



# Wellbeing Snapshot

Individual report  
Sample report

Confidential

# Wellbeing Snapshot Individual Report

Welcome to your personalised wellbeing report! The information contained within this report has been generated from the responses you provided to the questionnaire. The report looks at three areas:



## Resilience

Resilience is the capacity to maintain wellbeing and work performance under pressure, including being able to bounce-back from setbacks effectively. Individuals tend to draw their resilience from one or more of four key areas: **confidence**, **purposefulness**, **adaptability** or **social support**.

Resilience can fluctuate on a daily basis, however it's important that you understand generally how you are currently coping, and also where your natural strengths lie. For example, if you are feeling confident to deal with pressures, you can play to these strengths or recognise when this confidence may be at risk and you need to draw on other strategies.

This report provides you with an overview of your current resilience levels.



## Workplace Pressures: The 6 Essentials

We work at our best when we are faced with a certain amount of challenge and pressure. However when this pressure gets too high it can start to impact negatively upon our performance and our health.

**The 6 Essentials** model shows the six key sources of pressure that can either enable, or become a barrier to, our overall wellbeing. The 6 Essentials include: Resources & Communication, Control, Balanced Workload, Job Security & Change, Work Relationships and Job Conditions.

By understanding where the triggers of pressure lie for yourself, you can take steps to reduce the amount of pressure you feel. Being able to break down feeling overwhelmed or stressed into the 6 Essentials will help you to feel more in control and able to influence the situation.



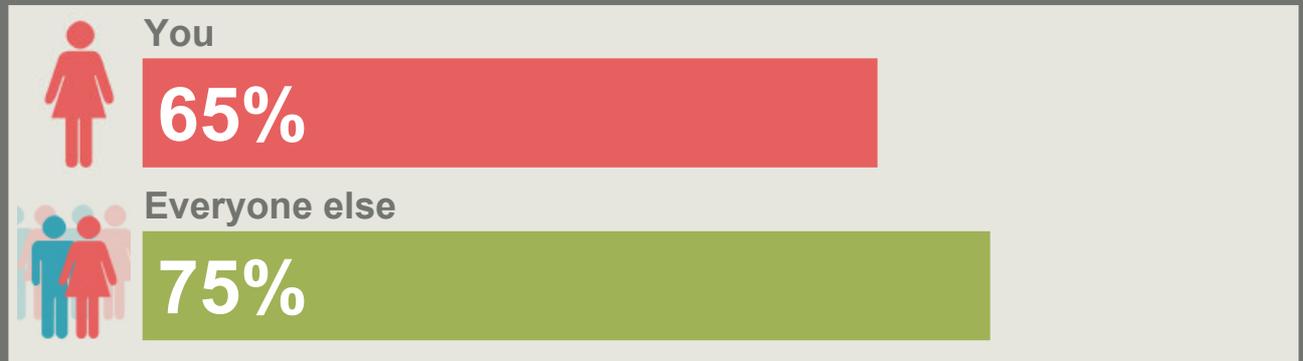
## Psychological Wellbeing

How we feel matters. It impacts on everything that we do. When we feel well and healthy we are able to take on new challenges and perform at our very best.

People often associate psychological or mental wellbeing with the positive emotions they experience such as excitement, happiness or contentment. Yet there's another aspect of mental wellbeing that matters, and that is whether you feel your job is going well in the broader sense, you are sufficiently clear in your role and see it as worthwhile, and you have a sense of purpose.

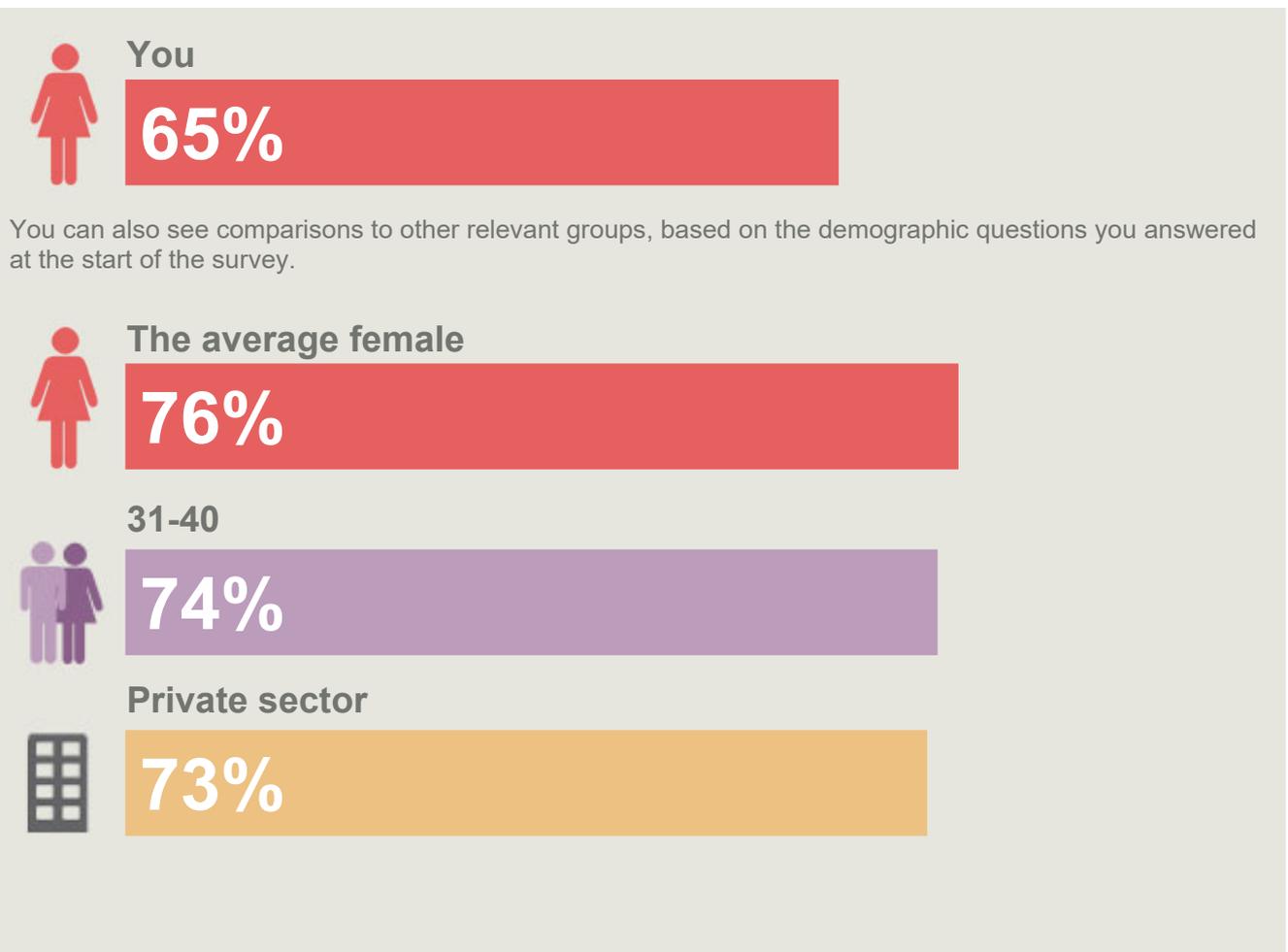
## Part 1: Your Resilience

This is a combined result based on the answers you gave to questions about your personal resilience; it indicates how generally resilient you are feeling right now. We've also shown how resilient the rest of the UK working population are feeling, so you can put your situation in context. This is not a fixed score and will change as your work-related pressure varies and as you develop your personal resilience.



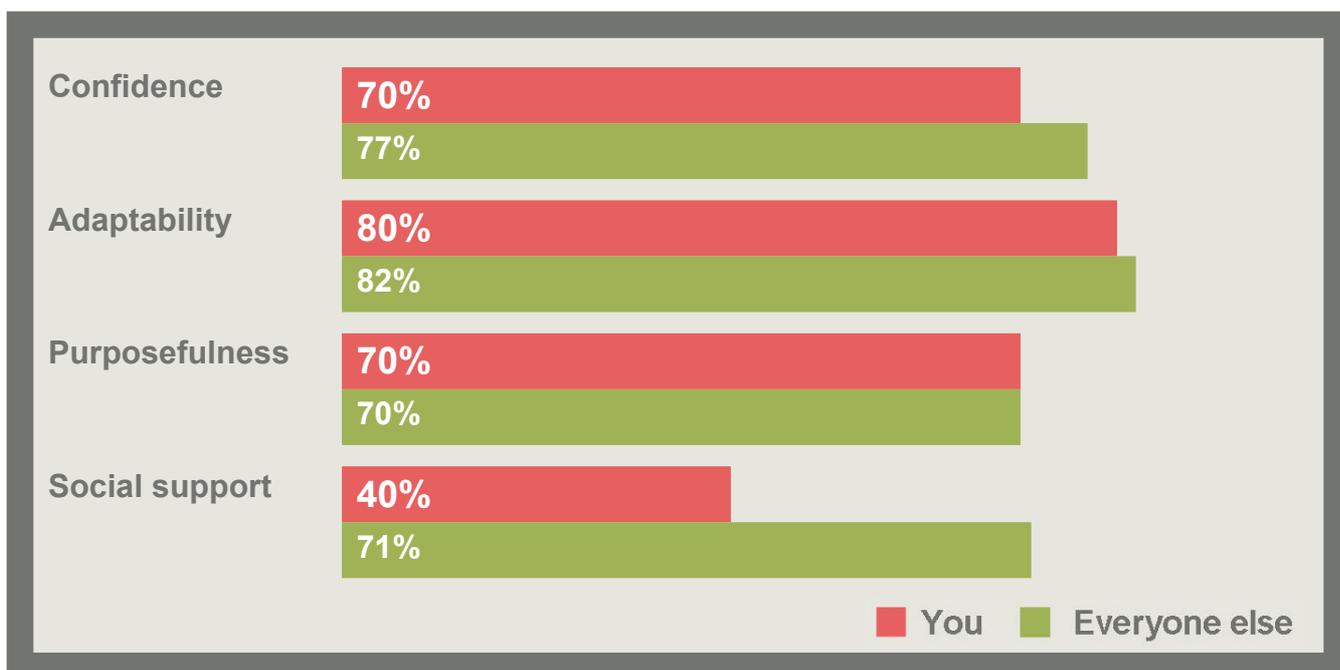
Be careful, your resilience is looking a bit low at the moment. This might make it difficult to overcome challenges or setbacks that come your way. We suggest that you use this report to start making a few simple changes that will build your personal resilience up, then come back and check again to see your progress.

## Comparing your resilience score



## How is this resilience made up?

The results below show the four sources of your current resilience. Here you can see how confident, supported, purposeful or adaptable you are currently feeling.



### CONFIDENCE TIPS

- You could try finding out more about a technique that athletes use called 'self talk'; this involves repeating positive affirmations and visualising success. Of course, you'll probably feel silly at first, but it really does work. Remember that no-one has to see you do it!
- Break down challenges into manageable chunks, identifying what you can do and where you might need support. Achieving a series of smaller goals can add up to something bigger than you ever thought you could achieve.

### ADAPTABILITY TIPS

- Why not reach out to colleagues who might be struggling with change. Share your skills freely, it'll make you feel good too.
- Word of warning: Playing too much on your current high levels of adaptability may lead to you accepting some changes without questioning them sufficiently.

### PURPOSEFULNESS TIPS

- Bring long term goals closer by setting SMART objectives (Specific, Measurable, Achievable, Realistic and Timed).
- If you find that you draw on your sense of purpose at home more than at work (or vice versa), try to translate that feeling across to other areas of your life.

### SOCIAL SUPPORT TIPS

- Try broadening your social network. You could do this by taking up a new group activity, or building on more distant relationships (perhaps friends of friends or extended family).
- Try improving problematic or strained relationships by making them FAST. Inject some Fun, pay Attention to the other person, offer them Support and show Trust, acceptance and approval.

## Part 2: Your Workplace Pressures: The 6 Essentials

Welcome to the second section of your report! So far you should have learnt how resilient you're feeling at the moment, and where you're getting this resilience from. Now we're going to get to the bottom of how you're feeling about your job right now.

### UNDERSTANDING YOUR RESULTS

The results for this section of the report are again compared to 'everyone else' to create a colour coded score for you. Using the results from the thousands of people who have completed the questionnaire in the last few years, we calculate the average level of pressure felt in each of the 6 Essential areas, across the general working population.



**POSITIVE**  
A bright green score means you are much less troubled by this particular pressure than we would typically expect at the moment.



**TYPICAL**  
The next green segment shows that you feel under roughly the same amount of pressure in that area as everyone else does right now\*.



**CAUTIOUS**  
An amber score is a possible cause for concern. You are slightly more troubled by this pressure than we would typically expect at the moment, and there's room for improvement here.



**NEGATIVE**  
A red score means you are much more troubled by this pressure than we would typically expect and tackling this should be a priority.

*\*Green scores do not necessarily mean you're not bothered about anything in that area at all - it means that this is either in line or a more positive aspect of work when compared to the average person. For example, if you said your working relationships were 'ok', you might expect an amber score. But if everyone else said their working relationships were terrible, you'd actually get a bright green score - as this was a more positive area for you than for everyone else.*

### OUR 6 ESSENTIALS TIPS

Alongside each of the 6 Essentials you will find some suggested tips you could take to improve things. We can't always control everything that happens to us or the pressures of our job - good or bad - but we can control how we respond. It's useful to remember that because the way we respond to pressure is linked to our personalities; a situation that might really bother one person will not be a problem for someone else.

Our tips take into account the fact that some pressure at work is a good thing! Personal growth and development depends on us being challenged to try new things. But relentless and/or unbearable pressure is not good for your health or your ability to perform at your best. Your natural instinct over the next few pages will probably be to focus on areas which are the most problematic, which is understandable. We also highly recommend having a good look at the areas where you're doing well, as they may help you deal with overall pressure. For example, if you have major concerns about your workload at the moment, having positive working relationships could help you share your concerns and get some support.

# Your Current Pressures



## Resources and communication

Resource and communication issues aren't really bothering you at the moment. You seem to feel informed and equipped to do your job. This should help you to achieve your goals. Suggested action:

- Consider whether you could feel even more informed and equipped to do your job well and identify any specific resource or communication needs that could help with this. Then work out a plan to try and secure what you need.
- You might want to share any thoughts you have on what is making you feel positive in this area right now - are you using any resources or communication channels that others might benefit from being aware of?



## Control

You are not currently particularly troubled by the levels of control at work you have. This either means you feel you have adequate control, or you have little control but that is not a concern for you. Suggested action:

- If you are concerned about the level of control you have in your role, consider specifically where your frustrations lie, and who, or what, you could address to make this less of an issue.



## Balanced workload

You appear to have no extreme concerns about managing your workload right now. You seem to be coping reasonably well with the volume and intensity of your work, and maintaining a healthy work-life balance. This will help you to maintain a high level of psychological wellbeing. Suggested action:

- Consider whether you need to be more active in managing your work demands. They are very likely to fluctuate and having clear strategies for dealing with times of higher demand could serve you well if things get challenging in the future.



## Job security and change

Compared to most other people you do not seem to be particularly troubled by job security and change at the moment. Suggested action:

- Ensure you look ahead and try to anticipate any major changes that are just over the horizon, and what strategies you'd use to help deal with them.



## Work relationships

You don't seem to be particularly troubled by your relationships at work at this time. This is good news and should help you cope with any other areas of pressure that might be more challenging at the moment. Suggested action:

- There may be things you could do to further improve your relationships at work. For example, think about colleagues that you don't particularly talk to, you might be able to build a better relationship with them by spending some time getting to know them and showing more interest in what they do.



## Job conditions

Compared to others, you don't see your job conditions as particularly troubling at the moment. This suggests that you are fairly satisfied with your job. Suggested action:

- If you feel there are one or two specific aspects of your job conditions, which if they were addressed would substantially improve your overall job satisfaction, make sure you raise them with your line manager.

## Part 3: Your Psychological Wellbeing

This final part of the report is the culmination of the results you have seen so far. If you are resilient and you feel that you have a balance of workplace pressures this is likely to lead to a positive sense of mental wellbeing.

### PSYCHOLOGICAL WELLBEING: IT'S ABOUT PLEASURE AND PURPOSE

The feedback in this section shows your current psychological wellbeing in two important areas; positive emotions and sense of purpose.

People often associate mental wellbeing and fulfilment with the positive emotions they experience - such as excitement, happiness or contentment. Yet there's another aspect of mental wellbeing that matters, and that is whether you feel your job is going well in the broader sense - whether you are sufficiently challenged by your role and see it as worthwhile.

Happy lives will contain a balance of both pleasurable and purposeful experiences.



#### Sense of purpose

Having a sense of purpose is important and at the moment it looks like you have a high sense of purpose at work and feel connected to your role. This shows that you have challenging, but achievable, goals that you think are worthwhile, which in turn, will help you to stay resilient during difficult tasks or times of change.



#### Positive psychological well-being

You have indicated that you are feeling positive at the moment, which is great. This will help you to stay resilient during any setbacks or difficult times, so try and keep up the good work in this area.

### BUILDING AND MAINTAINING WELLBEING OVER TIME

The key to either maintaining or improving your psychological wellbeing over time is to invest in your personal resilience and the way you manage your pressures at work. Using this report is the first step towards this.

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# Building And Maintaining Your Wellbeing Over Time

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You could take some time to think about actions that you would like to take away to improve your wellbeing. Use the space below to summarise these actions:

## PERSONAL RESILIENCE ACTIONS: