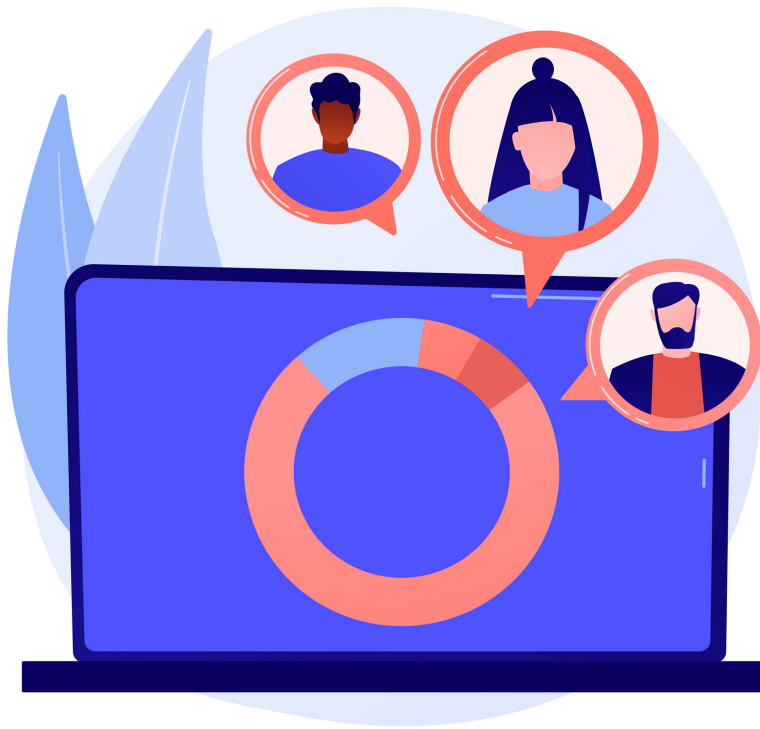


# Workplace wellbeing question bank



July 2020

The What Works Centre for Wellbeing helps people and communities to thrive by supporting decision-makers to understand what wellbeing is; how to measure it; and what works to improve it. We can work with you, and others, to increase and apply knowledge to help organisations, communities, and people to thrive.

[Find out more](#)

We are an independent collaborating centre, bringing together decision-makers in government, local authorities, businesses, charities, funders, and academics, among others.

[See our current partners](#)

## What is this question bank?

The Workplace Wellbeing Question Bank includes a list of questions that can be used by employers to measure and monitor the wellbeing of employees. By asking people directly about how they feel about various aspects of the job, employers can better target wellbeing activities and programmes in the workplace to improve wellbeing.

- This bank is a collection of validated questions, which have been developed and used by various organisations to measure different aspects of wellbeing.
- The bank includes questions that cover all relevant aspects of wellbeing derived from existing frameworks of wellbeing and work.<sup>1</sup>
- For most of these questions there is national data available for you to compare the results for your employees against.

You can use these questions as the basis for your own questionnaire, tailoring and adapting it to the needs of your organisation and the specific circumstances of your employees and the sector your work in.

Email us at [info@whatworkswellbeing.org](mailto:info@whatworkswellbeing.org) for support to:

- **customise your questionnaire** – for more responses
- **choose the right combination of questions** – make the data more relevant
- **analyse and benchmark your results** – turn evidence into action

<sup>1</sup> Some of the evidence-based frameworks re-visited included: OECD Guidelines on Measuring the Quality of the Working Environment (OECD, 2017); Eurofound Job Quality Indices (Eurofound, 2015); PERMA Profiler (Butler & Kern, 2016) and its workplace adaptation (Mayer, 2019); CIPD Good Work Index (CIPD, 2020); University of Cardiff 'How Good is My Job' model (Felstead et al. 2019); UK Health & Safety Executive's (HSE) Management Standards (HSE, 2017); BEIS Workplace Wellbeing and Performance Review (BEIS, 2014); DWP Framework for Voluntary Employer Reporting on Disability, Mental Health and Wellbeing (DWP, 2018).

## Using the question bank

### 1. Choosing the questions to include in your survey

Questions have been identified to cover the main wellbeing at work dimensions. We recommend that your survey includes questions that cover all the main domains. We also recognise that longer surveys have their limitations. For example, we helped to develop a shorter survey that includes a much narrower subset of these questions, which has been recommended by the Department for Work and Pensions.

#### **Adding more detailed questions on one theme**

Your survey might also benefit from adding more detailed modules on specific themes. For example, you may be more interested in looking at the wellbeing effects of irregular working hours which is difficult to capture through a single item.

#### **Avoiding duplication of questions**

You may notice that some questions tap into the same, or very similar, indicators. You can make your questionnaire more efficient by incorporating only one. For example, the statements 'after I leave my work I keep worrying about job problems' (I.7) and 'I find it difficult to unwind at the end of a workday' (I.8) both measure negative spillovers of working life into employees' private lives. You can choose the one that best suits your sample of respondents.

### 2. Getting the wording and answer scales for each question right

#### **Adapting the wording of questions**

Because the questions are taken from a number of different surveys, you may want to make sure the question wording is as clear, consistent and relevant as possible, with appropriate preamble and definitions of terms, when using them in your survey.

This is possible to do, but to compare your responses with benchmark data you will need to make sure the questions' meaning and key words are not changed.

#### **Changing terms and pronouns**

To give an example, you may want to change 'You know what is expected of you at work' (item D.5) to use the first person pronoun. It would then read: 'I know what is expected of me at work' to fit with the phrasing of other items in your survey.

Similarly, you may find it useful to change terms such as 'your immediate boss' (item H.3) to 'your line manager' (item H.2) in order to harmonise the questions.

#### **Clarifying terms and reducing bias**

Other terms might benefit from further clarification. For example, in the statement 'I have the tools I need to do my job effectively' (J.3), the term 'tools' can be interpreted as internal resources such as knowledge and skills, while other respondents are likely to interpret it in terms of systems and equipment.

Another example of a misinterpretation risk that can introduce response bias is the statement 'I might lose my job in the next 6 months' (E.2). The item is aimed at capturing

job insecurity caused by the possibility of being made redundant, but other respondents might think of losing their current job as a result of job promotion. In these cases, clarifying the meaning of the terms will help you obtain more valid results. You can add a clarification after the question, which allows for easier benchmarking. You can also adapt the wording of the question itself.

### Changing the response scales

You might want to avoid confusing respondents by using only one response scale throughout the entire questionnaire. This is especially the case with longer questionnaires. For some questions this is possible to do, while keeping the question meaning unchanged and then calibrating the responses to the benchmark data scale. Any change in scale will however make it more difficult to directly compare the results against the benchmarks.

### 3. Understanding how your survey results compare with national averages

The majority of the questions presented here have been previously used in national and international specialised surveys representative of the British working population.

In order to compare your own survey results directly with national averages, the questions included in this bank appear with the original form of words and response scales used in the national surveys.

For most items we have compiled comparable data disaggregated by gender, age groups, ethnicity, region, occupation and industry. However, for most questions, the national data was collected before the Covid-19 pandemic, which should be considered when making any comparisons of the results.

Benchmarking data is available on request.

[Email us now at info@whatworkswellbeing.org](mailto:info@whatworkswellbeing.org) for support with customising your questionnaire and analysing the results.

### 4. Using composite indices

While the question bank is flexible and allows you to pick the themes that are most relevant, the question bank contains two composite measures: WHO-5 and Workplace PERMA Profiler.

**The 5-item World Health Organization Index (WHO-5)** is a reliable and valid instrument to capture mental health problems such as depression and anxiety. It is constructed by adding the scores of the following five items:

- 'I have felt cheerful and in good spirits' (B.5)
- 'I have felt calm and relaxed' (B.6)
- 'I have felt active and vigorous' (B.7)
- 'I woke up feeling fresh and rested' (B.8)
- 'My daily life has been filled with things that interest me' (B.9).

Each statement is answered in a six-point scale from 'at no time' (0) through to 'all of the time' (5). To find the composite score, add together the total for the five answers for each respondent. This means a value of 0 represents the least healthy mental state and high risk of depression. A value of 25 represents the healthiest possible psychological state.<sup>2</sup>

The **Workplace PERMA Profiler** is an adaptation of Seligman's (2011) [PERMA model](#) and includes five items that capture the five pillars of a 'flourishing' life in a work setting:

- positive emotion (B.10)
- engagement (B.11)
- relationships (H.1)
- meaning (D.6)
- accomplishment (D.10).

Each statement is answered in a 11-point scale from 'never' or 'not at all' (0) through to 'all of the time' or 'completely' (5). To find the composite score, calculate the average of the total for the five answers for each respondent. A value of 0 represents the least flourishing life; a value of 10 represents the most highly flourishing state.

## Index of main themes

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## Abbreviations of data sources

APS	Annual Population Survey (2019)
CSPS	Civil Service People Survey (2019)
EQLS4	European Quality of Life Survey Round 4 (2016)
ESS5	European Social Survey Round 5 (2010)
ESS6	European Social Survey Round 6 (2012)
ESS9	European Social Survey Round 9 (2018)
EWCS6	European Working Conditions Round 6 (2015)
FINCAP	Financial Capability Survey (2018)
IWBI	International WELL Building Institute
LFS	Labour Force Survey (2019)
NHS Staff	NHS Staff Survey (2019)
OECD	Organisation for Economic Co-operation and Development
SES7	British Skills and Employment Survey Round 7 (2017)
US9	Understanding Society - UK Household Longitudinal Survey W.9 (2017-18)

<sup>2</sup> To obtain a percentage score ranging from 0 to 100, the raw score is multiplied by 4. A percentage score of 0 represents the worst possible, whereas a score of 100 represents the best possible mental health.



## A. Subjective wellbeing outcomes

#	Preamble	Question	Answer scale	Benchmark data
A.1	Please answer on a scale of 0 to 10, where 0 is 'not at all satisfied' and 10 is 'completely satisfied'	Overall, how satisfied are you with your life nowadays?	Not at all satisfied 1 2 3 4 5 6 7 8 9 10 Completely satisfied	APS
A.2	Please answer on a scale of 0 to 10, where 0 is 'not at all worthwhile' and 10 is 'completely worthwhile'	Overall, to what extent do you feel the things you do in your life are worthwhile?	Not at all worthwhile 1 2 3 4 5 6 7 8 9 10 Completely worthwhile	APS
A.3	Please answer on a scale of 0 to 10, where 0 is 'not at all happy' and 10 is 'completely happy'	Overall, how happy did you feel yesterday?	Not at all satisfied 1 2 3 4 5 6 7 8 9 10 Completely satisfied	APS
A.4	On a scale of 1 to 7 where 1 means 'Completely dissatisfied' and 7 means 'Completely satisfied'	How dissatisfied or satisfied are you with your present job overall?	1. Completely dissatisfied 2. Mostly dissatisfied 3. Somewhat dissatisfied 4. Neither satisfied or dissatisfied 5. Somewhat satisfied 6. Mostly satisfied 7. Completely satisfied	SES7 US9

## B. Health outcomes and behaviours

This section includes an indicator for self-rated overall health (item B.1)<sup>3</sup> and goes on with measures of work-related physical health outcomes, mental health (as measured by the WHO-5 scale), presenteeism and indicators of workers' healthy lifestyle behaviours (e.g. nutrition and physical activity).

#	Preamble	Question	Answer scale	Benchmark data
B.1		How is your health in general? Would you say it is...	1. Very good 2. Good 3. Fair 4. Bad 5. Very bad Don't know	APS EWCS6 ESS9
B.2		Do you think your health or safety is at risk because of your work?	Yes No Don't know	EWCS6 ESS9
B.3		In the last 12 months have you experienced musculoskeletal problems as a result of work activities?	Yes No Don't know	NHS Staff
B.4		During the last 12 months, have you felt unwell as a result of work related stress?	Yes No Don't know	NHS Staff
B.5	Please indicate for each of the five statements which is the closest to how you have been feeling over the last two weeks...	A - I have felt cheerful and in good spirits	5. All of the time 4. Most of the time 3. More than half of the time 2. Less than half of the time 1. Some of the time 0. At no time Don't know	EWCS6 EQLS4  Items B.5 to B.9 for WHO-5 Index
B.6	Please indicate for each of the five statements which is the closest to how you have been feeling over the last two weeks...	B - I have felt calm and relaxed	5. All of the time 4. Most of the time 3. More than half of the time 2. Less than half of the time 1. Some of the time 0. At no time Don't know	EWCS6 EQLS4  Items B.5 to B.9 for WHO-5 Index

<sup>3</sup> We recommend using the self-rated overall health measure instead of the single items for self-rated mental health and self-rated physical health. The evidence suggests that the global measure is more comprehensive for predicting subsequent mortality than the combined utility of items about specific health domains. See for example: Ahmad et al. (2014); Levinson & Kaplan (2014); Johnson, T. P. (Ed.) (2015), Handbook of Health Survey Methods, Hoboken, NJ: John Wiley & Sons.



#	Preamble	Question	Answer scale	Benchmark data
B.7	Please indicate for each of the five statements which is the closest to how you have been feeling over the last two weeks...	C - I have felt active and vigorous	5. All of the time 4. Most of the time 3. More than half of the time 2. Less than half of the time 1. Some of the time 0. At no time Don't know	EWCS6 EQLS4  Items B.5 to B.9 for WHO-5 Index
B.8	Please indicate for each of the five statements which is the closest to how you have been feeling over the last two weeks...	D - I woke up feeling fresh and rested	5. All of the time 4. Most of the time 3. More than half of the time 2. Less than half of the time 1. Some of the time 0. At no time Don't know	EWCS6 EQLS4  Items B.5 to B.9 for WHO-5 Index
B.9	Please indicate for each of the five statements which is the closest to how you have been feeling over the last two weeks...	E - My daily life has been filled with things that interest me	5. All of the time 4. Most of the time 3. More than half of the time 2. Less than half of the time 1. Some of the time 0. At no time Don't know	EWCS6 EQLS4  Items B.5 to B.9 for WHO-5 Index
B.10		At work, how often do you feel joyful?	Never <span style="float:right">Always</span> 1 2 3 4 5 6 7 8 9 10	PERMA Index
B.11		At work, how often do you become absorbed in what you are doing?	Never <span style="float:right">Always</span> 1 2 3 4 5 6 7 8 9 10	PERMA Index
B.12		I maintain a positive outlook in the face of difficulty	1. Always 2. Most of the time 3. Sometimes 4. Rarely 5. Never Don't know	-
B.13		In the last three months have you ever come to work despite not feeling well enough to perform your duties?	Yes No Don't know	NHS Staff
B.14	If answered YES to question B.13	A - Have you felt pressure from your manager to come to work?	Yes No Don't know	NHS Staff
B.15	If answered YES to question B.13	B - Have you felt pressure from colleagues to come to work?	Yes No Don't know	NHS Staff
B.16	If answered YES to question B.13	C - Have you put yourself under pressure to come to work?	Yes No Don't know	NHS Staff





#	Preamble	Question	Answer scale	Benchmark data
B.17	During the last 7 days, on how many days did you...	A - Do vigorous physical activities? (vigorous activities make you breathe much harder than normal and may include heavy lifting, digging, aerobics, or fast bicycling)	[Number of days 0-7] Don't know	US9
B.18	During the last 7 days, on how many days did you...	B - Do moderate physical activities? (Moderate physical activities make you breathe somewhat harder than normal and may include carrying light loads, bicycling at a regular pace, or doubles tennis. Do not include walking)	[Number of days 0-7] Don't know	US9
B.19		A - Including tinned, frozen, dried and fresh fruit, on how many days in a usual week do you eat fruit?	1. Never 2. 1-3 days 3. 4-6 days 4. Every day Don't know	US9
B.20		B - Including tinned, frozen and fresh vegetables, on how many days in a usual week do you eat vegetables? Do not include potatoes, crisps or chips.	1. Never 2. 1-3 days 3. 4-6 days 4. Every day Don't know	US9



### C. Organisational health policy

This section contains a set of questions to capture the availability of - and accessibility to - mental health surveillance and monitoring in the workplace.

#	Preamble	Question	Answer scale	Benchmark data
C.1		Does your organisation take positive action on health and wellbeing?	Yes No Don't know	NHS Staff
C.2	To what extent do you agree or disagree with the following statement?	I know where to get support if my mental wellbeing is being impacted.	1. Strongly agree 2. Agree 3. Neither agree nor disagree 4. Disagree 5. Strongly disagree	-
C.3	To what extent do you agree or disagree with the following statement?	My organisation supports employees who experience mental health problems (which might include anxiety, stress or depression).	1. Strongly agree 2. Agree 3. Neither agree nor disagree 4. Disagree 5. Strongly disagree	-
C.4	To what extent do you agree or disagree with the following statement?	My organisation has an inclusive working environment in which staff are encouraged to talk openly about mental health problems.	1. Strongly agree 2. Agree 3. Neither agree nor disagree 4. Disagree 5. Strongly disagree	-
C.5	To what extent do you agree or disagree with the following statement?	I would be confident talking to my line manager about a mental health problem (which might include anxiety, stress or depression).	1. Strongly agree 2. Agree 3. Neither agree nor disagree 4. Disagree 5. Strongly disagree	-



## D. Purpose and engagement

This section includes questions about organisational engagement and commitment, personal motivation, intrinsic rewards and accomplishments, clear goals and role clarity, and meaningful work.

#	Preamble	Question	Answer scale	Benchmark data
D.1	Thinking about your feelings towards the organisation you work for, to what extent you agree or disagree with the following statement?	I find that my values and the organisation's values are very similar	1. Strongly agree 2. Agree 3. Neither agree nor disagree 4. Disagree 5. Strongly disagree	NHS Staff
D.2	To what extent do you agree or disagree with the following statement?	I would recommend my [organisation] as a great place to work	1. Strongly agree 2. Agree 3. Neither agree nor disagree 4. Disagree 5. Strongly disagree	CSPS
D.3	To what extent do you agree or disagree with the following statement?	I have a clear understanding of [my organisation's] objectives	1. Strongly agree 2. Agree 3. Neither agree nor disagree 4. Disagree 5. Strongly disagree	CSPS
D.4	To what extent do you agree or disagree with the following statement?	I understand how my work contributes to [my organisation's] objectives	1. Strongly agree 2. Agree 3. Neither agree nor disagree 4. Disagree 5. Strongly disagree	CSPS
D.5	For each of the following statements, please select the response that best describes your work situation	You know what is expected of you at work	1. Always 2. Most of the time 3. Sometimes 4. Rarely 5. Never Don't know	EWCS6
D.6		To what extent do you generally feel that you have a sense of direction in your work?	Not Completely at all 1 2 3 4 5 6 7 8 9 10	PERMA Index
D.7	To what extent do you agree or disagree with the following statements about your job?	The organisation I work for motivates me to give my best job performance	1. Strongly agree 2. Agree 3. Neither agree nor disagree 4. Disagree 5. Strongly disagree	EWCS6



#	Preamble	Question	Answer scale	Benchmark data
D.8	To what extent do you agree or disagree with the following statements?	Considering all my efforts and achievements, I receive the praise and respect that my work deserves	1. Strongly agree 2. Agree 3. Neither agree nor disagree 4. Disagree 5. Strongly disagree Don't know	OECD Guidelines
D.9	For each of the following statements, please select the response that best describes your work situation	Your job gives you the feeling of work well done	1. Always 2. Most of the time 3. Sometimes 4. Rarely 5. Never Don't know	EWCS6
D.10		How often do you achieve the important work goals you have set for yourself?	Never <span style="float: right;">Always</span> 1 2 3 4 5 6 7 8 9 10	PERMA Index
D.11	For each of the following statements, please select the response that best describes your work situation	You have the feeling of doing useful work	1. Always 2. Most of the time 3. Sometimes 4. Rarely 5. Never Don't know	EWCS6
D.12		I get opportunity to give to, or help others - either through work or volunteering (e.g. helping colleagues, buddying, mentoring, organising activities)	1. Always 2. Most of the time 3. Sometimes 4. Rarely 5. Never Don't know	-



## E. Job prospects

This section refers to aspects of job security or continuity and opportunities for career progression.

#	Preamble	Question	Answer scale	Benchmark data
E.1	To what extent do you agree or disagree with the following statements about your job?	My job offers good opportunities for career advancement	1. Strongly agree 2. Agree 3. Neither agree nor disagree 4. Disagree 5. Strongly disagree	EWCS6
E.2	To what extent do you agree or disagree with the following statements about your job?	I might lose my job in the next 6 months	1. Strongly agree 2. Agree 3. Neither agree nor disagree 4. Disagree 5. Strongly disagree	EWCS6
E.3	To what extent do you agree or disagree with the following statements?	I am expecting an undesirable change in my work situation.	1. Completely agree 2. Agree 3. Neither agree nor disagree 4. Disagree 5. Completely disagree	-



### F. Autonomy and skills use

This domain includes items about opportunities for skills use and self-realisation, voice and decision latitude, skill content, opportunities for learning and training.

#	Preamble	Question	Answer scale	Benchmark data
F.1	For each of the following statements, please select the response which best describes your work situation	You are able to apply your own ideas in your work	1. Always 2. Most of the time 3. Sometimes 4. Rarely 5. Never Don't know	EWCS6
F.2	For each of the following statements, please select the response which best describes your work situation	You are consulted before objectives are set for your work	1. Always 2. Most of the time 3. Sometimes 4. Rarely 5. Never Don't know	EWCS6
F.3	For each of the following statements, please select the response which best describes your work situation	You can influence decisions that are important for your work	1. Always 2. Most of the time 3. Sometimes 4. Rarely 5. Never Don't know	-
F.4		Are you able to choose or change your methods of work?	Yes No Don't know	EWCS6
F.5	Generally, does your main paid job involve...	Learning new things?	Yes No Don't know	EWCS6
F.6	Over the past 12 months or since you started your main paid job, have you undergone any of the following types of training to improve your skills?	Training paid for or provided by your employer	Yes No Don't know	EWCS6
F.7	Over the past 12 months or since you started your main paid job, have you undergone any of the following types of training to improve your skills?	On-the-job training (co-workers, supervisors)	Yes No Don't know	EWCS6



#	Preamble	Question	Answer scale	Benchmark data
F.8	To what extent do you agree or disagree with the following statement?	I am able to access the right learning and development opportunities when I need to	1. Strongly agree 2. Agree 3. Neither agree nor disagree 4. Disagree 5. Strongly disagree	CSPS
F.9	To what extent do you agree or disagree with the following statement?	I am sufficiently challenged by my work	1. Strongly agree 2. Agree 3. Neither agree nor disagree 4. Disagree 5. Strongly disagree	CSPS
F.10	How much do you agree or disagree with the following statement	In my current job I have enough opportunity to use the knowledge and skills that I have	1. Strongly agree 2. Agree 3. Neither agree nor disagree 4. Disagree 5. Strongly disagree	SES7



## G. Work demands

This theme refers to workload, work pressures, quantitative and emotional intensity of the job.

#	Preamble	Question	Answer scale	Benchmark data
G.1	To what extent do you agree or disagree with the following statement?	I have an acceptable workload	1. Strongly agree 2. Agree 3. Neither agree nor disagree 4. Disagree 5. Strongly disagree	CSPS
G.2	Does your job involve...	Working to tight deadlines	1. All of the time 2. Almost all of the time 3. Around ¾ of the time 4. Around half of the time 5. Around ¼ of the time 6. Almost never 7. Never Don't know	EWCS6
G.3	For each of the following statements, please select the response which best describes your work situation	You have enough time to get the job done	1. Always 2. Most of the time 3. Sometimes 4. Rarely 5. Never Don't know	EWCS6
G.4	For each of the following statements, please select the response which best describes your work situation	Your job requires that you hide your feelings	1. Always 2. Most of the time 3. Sometimes 4. Rarely 5. Never Don't know	EWCS6





## H. Relationships and social environment

This dimension covers overall satisfaction with work relationships, support from managers and peers, good managerial practices, team work, fair treatment, and exposure to abusive behaviours.

#	Preamble	Question	Answer scale	Benchmark data
H.1		How satisfied are you with your professional relationships?	Not at all <span style="float:right">Completely</span> 1 2 3 4 5 6 7 8 9 10	PERMA Index
H.2	For each of the following statements, please select the response which best describes your work situation	Your manager helps and supports you	1. Always 2. Most of the time 3. Sometimes 4. Rarely 5. Never Don't know	EWCS6
H.3	To what extent do you agree or disagree with the following statements?	Your immediate boss respects you as a person	1. Strongly agree 2. Agree 3. Neither agree nor disagree 4. Disagree 5. Strongly disagree	EWCS6
H.4	To what extent do you agree or disagree with the following statements?	Your immediate boss gives you praise and recognition when you do a good job	1. Strongly agree 2. Agree 3. Neither agree nor disagree 4. Disagree 5. Strongly disagree	EWCS6
H.5	To what extent do you agree or disagree with the following statements?	Your immediate boss provides useful feedback on your work	1. Strongly agree 2. Agree 3. Neither agree nor disagree 4. Disagree 5. Strongly disagree	EWCS6
H.6	To what extent do you agree or disagree with the following statements?	Your immediate boss encourages and supports your development	1. Strongly agree 2. Agree 3. Neither agree nor disagree 4. Disagree 5. Strongly disagree	EWCS6
H.7		I feel that change is managed well in [my organisation]	1. Strongly agree 2. Agree 3. Neither agree nor disagree 4. Disagree 5. Strongly disagree	CSPS



#	Preamble	Question	Answer scale	Benchmark data
H.8	To what extent do you agree or disagree with the following statements?	The people in my team work together to find ways to improve The service we provide	1. Strongly agree 2. Agree 3. Neither agree nor disagree 4. Disagree 5. Strongly disagree	CSPS
H.9	For each of the following statements, please select the response which best describes your work situation	Your colleagues help and support you	1. Always 2. Most of the time 3. Sometimes 4. Rarely 5. Never Don't know	EWCS6
H.10	To what extent do you agree or disagree with the following statements?	I generally get on well with my work colleagues	1. Strongly agree 2. Agree 3. Neither agree nor disagree 4. Disagree 5. Strongly disagree	EWCS6
H.11	For each of The following statements, please select the response which best describes your work situation	Your are treated fairly at your workplace	1. Always 2. Most of the time 3. Sometimes 4. Rarely 5. Never Don't know	EWCS6
H.12	Over the past 12 months, during the course of your work...	Have you been subjected to bullying or harassment?	Yes No Don't know	EWCS6

## I. Working time quality

This theme includes options to work flexibly, commuting effects, atypical and long hours, recovery from working time, and subjective work-life balance.

#	Preamble	Question	Answer scale	Benchmark data
I.1	To what extent do you agree or disagree with the following statements?	I am very stressed from my commute by the time I get to work.	1. Strongly agree 2. Agree 3. Neither agree nor disagree 4. Disagree 5. Strongly disagree	IWBI Standards
I.2		Would you say that arranging to take an hour or two off during working hours to take care of personal or family matters is...?	1. Very easy 2. Fairly easy 3. Fairly difficult 4. Very difficult Don't know	EWCS6 SES7
I.3	Normally, how many times a month do you work...	At night, for at least 2 hours between 10:00pm and 05:00am?	1. 2-digit response [01-31] 2. Never Don't know	EWCS6
I.4	Normally, how many times a month do you work...	More than 10 hours a day?	1. 2-digit response [01-31] 2. Never Don't know	EWCS6
I.5		I take sufficient breaks throughout the working day (lunch, toilet, screen breaks etc). Breaks reduce the likelihood of eye strain, upper limb problems, backache and fatigue.	1. Always 2. Most of the time 3. Sometimes 4. Rarely 5. Never Don't know	
I.6	Over the last 12 months...	How often have you worked in your free time to meet work demands?	1. Daily 2. Several times a week 3. Several times a month 4. Less often 5. Never Don't know	EWCS6
I.7	Thinking of the past few weeks, how much of the time has your job made you feel each of the following...?	After I leave my work I keep worrying about job problems	1. Never 2. Occasionally 3. Some of the time 4. Much of the time 5. Most of the time 6. All of the time Don't know	SES7



#	Preamble	Question	Answer scale	Benchmark data
I.8	Thinking of the past few weeks, how much of the time has your job made you feel each of the following...?	I find it difficult to unwind at the end of a workday	1. Never 2. Occasionally 3. Some of the time 4. Much of the time 5. Most of the time 6. All of the time Don't know	SES7
I.9		How often do you feel too tired after work to enjoy the things you would like to do at home?	1. Never 2. Hardly ever 3. Sometimes 4. Often 5. Always Don't know	ESS5
I.10		And 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?	Extremely dissatisfied      Extremely satisfied 1 2 3 4 5 6 7 8 9 10	ESS6



### J. Physical environment

This dimension includes posture-related risks, appropriate tools and welfare facilities.

#	Preamble	Question	Answer scale	Benchmark data
J.1	Please tell me, using the following scale, does your main paid job involve...	Tiring or painful positions?	1. All of the time 2. Almost all of the time 3. Around ¾ of the time 4. Around half of the time 5. Around ¼ of the time 6. Almost never 7. Never	EWCS6
J.2	Please tell me, using the following scale, does your main paid job involve...	Repetitive hand or arm movements?	1. All of the time 2. Almost all of the time 3. Around ¾ of the time 4. Around half of the time 5. Around ¼ of the time 6. Almost never 7. Never	EWCS6
J.3	To what extent do you agree or disagree with the following statement?	I have the tools I need to do my job effectively	1. Strongly agree 2. Agree 3. Neither agree nor disagree 4. Disagree 5. Strongly disagree	CSPS
J.4	To what extent do you agree or disagree with the following statements?	I have adequate facilities in my workplace which support my health and wellbeing (e.g. lighting, washing, toilet, rest and changing facilities, and somewhere clean to eat and drink during breaks)	1. Strongly agree 2. Agree 3. Neither agree nor disagree 4. Disagree 5. Strongly disagree	-



### K. Financial wellbeing

This domain refers to pay fairness, adequacy for living standards, financial resilience and ability to withstand shocks.

#	Preamble	Question	Answer scale	Benchmark data
K.1	To what extent do you agree or disagree with the following statements?	Considering all my efforts and achievements in my job, I feel I get paid appropriately	1. Strongly agree 2. Tend to agree 3. Neither agree nor disagree 4. Tend to disagree 5. Strongly disagree Don't know	EWCS6
K.2		Taking everything into account, how confident are you that you will have enough money to give you the standard of living you hope for in a year from now?	1. Very confident 2. Fairly confident 3. Not very confident 4. Not confident at all Don't know	-
K.3		How well would you say you yourself are managing financially these days? Would you say you are...?	1. Living comfortably 2. Doing alright 3. Just about getting by 4. Finding it quite difficult 5. Finding it very difficult Don't know	US9
K.4		Thinking about an unexpected bill which you have to pay within the next seven days from today. Which, if any, of the following would you do to pay a bill of £300?  If you think you would do more than one, please select the main thing you would do, that is the one you would get the most money from.  PLEASE SELECT ONE ONLY	1. I would pay it with my own money, without dipping into savings or cutting back on essentials 2. I would pay it with my own money, without dipping into savings but I would have to cut back on essentials 3. I would dip into savings 4. I would use a form of credit (e.g. credit card, take out a loan or make use of an authorised overdraft facility) 5. I would go overdrawn without authorisation 6. I would get the money from friends or family as gift or loan 7. I would sell personal/ household item(s) to get the money 8. I couldn't pay this bill Don't know Prefer not to say	FINCAP

