

# Well-being survey

#work-life balance #development #performance

This template is based on the [Workplace Wellbeing Questionnaire developed by the Black Dog Institute](#).

Personalize this template taking into account your purpose! In particular, consider if you want this survey to be anonymous, many questions may not be needed if you ask for the employee's name. Delete all the questions you don't need and insert the appropriate options. Also consider administering the survey through an online form!

You can also take the Questionnaire [online](#).



This project has received funding from the European Union's Horizon 2020 Research and Innovation programme under the Marie Skłodowska-Curie grant agreement No. 734824.

For more information about this project please see:

[www.getm3.eu](http://www.getm3.eu)

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## Scoring instructions

Work Satisfaction – questions 1 + 3 + 6 + 10 + 12 +15 +19 + 23 + 27 + 31

Organisational Respect for the Employee – questions 2 + 7 + 11 + 16 + 20 + 24 +28

Employer Care – questions 4 + 8 + 13 + 17 + 21 + 25 + 29

Intrusion of Work into Private Life – questions 5 + 9 + 14 + 18 + 22 + **26** (reversed scored item – ie. a score of 4 is reversed to a 0, a score of 3 is only given a score of 1) + 30

**Work Satisfaction:** Low = 0-11; Medium = 12-30; High = 31-40

This measure indicates the degree to which you view your work as fulfilling, and whether it increases your sense of self worth, provides life with some purpose and meaning, and advances your skills. Low scores may signify low levels of work satisfaction.

**Organisational Respect for the Employee:** Low = 0-7; Medium = 8-21; High = 22-28

This measured whether you judge senior people in your organization as trustworthy and having ethical values, as well as whether the organization values its staff and treats you well. High scores indicate high levels of organizational respect for the employee.

**Employer Care:** Low = 0-7; Medium = 8-21; High = 22-28

This measure is specific to how well your boss treats you. It looks at whether he/she is caring, willing to lend an ear, be understanding about work concerns and treats you as you wish to be treated. Low scores may indicate low levels on that care dimension.

**Intrusion of Work into Private Life:** Low = 0-5; Medium = 6-17; High = 18-26

High scores on this scale indicate greater intrusion of work into your private life. It measured whether you feel stressed and pressured at work to meet targets, find it hard to ‘wind down’ after work and judge that your work eats into your private life and impacts negatively on your self-esteem.

**INSTRUCTIONS: Please answer the following questions by checking the appropriate box. Choose the option which best represents your ‘current’ and most relevant work situation (i.e. the work role where you spend most of your time and with who you have most contact).**

**Not at all = 0      Slightly = 1      Moderately = 2      Very = 3      Extremely = 4**

1. Is your work fulfilling 0  1  2  3  4

2. In general terms, do you trust the senior people  
in your organization 0  1  2  3  4

3. Do your daily work activities give you a  
sense of direction and meaning 0  1  2  3  4

4. At a difficult time, would your boss be willing  
to lend an ear 0  1  2  3  4

5. Does your work eat into your private life 0  1  2  3  4

6. Does your work bring a sense of satisfaction 0  1  2  3  4

7. Do you believe in the principles by which  
your employer operates 0  1  2  3  4

8. Is your boss caring 0  1  2  3  4

9. Do you feel stressed in organizing your  
work time to meet demands 0  1  2  3  4

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10. Does your work increase your sense of self-worth 0  1  2  3  4
11. Do you feel content with the way your employer treats its employees 0  1  2  3  4
12. Does your job allow you to re-craft your job to suit your needs 0  1  2  3  4
13. Do you feel that your boss is empathic and understanding about your work concerns 0  1  2  3  4
14. Do you feel excessively pressured at work to meet targets 0  1  2  3  4
15. Does your work make you feel that, as a person, you are flourishing 0  1  2  3  4
16. Do you feel that your employer respects staff 0  1  2  3  4
17. Does your boss treat you as you would like to be treated 0  1  2  3  4
18. After work, do you find it hard to wind down 0  1  2  3  4

19. Do you feel capable and effective in your work on a day-to-day basis 0 1 2 3 4
20. How satisfied are you with your work's value system 0 1 2 3 4
21. Does your boss shoulder some of your worries about work 0 1 2 3 4
22. Do you find yourself thinking negatively about work outside work hours 0 1 2 3 4
23. Does your work offer challenges to advance your skills 0 1 2 3 4
24. Compared with your organisation's 'ideal values', to what degree are actual work values positive 0 1 2 3 4
25. Do you feel your transactions with your boss are, in general, positive 0 1 2 3 4

26. Do you feel that you can separate yourself easily from your work when you leave for the day

0 1 2 3 4

27. Do you feel you have some level of independence at work

0 1 2 3 4

28. Do people at your work believe in the worth of the organization

0 1 2 3 4

29. Do you believe that your employer cares about their staff's wellbeing

0 1 2 3 4

30. Does your work impact negatively on your self-esteem

0 1 2 3 4

31. Do you feel personally connected to your organization's values

0 1 2 3 4