

## 2 What matters for wellbeing?

When you've had high wellbeing, what did it feel like?

What contributed to your positive wellbeing?



# For individuals

- it's about **feeling good** and **functioning well**
- it's about **feeling confident, satisfied, safe** and **supported**
- whether our lives have **meaning** and **purpose**
- it's **different** for different people







## Personal characteristics

including **personality traits** and other **individual differences** which are both hereditary and environmental



## Childhood experiences

including **emotional health, family conditions & schooling** affect us throughout our lives



## Health

**mental** and **physical health**, disability and resilience to changes in health



## Financial security

including **how well we are managing** with our money, as well as **debt** or **uncertainty**





## Where we live

Local area **deprivation**, access to **services**, **demographics**, as well **safety** and **opportunities**



## What we do

**employment** (especially good work), how we use our **leisure time** - including **volunteering**



## Autonomy, participation and control

The ability to **influence** the things that matter to us



## Community

How we feel about our **neighbours** and our place in our communities, and whether we feel that **we belong and trust** other people

# How will your strategy, policy or framework seek to maximise wellbeing?

- **Health** – physical and mental, and resilience to change
- **Relationships** – especially close family support, but also friendships and social connections
- **Work and employment** – but also good quality jobs
- **Income and financial security** – especially low income and debt
- The **things we do** – including leisure, sport and volunteering
- **Communities** –our neighbours, trusting others and belonging
- **Autonomy, participation and control** – whether we feel we can influence the things that matter to us



Determinants of subjective wellbeing, based on quantitative analysis of effect sizes.



Greater negative link with wellbeing



Mixed evidence or no effect



Greater positive link with wellbeing



personal

Loneliness

Poor health

Having a child

Someone to rely on

Partner relationship



wider environment & play

Basic needs not met

Air pollution

Noise pollution

Music

Physical activity

Green space

Trust



work

Unemployed

Low quality work

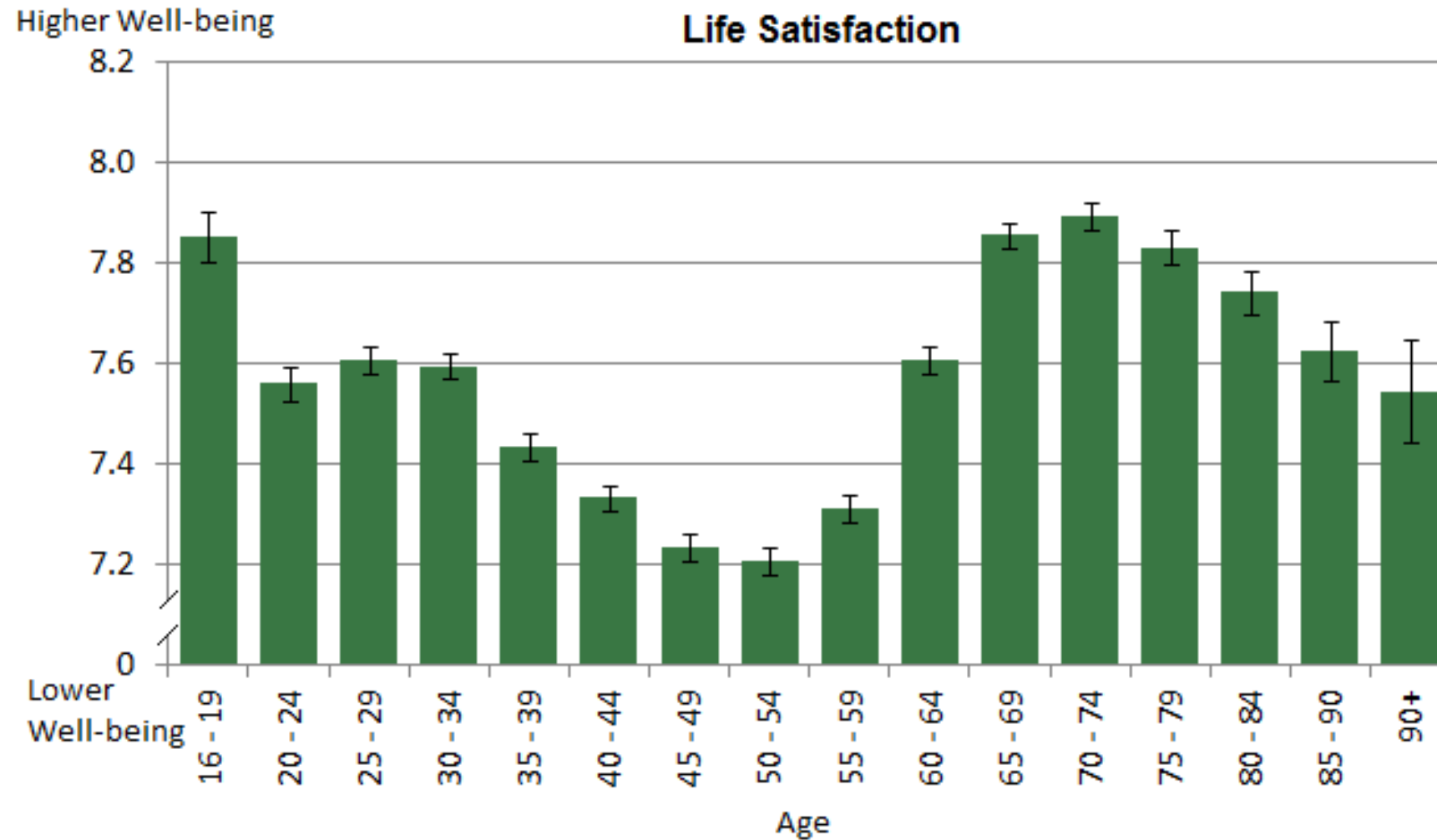
Longer commute

Years of education

High quality work

Employed

# Wellbeing changes over life



[ONS data](#)

# Pleasure and purpose



## Pleasure

- good feelings
- positive experiences
- 'savouring the moment'
- conscious awareness of experience



## Purpose

- meaning
- contribution & role identity
- 'the things I do are worthwhile'



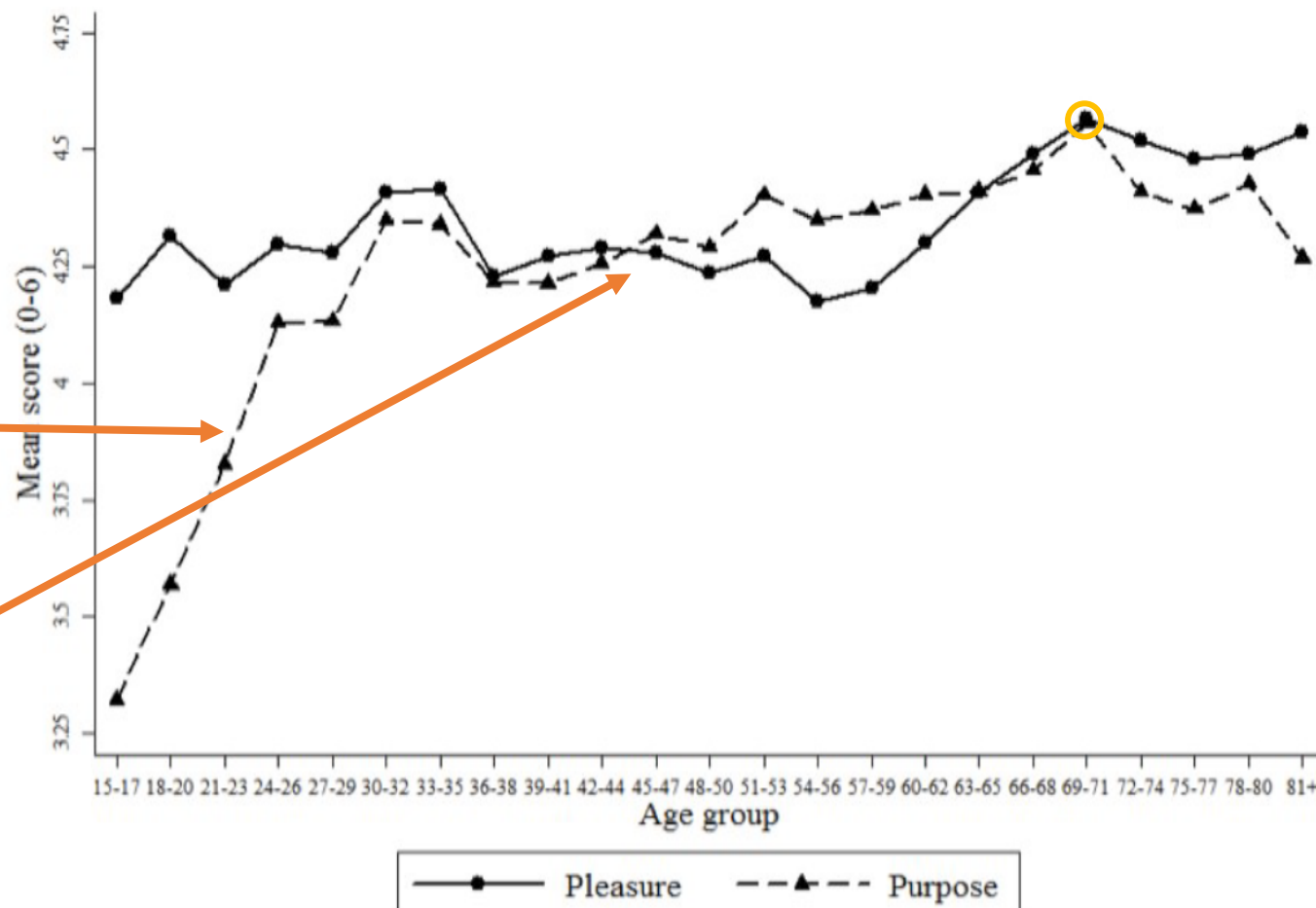
# Pleasure and purpose

Feelings of **pleasure** and **purpose** are important to wellbeing

But the **balance** of those dimensions varies across our lives

For **teenagers**, pleasure seems to be more important to wellbeing than purpose

For people in **middle age**, the opposite is true – feeling that our lives have meaning, and the things we do are worthwhile is important





DATA ANALYSIS: PURPOSE IN UK



WHAT WORKS BRIEFING | MARCH 2021

# What matters for our sense of purpose?

Meaning and purpose as a core aspect of wellbeing

# Findings

## What matters most...

### Health

- How we feel about our health

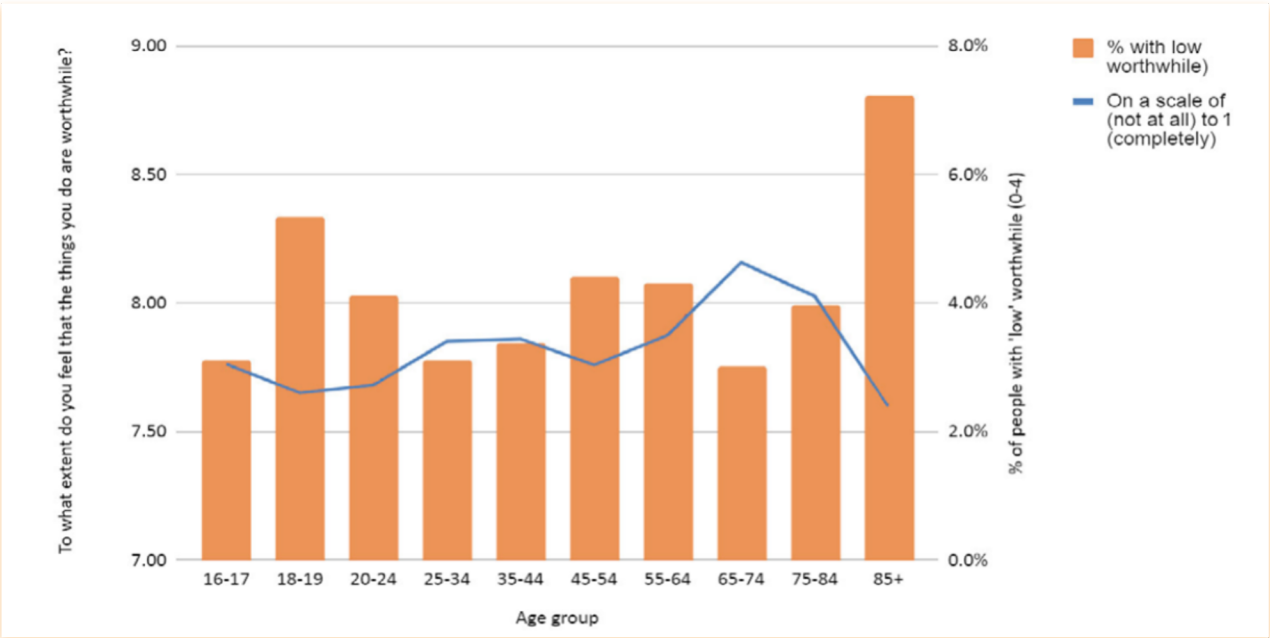
### What we do

- Being employed in a meaningful job
- Employment sector - health and social work
- Spending leisure time outdoors and leisure satisfaction
- Belonging to a religion
- Moderate to vigorous physical activity at least weekly
- Engagement in cultural activities and membership of organisations

GOOD FOR WELLBEING	
More important for SENSE OF PURPOSE	More important for LIFE SATISFACTION
<ul style="list-style-type: none"><li>• In employment</li><li>• Job satisfaction</li><li>• Volunteering</li><li>• Working from home (women)</li><li>• Managerial or professional role</li><li>• Being a student (but also higher anxiety)</li></ul>	<ul style="list-style-type: none"><li>• Job security</li><li>• Not underemployed</li><li>• Longer working at current employer</li></ul>

## On average in 2019/20, purpose was...

- 7.86 point score nationally
- Very low-low for 3.8% of adults
- Higher for women than men
- Highest for individuals in late 60s and early 70s
- Lowest for over 85s and low for 18 - 24 yr-olds





# Who has the lowest wellbeing?

People with the poorest personal wellbeing are most likely to have at least one of the following **characteristics or circumstances**:

- self-report very poor or poor health
- be economically inactive with long-term illness or disability
- be middle-aged
- be single, separated, widowed or divorced
- be renters
- have no or basic education

<https://www.ons.gov.uk/peoplepopulationandcommunity/wellbeing/articles/understandingwellbeinginequalitieswhohasthepoorestpersonalwellbeing/2018-07-11>

# What matters in communities?



## People

Close relationships and friendships  
Strong networks of support to meet different needs  
Feelings of trust and belonging



## Place

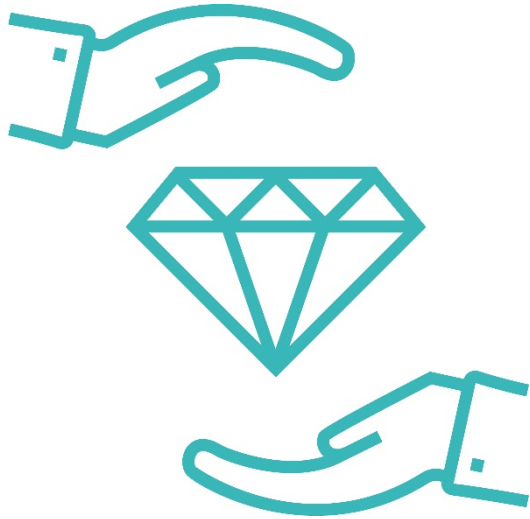
Conditions that enable people to flourish – access to services, assets, facilities  
Opportunities to enable people to flourish – jobs, education, leisure  
Intangible cultural heritage, shared practices or history  
Sense of safety in the community



## Power

Voice and representation  
A sense of control or influence over things which are important  
Inclusive communities where nobody feels excluded

# Key ingredient in our policy making: trust



- Trust in the people around us affects how we feel about ourselves and **our place in our community**
- **Trust in government and institutions** explains variations in wellbeing between countries
- It affects **how we behave** and **who we listen to**
- Living in a high-trust environment makes people **more resilient to adversity** (including effects of **discrimination, ill-health** or **unemployment**)
- It helps those with **low wellbeing** most



# What matters in the workplace?

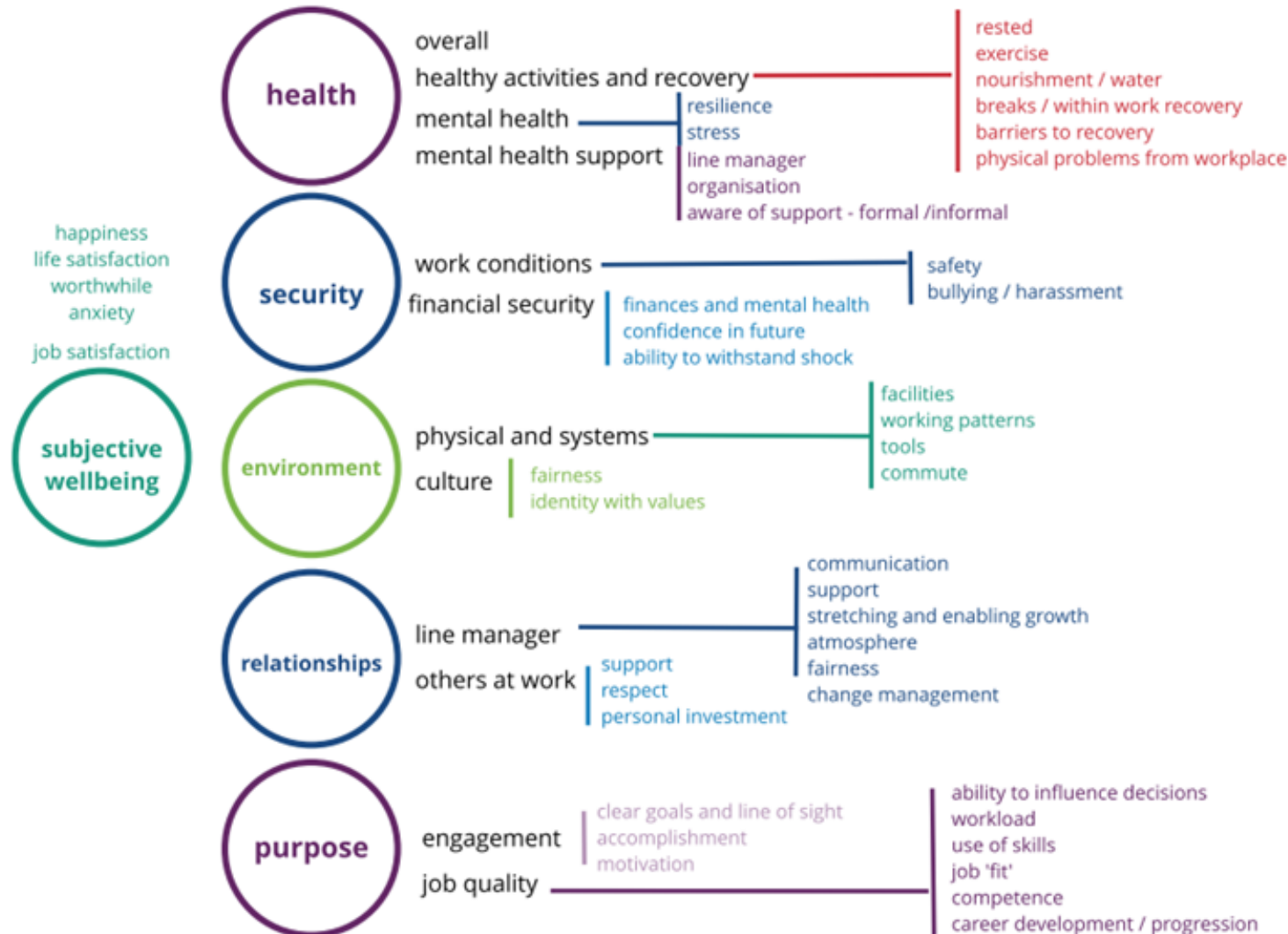
Development  
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Pensions



### 3. Measuring wellbeing impact

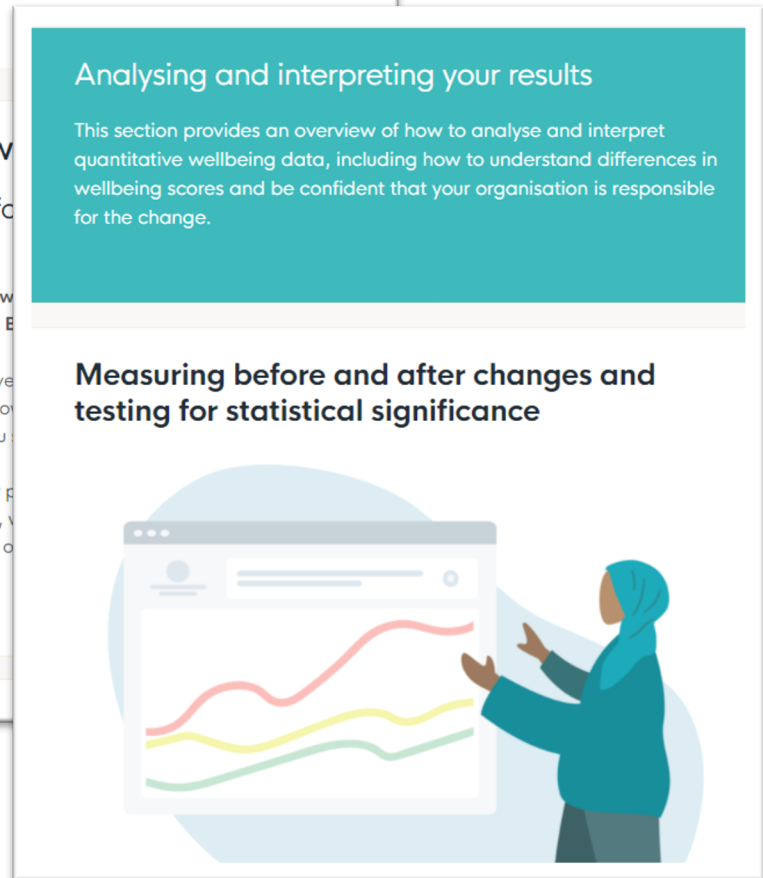
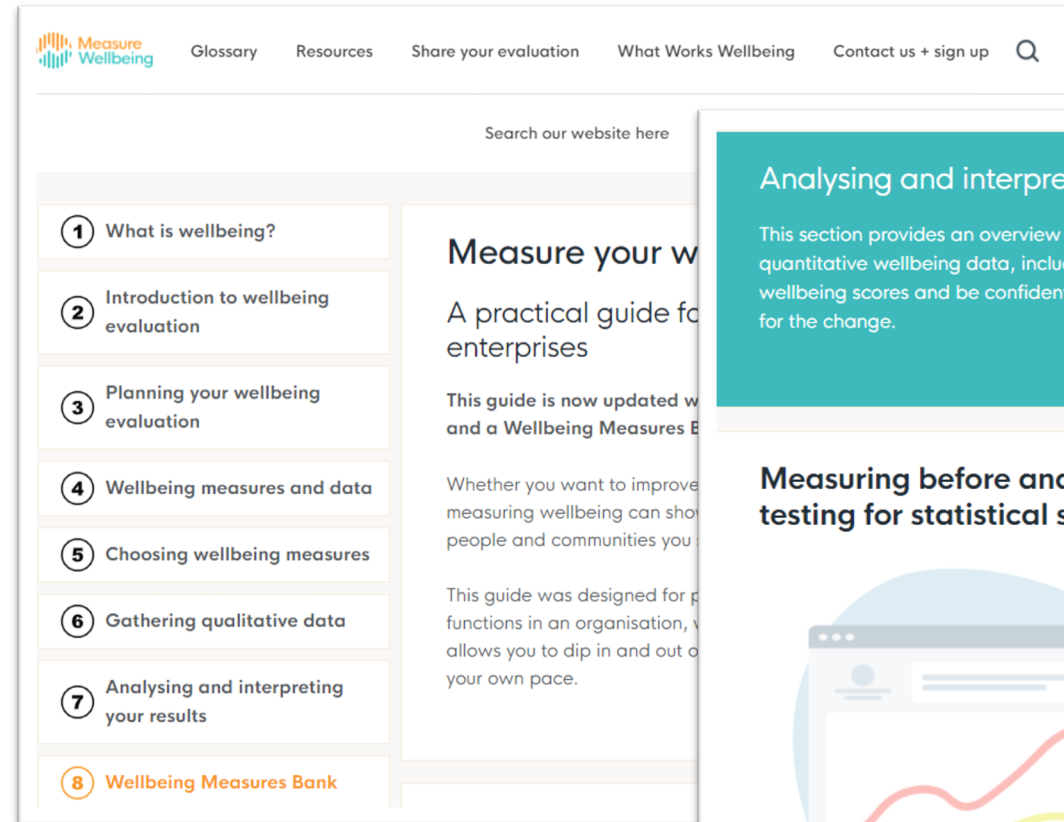


# Measure your wellbeing impact

## Online tool for developing a wellbeing evaluation



<https://measure.whatworkswellbeing.org/>



# A step-by-step guide

1. What is wellbeing?
2. Introduction to wellbeing evaluation
3. Planning your wellbeing evaluation
4. Wellbeing measures and data
5. Choosing wellbeing measures
6. Gathering qualitative data
7. Analysing and interpreting your results
8. Wellbeing Measures Bank



# Wellbeing Measures Bank

## Searchable database of measures and tools



- Tested and widely used measures
- Advice on choosing the right measure
- Information on implementation and benchmarking
- A growing bank of measures

Search

General measures

Recommended

Free

Licensed

[Personal Well-being ONS4 measures](#)  
[Life Satisfaction \(ONS\)](#)  
[Warwick-Edinburgh Mental Wellbeing Scale \(WEMWBS\)](#)  
[Shorter Warwick-Edinburgh Mental Wellbeing Scale \(SWEMWBS\)](#)  
[Satisfaction With Life Scale \(SWLS\)](#)  
[World Health Organisation Five Well-Being Index \(WHO-5\)](#)

How we feel

What we do

Personal circumstances

[Happiness \(ONS\)](#)  
[Anxiety \(ONS\)](#)  
[National Loneliness Measures](#)  
[The De Jong Gierveld Loneliness Scale](#)  
[Campaign to End Loneliness Measurement Tool](#)  
[Neighbourhood belonging](#)  
[Social trust](#)

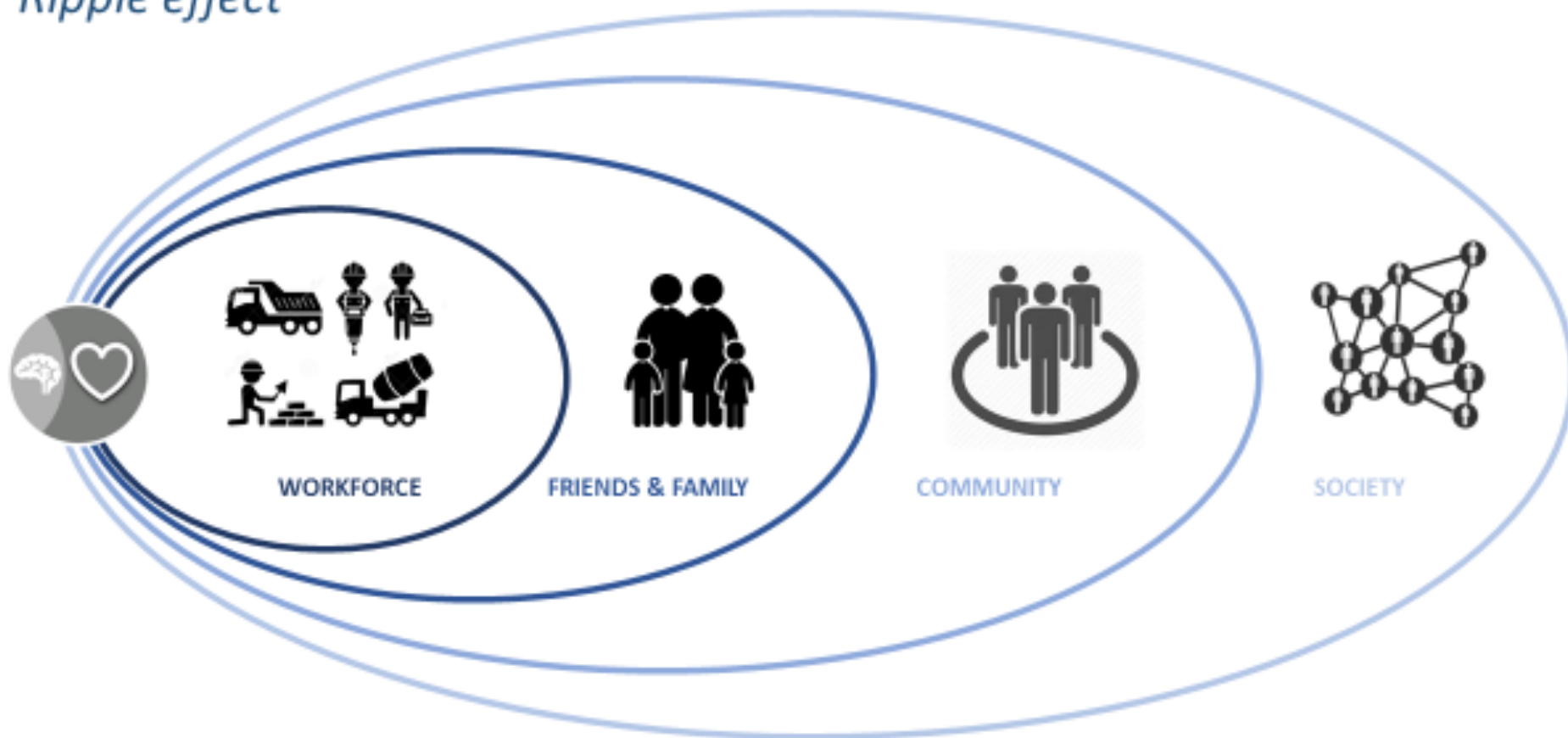
[Worthwhile \(ONS\)](#)  
[Neighbourliness](#)  
[The Brief Resilience Scale](#)  
[General Self Efficacy Scale \(GSE\)](#)

[Satisfaction with health](#)  
[Job satisfaction](#)  
[Managing financially](#)  
[The Financial Self-Efficacy Scale \(FSEF\)](#)  
[Satisfaction with local area](#)  
[People to call on](#)  
[Satisfaction with accommodation](#)  
[Personal support](#)



# Workplace wellbeing can drive public wellbeing

*Ripple effect*



Good  
Corporate  
Citizenship