

Workplace wellbeing survey

The recommended questions and scales (including ranking of a response to a statement) are based on principles of wellbeing for example, health, security, environment, relationships and purpose as recommended by the What Works Centre for Wellbeing.

Along with the 20 questions below, you may also want to capture characteristics such as age, gender, ethnicity, disability, Job role and key stage/area of work.

### 1. Overall, how satisfied are you with your life nowadays?

| Not at all |  |  |  |  |  |  |  |  |  | Completely  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

### 2. Overall, to what extent do you feel that the things you do in your life are worthwhile?

| Not at all |  |  |  |  |  |  |  |  |  | Completely  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

### 3. Overall, how happy did you feel yesterday?

| Not at all |  |  |  |  |  |  |  |  |  | Completely  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

### 4. Overall, how anxious did you feel yesterday?

| Not at all |  |  |  |  |  |  |  |  |  | Completely  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

### 5. How dissatisfied or satisfied are you with your present job overall?

| Completely dissatisfied | Mostly dissatisfied | Somewhat dissatisfied | Neither satisfied nor dissatisfied | Somewhat satisfied | Mostly satisfied | Completely satisfied |
| --- | --- | --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |

### 6. How would you rate your overall physical health now?

| Very good | Good | Fair | Bad | Very bad |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |

### 7. How would you rate your overall mental health now?

| Very good | Good | Fair | Bad | Very bad |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |

### 8. My manager supports my wellbeing

| Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |

### 9. My manager helps and supports me

| Always | Most of the time | Sometimes | Rarely | Never |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |

### 10. My colleagues help and support me

| Always | Most of the time | Sometimes | Rarely | Never |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |

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### 11. My school followed its own pay policy in making decisions about my pay

| Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |

### 12. I feel safe from threats and physical hazards in my work environment

| Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |

### 13. I am treated fairly in my school or college

| Always | Most of the time | Sometimes | Rarely | Never | Don’t know |
| --- | --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |  |

### 14. How would you say you yourself are managing financially these days?

| Living comfortably | Doing alright | Just about getting by | Finding it quite difficult | Finding it very difficult | Don’t know |
| --- | --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |  |

### 15. I am satisfied with my physical working environment

| Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |

### 16. I would recommend my organisation as a great place to work

| Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |

###

### 17. My school provides staff with opportunities to actively participate in whole school decisions

| Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |

### 18. My job gives me the feeling of work well done

| Always | Most of the time | Sometimes | Rarely | Never | Don’t know |
| --- | --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |  |

### 19. My manager trusts me to work independently

| Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |

### 20. I am able to access the right learning and development opportunities when I need to

| Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
| --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 |