

## 10 Predictors of Workplace Wellbeing

The worksheet will help you identify what factors within your workplace are impacting your wellbeing and importantly help you determine what steps you can take to improve your wellbeing, whether this is within an office environment, working outdoors or at home.

**DATE OF SELF ASSESSMENT:** .....

**Respond to the questions below and rate yourself, detailing the actions you feel you need to take to move up a level on the wellbeing continuum. Score yourself out of 10, where 1 is low, not doing well; 10 is high, optimal.**

**1. Work hours** – I strike the appropriate work/life balance for myself and am able to balance my commitments at work with my loved ones, family and friends.

My rating .....

.....

**2. Work environment** – My workday is not negatively impacted by noise, dust, chemicals, pollution, equipment, software tools and electronic distractions.

My rating .....

.....

**3. Work relationships** – I have strong, trusted relationships with my seniors and peers, holding shared values and have a network that I can trust, engage and lean on.

My rating .....

.....

**4. Workforce engagement** – I feel engaged by the business and my voice heard at the right level and right time and I feel empowered to speak up.

My rating .....

.....

**5. Job design** – I feel I am in a role suited to my strengths that stretches me, whilst allowing me to develop my areas for improvement. I love my role and feel sufficiently challenged, whilst not being overwhelmed.

My rating .....

.....

**6. Empowering our people** – I feel empowered and have the flexibility to work in a location that allows me to optimise my wellbeing.

My rating .....

.....

**7. Connecting with others** – There is a culture of openness and points of contact available to me when I am struggling at work. I am able to reach out to support services, such as Occupational Health to support my wellbeing and I trust these services.

My rating .....

.....

**8. Physical fitness** – I take enough time for myself to ensure that I am physically healthy and feel my work-life balance enables me to do this.

My rating .....

.....

**9. Emotional tranquility** – I feel a calmness within myself and have the opportunity to achieve this throughout my working day, connecting with my own beliefs and values, and with people without triggering negative emotions.

My rating .....

.....

**10. Purpose / Mission** – I feel aligned to my life's purpose or my mission and my work is connected to this.

My rating .....

.....

**TOTAL SCORE** ..... / 100

**Add up all your scores to produce a total out of 100. If you had a score of 50 or less, it's highly recommended that you speak to someone you can trust or a professional coach, such as a Certified High Performance Coach™, to develop and help you commit to your action plan to move you up your wellbeing continuum.**