THE HAPPINESS
INDEX

Wellbeing Survey

Methodology

The
Happiness
Index

FREEDOM
TO BE
HUMAN

The Happiness Index

In today's fast-paced and "Always On" working world - stress, anxiety and burnout are commonplace.
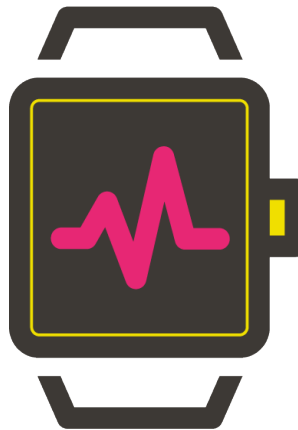
According to the National Health Service in the UK the principal reason for work stress is a lack of support and understanding from managers/leadership. When people are stressed, exhausted or feel undervalued in the workplace it's detrimental to their health, happiness and performance.

Our Wellbeing pre-built survey is based on 3 themes:

Mental Health	Physical Health	Organisational Support

Organisations who focus on these three areas position themselves as empathetic leaders who truly care. This creates a thriving and healthy culture where people will be motivated to come to work and help businesses fulfill their goals.

Our Wellbeing pre-built survey covers all four of the neuroscience brain types, but predominantly focuses on the Instinctive and Rational brain.

The reason being the question set is designed to understand people's instinctive responses to their mental and physical health and the rational enablement of organisational support.

The first section the survey looks at is our Mental Health, here we are focused on the issues relating to our psychological safety, for example positivity of relationships, healthy work life balance and levels of stress.

Next we look at our physical health where we focus on our Instinctive brain and our need to stay fit and healthy to help us stay alive (survive) and then for us to have the energy to explore (thrive). Questions here focus on physical fitness, nutrition and how energised we are.

Then the focus of the pre-built survey switches to Organisational Support and our rational brain. We look at how clear people are on what they need to do to stay safe and healthy before exploring how well their mental and physical health is supported by the organisation.

Finally, we ask how happy they are at work so we can correlate the impact the answers they have given on their happiness.

Your Real-time Dashboard Insights

Survey summary:
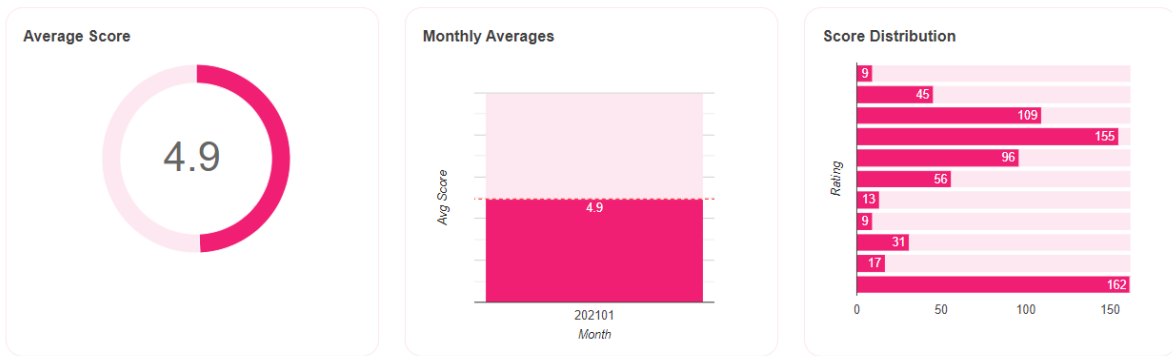
Surveys

Home / Surveys / Wellbeing Index

Filter Data:	
Period:	
Date:	

⬇ CSV Download

Summary   Response Analysis   Highs and Lows   Responses   Heatmap   Filter Comparison   Sentiment Analysis   Trends   Key Driver Analysis   Invite Log

Average Score

4.9

Monthly Averages

Avg Score

4.9

202101
Month

Score Distribution

Rating

9
45
109
155
96
56
13
9
31
17
162

0   50   100   150

Survey Breakdown

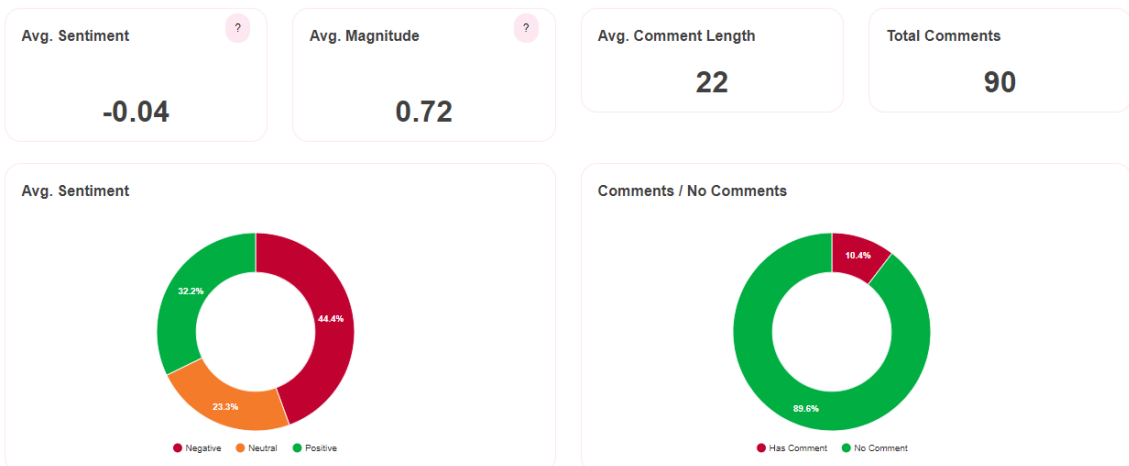| #	Question	Thoughts ?	Avg Score	Standard Deviation ?

Sentiment analysis:

Surveys

Home / Surveys / Wellbeing Index

Filter Data:	
Period:	
Date:	

Summary   Response Analysis   Highs and Lows   Responses   Heatmap   Filter Comparison   Sentiment Analysis   Trends   Key Driver Analysis   Invite Log

Avg. Sentiment ?	Avg. Magnitude ?	Avg. Comment Length	Total Comments
-0.04	0.72	22	90

Avg. Sentiment

32.2%
44.4%
23.3%

● Negative   ● Neutral   ● Positive

Comments / No Comments

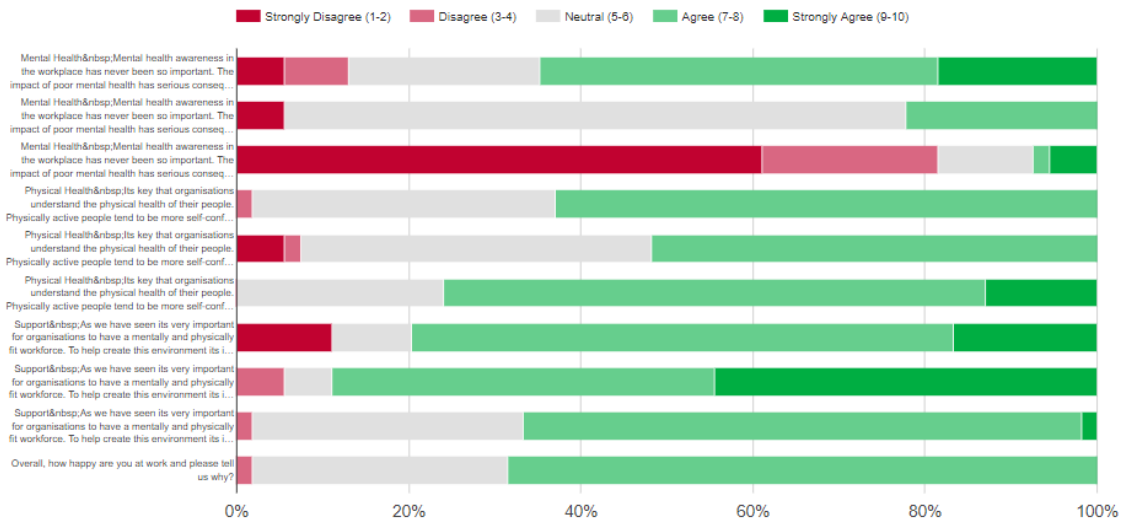10.4%
89.6%

● Has Comment   ● No Comment

The downloadable reports provide a high level overview of the Wellbeing survey results. Insights included in these reports include:

Percentage favourable:

QUESTION % FAVOURABLE

Legend: Strongly Disagree (1-2), Disagree (3-4), Neutral (5-6), Agree (7-8), Strongly Agree (9-10)

Score comparisons across filters:

QUESTION BREAKDOWN - AVERAGE SCORE

Question	London	Paris	Shanghai
Safety - How satisfied are you with the physical environment you work in?	5.6	5.2	4.8
Safety - How much do you trust your organisation?	6.7	7.0	6.8
Safety - How satisfied are you with the balance between your work and home life?	5.9	7.0	6.5
Freedom - How free do you feel to be your true self at work?	7.0	6.6	6.5
Freedom - How satisfied are you with the level of freedom you have in your role?	6.8	6.2	6.2
Relationships - How positive are your relationships at work?	6.5	7.8	6.7

ASSUMPTIONS
LET US EXPLAIN

In case you had any questions, we thought it would be helpful to explain the scoring and how we created the Wellbeing Survey.

Questions

Our experience of running employee feedback programmes and our extensive knowledge of neuroscience helped us design the questions. All questions have been validated to ensure they create reliable results.

Scoring

The Wellbeing Survey scores questions on a scale of 1-10, where 1 represents the lowest score, and 10 represents the highest. All questions are weighted equally. All aggregated results are calculated using the mean average of the related question.

Benchmark

We generate the benchmarks from anonymised participant data.

Model & Research

The Wellbeing Survey and insights platform was designed by business leaders, neuroscientists, data analysts and product developers. With our years of experience and extensive research, the Wellbeing Survey generates maximum insight using the least amount of questions required. This helps with user engagement and score validity.
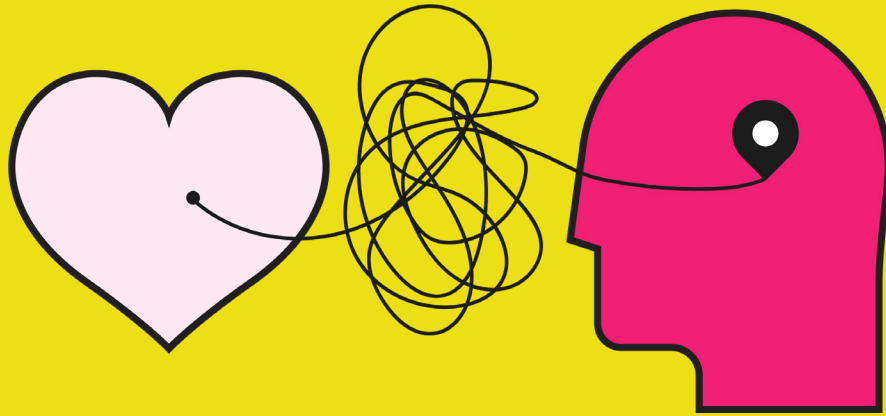
HAPPINESS & HUMANS COMMUNITY

Click the links below to join our community and help create more happiness. Our goal is to reach 100k members. We'd love YOU to be part of that!

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YouTube
Instagram
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The Happiness Index

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