2	3	4	5	6	7	8	9	10	0	1	2	3	4	5	6	7	8	9	10
Financial matters	0	1	2	3	4	5	6	7	8	9	10	0	1	2	3	4	5	6	7	8	9	10
Spirituality	0	1	2	3	4	5	6	7	8	9	10	0	1	2	3	4	5	6	7	8	9	10

## Work Wellbeing

Q25.

All things considered, how satisfied are you with your present job?

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

Q26.

How satisfied are you with the balance between the time you spend on your paid work, and the time you spend on other aspects of your life?

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

Q27.

How happy do you generally feel at work?

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

Q28.

How satisfied are you with your workplace relationships?

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

Q29.

In general, how alive and vital do you feel in your job?

Not at all alive and vital											Completely alive and vital
0	1	2	3	4	5	6	7	<u>8</u>	9	10	

Q30.

How motivated are you in what you are doing for your job?

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

Q31.

How much control over the important aspects of your job do you have?

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

Q32.

To what extent are you using your strengths in your job?

Not at all using my strengths											Completely using my strengths
0	1	2	3	4	5	6	7	8	<u>9</u>	10	

Q33.

To what extent are you successful at completing difficult tasks and projects in your job?

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

Q34.

On average, how much effort do you put into your job on a daily basis?

No effort at all (0%)											Complete effort (100%)
0	1	2	3	4	5	6	7	8	<u>9</u>	10	

Q35.

How proud do you feel to work for your organisation?

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

Q36.

How meaningful is the work you do?

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

Q37.

How valued do you feel by your manager?

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

Q38.

On average, how stressful is your job?

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



## Component Wellbeing: Resilience

Read each statement and then indicate how much the statement represents you.

Q44.

I tend to bounce back quickly after hard times

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

Q45.

I usually come through difficult times with little trouble

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

Q46.

It does not take me long to recover from a stressful event

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

## Component Wellbeing: Health and Lifestyle

Read each statement and then indicate how satisfied you are with each aspect.

Q47.

In general, how satisfied are you with your health?

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

Q48.

In general, how satisfied are you with your diet?

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

Q49.

In general, how satisfied are you with the quality of your sleep?

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

Q50.

In general, how satisfied are you with your level of physical activity and exercise?

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

## Demographics

The following questions help benchmark your results.

D1.

Are you male or female?

Male

Female

D2.

Date of Birth?

08-December-1988

D3.

Where do you live?

Country: New Zealand

State: Auckland

Town: Auckland

D4.

Which option best matches your current relationship status?

Single

In a relationship (under 1 year)

In a long-term relationship (over 1 year)

Married

Divorced

Separated but not divorced

Widowed

Other

D5.

What is the highest level of education you have completed?

Primary school

Some high school

High school graduate

Trade / technical / vocational training

Some college / university

College / university graduate

Post graduate qualification

Other

D6.

Which of the following categories best describes your employment situation?

Employed, working less than 35 hours per week

Employed, working 35 or more hours per week

Self-employed, working less than 35 hours per week

**Self-employed, working 35 or more hours per week**

Not employed, looking for work

Not employed, not looking for work

Homemaker, taking care of a family member, or on maternity/paternity leave

Not able to work

Retired

Unsure of my status

D7.

How long have you worked for your current main employer?

Years: 4

Months: 2

D8.

Please use the space below to add any more comments you wish to make

# Appendix B – Scoring System

## Scoring philosophy

For an assessment measure to work it needs to be standardised, calibrated, accurate, consistent, and actually measure what it is supposed to measure. In psychometric terms it needs to be both reliable and valid. With this in mind WoW transparently provides information regarding the origins of the questions and measures (see WoW Assessment Manual), and the scoring and presentation of results. Firstly, raw results are reported in Appendix A, and these results can be used to produce a different scoring procedure if needed. For example, it is possible for these results to be keyed into a spreadsheet and different weighted results produced. Secondly, WoW is transparent about the scoring system used. Scores are norm and literature referenced, meaning scores are contrasted against research and a large database of other WoW users.

## Scoring methodology

WoW reports raw and summary scores on the following main aspects: WoW factor; Happiness; Flourishing; Domain wellbeing; Wellbeing framework; Work wellbeing; Self-determination; Flight-risk; and the Component modules (Resilience, Health and Lifestyle, Five Ways to Wellbeing). In addition, some WoW reports provide a warning on the 'summary overview' page if wellbeing is particularly low and action is suggested. The follow formulas are used to produce these summary scores (note: see the WoW Assessment Manual for further context):

- WoW factor score – An average of the scores of five questions (Q1, Q2, Q3, Q4, and Q5-reverse scored). This average is out of a range of 0-10, it is then converted into a percentage.
- Happiness – Reports directly the raw score which links to the descriptive label and supplementary text chosen (e.g., 8 = "Pretty happy (spirits high, feeling good)").
- Flourishing score – The eight items are summed (range 8-56). This is adjusted to a range of 0 to 48 by subtracting 8 off this total. Then this new score is divided by 48, and then multiplied by 100 to provide a percentage. (e.g., a raw score of 42/56 is a percentage of 71).
- Wellbeing framework scores – These algorithms are intricate and detailed, and involve most questions in the WoW Assessment. Contact WoW for detailed information.
- Domain wellbeing scores – Three scores are reported. Firstly, domain importance raw scores are plotted against domain satisfaction scores on a 2\*2 grid. Secondly, domain discrepancy scores are each domains importance rating minus its satisfaction rating. Thirdly, in the 'Your Wellbeing Over Time' section, domain satisfaction scores are raw scores.
- Work wellbeing score – An average of 17 work wellbeing questions (four of these questions were negatively phrased and reverse scored – see WoW Assessment Manual). This average is out of a range of 0-10, it is then converted into a percentage.
- Self-determination score – An average of three work questions (autonomy, competence, relatedness). This average is out of a range of 0-10, it is then converted into a percentage.
- Flight-risk score – An average of two sets of scores. The first set is the single question "How likely is it that you will leave your job in the next six months?". The second set are the six questions concerning work stress, work security, work motivation, work satisfaction, how proud a person is of their organisation, and how valued they feel. These two sets of scores are averaged, combined, and then converted into a percentage.
- Component: Resilience – An average of three questions with a range of 0-10, it is then converted into a percentage.
- Component: Health and Lifestyle – An average of four questions with a range of 0-10, it is then converted into a percentage.
- Component: Five Ways to Wellbeing – An average of five questions with a range of 0-10, it is then converted into a percentage.
- Low wellbeing warning – A low wellbeing warning is presented on the 'summary overview page' if the WoW factor score is between 0-58, and also the happiness score is a 0, 1 or 2.



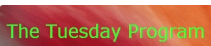








Following scoring, interpretative text aligned with a score is presented in the WoW report. Most of these are in five segments – very high score, high score, average, low score, and very low score. In other words, the sample is divided into quintiles on the basis of their total score.





























## Appendix C – Ways to Wellbeing

Although WoW is in the business of providing wellbeing assessments only and does not provide wellbeing programmes, the below list of 3rd party online resources and books have been vetted by our wellbeing experts and purported as the best resources that include scientifically validated programmes and materials. In our opinion these companies, organisations and authors do a great job of suggesting empirically validated approaches to increasing wellbeing. This information is current as of May 2014 and Work on Wellbeing takes no responsibility for its accuracy.

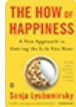

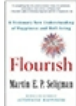

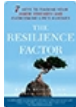







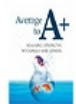
### Websites

Happify		Online activities and games designed to train your brain to help you build skills to boost your happiness and wellbeing.	\$\$
SuperBetter		A game-based approach to helping you enhance your personal resiliency and wellbeing by facing challenges (app \$5).	Free
The Tuesday Program		A short online course designed to increase your skills, enabling you to flourish, live with a purpose, utilise your resources better, and to become a little bit happier.	Free
Do Happiness		A personalised behaviour change program focused on making small changes that lead to big differences. You receive “Do’s” by text and email to help you develop new behaviours over 6 or 8 weeks.	\$\$
BE Intent		A comprehensive and personalised wellbeing intervention program.	\$\$
Action For Happiness		Aimed at creating a happier society, this site has lots of great online resources for exploring wellbeing science, including information on groups and events.	Free
Five Ways To Wellbeing		A simple guide to enhancing your wellbeing, based on the latest research, and includes blogs and resources.	Free
myCompass		Internet and mobile phone program for people with mild-to-moderate stress, anxiety and depression.	Free
Headspace		Meditation for modern living. Also available on iOS and Android.	\$\$\$
Bite Back		Wellbeing resources for teens and kids.	Free
YoungMinds		A UK charity committed to improving the emotional wellbeing and mental health of children and young people. This site has lots of great advice and free resources.	Free

## Apps

HappCo		HappCo is a personal coach and platform for “Building the Best in You” through customised, researched based, activities for increasing your happiness.	 Free
Happier		Happiness courses on your mobile, such as gratitude and meditation courses.	 Free
Livehappy		A program that guides you through a set of daily activities, scientifically proven to boost both your short and long term happiness.	 Free
Gratitude Journal		A gratitude journal – “Write down five things you are grateful for each day and your life will change forever”.	 \$
SmilingMind		Modern meditation for young people. A web and app-based program, designed to help bring balance to young lives – for 7 year olds through to adults.	 Free
Five Ways To Wellbeing		Practical ways to help you feel good and function well. Reflect on your wellbeing, set activities to help you improve your wellbeing, and track your progress.	  Free
In Flow		In Flow helps you to understand yourself by tracking your habits as a first step to happiness.	  Free
Values Ink		Values identification and sorting.	 Free
Mood Meter		Builds emotional intelligence by check-in regularly with your feelings, expanding your emotional vocabulary, and learning what causes you to feel the way you.	 Free
The Now		The Now is continuous mindfulness training which helps you retrain your mind to live more fully in the moment.	 Free
Mindfulness Meditation		Mindfulness-based technique for stress-reduction with scientifically proven health benefits.	 Free
Buddhify2		Top rating mindfulness app.	 \$\$

## Books

The How Of Happiness		Lyubomirsky, S. (2008). <i>The how of happiness: A new approach to getting the life you want</i> . New York: Penguin Books.	\$
Happiness		Diener, E., & Biswas-Diener, R. (2008). <i>Happiness: Unlocking the mystery of psychological wealth</i> . Oxford: Wiley-Blackwell.	\$\$
Flourish		Seligman, M. E. P. (2011). <i>Flourish: A visionary new understanding of happiness and well-being</i> . New York: Free Press.	\$
Curious?		Kashdan, T. (2009). <i>Curious?: Discover the missing ingredient to a fulfilling life</i> . New York: William Morrow.	\$
The Resilience Factor		Reivich, K., & Shatte, A. (2002). <i>The resilience factor: 7 keys to finding your inner strength and overcoming life's hurdles</i> . New York: Three Rivers Press.	\$
Positivity		Fredrickson, B. (2009). <i>Positivity: Top-notch research reveals the 3 to 1 ratio that will change your life</i> . New York: Three Rivers Press.	\$
10 Keys To Happier Living		King, V. (2016). <i>10 keys to happier living: A practical handbook for living</i> . London: Headline Publishing.	\$
Mindset		Dweck, C. S. (2006). <i>Mindset: The new psychology of success</i> . New York: Random House.	\$
The Myths Of Happiness		Lyubomirsky, S. (2013). <i>The myths of happiness: What should make you happy, but doesn't, what shouldn't make you happy, but does</i> . New York: Penguin.	\$
Thanks		Emmons, R. (2007). <i>Thanks! How practicing gratitude can make you happier</i> . Boston: Houghton Mifflin.	\$
Give And Take		Grant, A. (2013). <i>Give and take: A revolutionary approach to success</i> . New York: Viking, Penguin.	\$
Stumbling On Happiness		Gilbert, D. (2007). <i>Stumbling on Happiness</i> . London: Harper Perennial.	\$
Average to A+		Linley, P. A. (2008). <i>Average to A+: Realising strengths in yourself and others</i> . Coventry, UK: CAPP Press.	\$

