

wellness survey for employees

Wellness Survey for Employees: Boosting Morale and Productivity

Are you noticing a dip in employee engagement? Feeling like your team is struggling with stress, burnout, or a lack of overall well-being? A well-designed wellness survey for employees can be your secret weapon in understanding and addressing these crucial issues. This comprehensive guide will walk you through everything you need to know about creating, implementing, and analyzing a successful employee wellness survey, ultimately leading to a happier, healthier, and more productive workforce. We'll cover everything from crafting impactful questions to interpreting the results and taking actionable steps to improve your company culture. Get ready to unlock the potential of your team!

Why Conduct a Wellness Survey for Employees?

Before diving into the specifics, let's understand the "why." Why invest time and resources in a wellness survey for employees? The benefits are numerous and far-reaching:

Improved Employee Morale: Understanding your employees' needs and concerns shows you care, fostering a positive and supportive work environment.

Increased Productivity and Engagement: A healthy workforce is a productive workforce. Addressing burnout and stress directly impacts output and engagement.

Reduced Absenteeism and Turnover: Proactive wellness initiatives can reduce sick days and employee turnover, saving your company significant costs.

Enhanced Company Culture: A focus on wellness demonstrates a commitment to employee well-being, creating a more positive and supportive company culture.

Data-Driven Decision Making: A survey provides valuable data to inform future wellness programs and initiatives, ensuring they are targeted and effective.

Identifying Hidden Issues: Sometimes, problems simmer beneath the surface. A survey can uncover hidden issues you might not otherwise be aware of.

Legal Compliance (in some cases): Depending on your location and industry, certain wellness initiatives might be required or recommended for compliance.

Crafting the Perfect Wellness Survey: Questions to Ask

The success of your wellness survey for employees hinges on the questions you ask. Here are some key areas to cover, along with examples of effective question types:

1. Physical Health:

General Health Status: "How would you rate your overall physical health?" (Scale of 1-5)

Exercise Habits: "How many days a week do you engage in moderate-to-vigorous physical activity?"

Sleep Quality: "How many hours of sleep do you typically get per night?"

Dietary Habits: "How often do you consume fruits and vegetables?" (Frequency options)

1. Mental Health:

Stress Levels: "How stressed do you feel at work on a typical day?" (Scale of 1-5)

Work-Life Balance: "How well do you feel you balance your work and personal life?" (Scale of 1-5)

Burnout: "How often do you feel overwhelmed or exhausted by your work?" (Frequency options)

Support Systems: "Do you feel you have adequate support from your colleagues and supervisors?" (Yes/No)

1. Work Environment:

Workplace Ergonomics: "Are you comfortable with your workstation setup?" (Yes/No, with an open text box for further explanation)

Workload: "Do you feel your workload is manageable?" (Yes/No)

Communication: "How effective is communication within your team?" (Scale of 1-5)

Opportunities for Growth: "Do you feel you have opportunities for professional development and advancement?" (Yes/No)

1. Resources and Support:

Access to Wellness Programs: "Are you aware of any wellness programs offered by the company?" (Yes/No)

Desire for Specific Programs: "What type of wellness programs would you be most interested in?" (Multiple choice options, e.g., yoga classes, meditation sessions, health coaching)

Important Considerations:

Keep it Concise: A shorter survey is more likely to be completed.

Ensure Anonymity: Employees are more likely to be honest if they feel their responses are confidential.

Use Clear and Simple Language: Avoid jargon or technical terms.

Offer a Variety of Question Types: Use a mix of multiple-choice, rating scales, and open-ended questions to gather comprehensive data.

Pilot Test: Before launching the survey to the entire company, test it with a small group to identify any issues.

Distributing and Analyzing Your Employee Wellness Survey

Once your survey is ready, choose a distribution method that suits your company's needs. Options include:

Online Survey Platforms: Tools like SurveyMonkey, Qualtrics, or Google Forms offer ease of use and data analysis capabilities.

Email Distribution: A simple and cost-effective way to reach a large number of employees.

Printed Surveys (less recommended): This method is less efficient for data analysis but may be suitable for smaller companies or those with limited tech access.

After collecting responses, analyze the data carefully. Look for trends and patterns. Pay close attention to open-ended responses for valuable qualitative insights. Use charts and graphs to visualize your findings and present them in a clear and concise manner.

Taking Action Based on Your Survey Results

The real value of your wellness survey for employees lies in the action you take afterward. Based on your findings, develop targeted initiatives to address the issues uncovered. This might include:

Implementing new wellness programs: Offer yoga classes, meditation sessions, gym memberships, or healthy eating workshops.

Improving communication: Hold regular team meetings, encourage open dialogue, and provide opportunities for feedback.

Addressing workload issues: Re-evaluate workflows, delegate tasks effectively, and ensure a fair distribution of workload.

Providing ergonomic assessments: Help employees set up their workstations correctly to prevent discomfort and injuries.

Offering mental health resources: Provide access to Employee Assistance Programs (EAPs), mental health professionals, or stress management training.

Conclusion

Investing in a comprehensive wellness survey for employees is an investment in your company's future. By understanding your employees' needs and concerns, you can create a healthier, happier, and more productive workplace. Remember, the key is not just conducting the survey, but acting on the results to make a positive impact on your team's well-being. Start planning your survey today and watch your company thrive!

FAQs

1. How often should I conduct an employee wellness survey? The frequency depends on your company's needs and goals. Annual surveys are a good starting point, but you might consider more frequent check-ins if needed.

1. How can I ensure employee participation in the survey? Offer incentives (e.g., gift cards, extra time off), emphasize the confidentiality of responses, and make the survey short and easy to complete.

1. What if my survey reveals sensitive information about employee mental health? Have a plan in place for addressing any sensitive issues that arise, such as providing access to mental health resources and ensuring confidentiality.

1. How do I present the survey results to my employees? Share a summary of the key findings with your employees and clearly communicate the steps you'll take to address any issues identified. Transparency is crucial.

1. Can I use the survey results to justify budget requests for wellness initiatives? Absolutely! The data from your survey provides concrete evidence to support your requests for funding to improve employee well-being.

wellness survey for employees: Wellbeing at Work Jim Clifton, Jim Harter, 2021-06-01 What if the next global crisis is a mental health pandemic? It is here now. One-third of Americans have shown signs of clinical anxiety or depression, and the current state of suffering globally has risen significantly. The mental health pandemic manifests everywhere, not least in your workplace. As organizations around the world face health and social crises, as well as economic uncertainty, acknowledging and improving wellbeing in your workplace is more critical than ever. Increasingly, leaders and managers must support mental health and cultivate resilience in employees — not just increase engagement and performance. Based on more than 100 million Gallup global interviews, Wellbeing at Work shows you how to do just that. Coauthored by Gallup's CEO and its Chief Workplace Scientist, Wellbeing at Work explores the five key elements of wellbeing — career, social, financial, physical and community — and how organizations can help employees and teams thrive in those elements. The book also gives leaders ideas and action items to help employees use their innate talents and strengths to thrive in each of the wellbeing elements. And Wellbeing at Work introduces a metric to report a person's best possible life: Gallup Net Thriving, which will become the "other stock price" for organizations. In a world where work and life are more blended than ever, maximizing employee wellbeing takes on greater urgency. Wellbeing at Work shows leaders how to create a thriving and resilient culture. If you and your leaders don't change the world, who will? Wellbeing at Work includes a unique code to take the CliftonStrengths assessment, which reveals your top five strengths.

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experts, examining the planning, implementation and evaluation of wellness initiatives in organizations, and offering guidance on how to introduce these programs in to the workplace.

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wellness survey for employees: State of The Global Workplace Gallup, 2017-12-19 Only 15% of employees worldwide are engaged at work. This represents a major barrier to productivity for organizations everywhere – and suggests a staggering waste of human potential. Why is this engagement number so low? There are many reasons — but resistance to rapid change is a big one, Gallup's research and experience have discovered. In particular, organizations have been slow to adapt to breakneck changes produced by information technology, globalization of markets for products and labor, the rise of the gig economy, and younger workers' unique demands. Gallup's 2017 State of the Global Workplace offers analytics and advice for organizational leaders in countries and regions around the globe who are trying to manage amid this rapid change. Grounded in decades of Gallup research and consulting worldwide -- and millions of interviews -- the report advises that leaders improve productivity by becoming far more employee-centered; build strengths-based organizations to unleash workers' potential; and hire great managers to implement the positive change their organizations need not only to survive – but to thrive.

wellness survey for employees: The Psychologically Healthy Workplace Matthew J. Grawitch, David W. Ballard, 2016 This book examines the complex interplay between employees and management, to determine how a psychologically healthy workplace is constructed and maintained.

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wellness survey for employees: Workplace Wellness that Works Laura Putnam, 2015-06-08 A smarter framework for designing more effective workplace wellness programs Workplace Wellness That Works provides a fresh perspective on how to promote employee well-being in the workplace. In addressing the interconnectivity between wellness and organizational culture, this book shows you how to integrate wellness into your existing employee development strategy in more creative, humane, and effective ways. Based on the latest research and backed by real-world examples and case studies, this guide provides employers with the tools they need to start making a difference in their employees' health and happiness, and promoting an overall culture of well-being throughout the organization. You'll find concrete, actionable advice for tackling the massive obstacle of behavioral change, and learn how to design and implement an approach that can most benefit your organization. Promoting wellness is a good idea. Giving employees the inspiration and tools they need to make changes in their lifestyles is a great idea. But the billion-dollar question is: what do they want, what do they need, and how do we implement programs to help them without causing more harm than good? Workplace Wellness That Works shows you how to assess your organization's needs and craft a plan that actually benefits employees. Build an effective platform for well-being Empower employees to make better choices Design and deliver the strategy that your organization needs Drive quantifiable change through more creative implementation Today's worksite wellness

industry represents a miasma of competing trends, making it nearly impossible to come away with tangible solutions for real-world implementation. Harnessing a broader learning and development framework, Workplace Wellness That Works skips the fads and shows you how to design a smarter strategy that truly makes a difference in employees' lives—and your company's bottom line.

wellness survey for employees: *Healthy Employees, Healthy Business* Ilona Bray, Ilona M. Bray, 2012 Helps business owners and managers target the main health concerns in the workplace and implement low-cost or free programs to increase productivity, boost morale, lower workplace stress, and potentially lower health insurance costs--

wellness survey for employees: *The Future Workplace Experience: 10 Rules For Mastering Disruption in Recruiting and Engaging Employees* Jeanne Meister, Kevin J. Mulcahy, 2016-11-04 Axiom Business Book Award Silver Medal Winner DISRUPTIVE TECHNOLOGIES. THE GIG ECONOMY. BREADWINNER MOMS. DATA-DRIVEN RECRUITING. PERSONALIZED LEARNING. In a business landscape rocked by constant change and turmoil, companies like Airbnb, Cisco, GE Digital, Google, IBM, and Microsoft are reinventing the future of work. What is it that makes these companies so different? They're strategic, they're agile, and they're customer-focused. But, most important, they're game changers. And their workplace practices reflect this. The Future Workplace Experience presents an actionable framework for meeting today's toughest business disruptions head-on. It guides you step-by-step through the process of recruiting top employees and building an engaged culture—one that will drive your company to long-term success. Two of today's leading voices on the future of work, provide 10 rules for rethinking, reimagining, and reinventing your organization, including: • MAKE THE WORKPLACE AN EXPERIENCE • BE AN AGILE LEADER • CONSIDER TECHNOLOGY AN ENABLER AND DISTRUPTOR • EMBRACE ON-DEMAND LEARNING • TAP THE POWER OF MULTIPLE GENERATIONS • PLAN FOR MORE GIG ECONOMY WORKERS Everything we took for granted in the past—from what we expect from our jobs to whom we work with and how—is changing before our eyes. The strongest organizations today are “learning machines.” New challenges require new solutions—and these organizations are finding them. If you want to compete in the years to come, you have to meet the future now. The Future Workplace Experience is your playbook for taking your organization to the top of your industry.

wellness survey for employees: *Integrating Employee Health* Institute of Medicine, Food and Nutrition Board, Committee to Assess Worksite Preventive Health Program Needs for NASA Employees, 2005-09-29 The American workforce is changing, creating new challenges for employers to provide occupational health services to meet the needs of employees. The National Aeronautics and Space Administration (NASA) workforce is highly skilled and competitive and employees frequently work under intense pressure to ensure mission success. The Office of the Chief Health and Medical Officer at NASA requested that the Institute of Medicine review its occupational health programs, assess employee awareness of and attitude toward those programs, recommend options for future worksite preventive health programs, and ways to evaluate their effectiveness. The committee's findings show that although NASA has a history of being forward-looking in designing and improving health and wellness programs, there is a need to move from a traditional occupational health model to an integrated, employee-centered program that could serve as a national model for both public and private employers to emulate and improve the health and performance of their workforces.

wellness survey for employees: *A Review of the U.S. Workplace Wellness Market* Soeren Mattke, Christopher Schnyer, Kristin R Van Busum, 2012-11-28 This paper describes the current state of workplace wellness programs in the United States, including typical program components; assesses current uptake among U.S. employers; reviews the evidence for program impact; and evaluates the current use and the impact of incentives to promote employee engagement.

wellness survey for employees: *Mental Health and Wellbeing in the Workplace* Gill Hasson, Donna Butler, 2020-06-22 ***HIGHLY COMMENDED - HR & MANAGEMENT - BUSINESS BOOK AWARDS 2021*** Provides guidance for both employers and staff on promoting positive mental health and supporting those experiencing mental ill health in the workplace The importance

of good mental health and wellbeing in the workplace is a subject of increased public awareness and governmental attention. The Department of Health advises that one in four people will experience a mental health issue at some point in their lives. Although a number of recent developments and initiatives have raised the profile of this crucial issue, employers are experiencing challenges in promoting the mental health and wellbeing of their employees. *Mental Health & Wellbeing in the Workplace* contains expert guidance for improving mental health and supporting those experiencing mental ill health. This comprehensive book addresses the range of issues surrounding mental health and wellbeing in work environments – providing all involved with informative and practical assistance. Authors Gill Hasson and Donna Butler examine changing workplace environment for improved wellbeing, shifting employer and employee attitudes on mental health, possible solutions to current and future challenges and more. Detailed, real-world case studies illustrate a variety of associated concerns from both employer and employee perspectives. This important guide: Explains why understanding mental health is important and its impact on businesses and employees Discusses why and how to promote mental health in the workplace and the importance of having an effective 'wellbeing strategy' Provides guidance on managing staff experiencing mental ill health Addresses dealing with employee stress and anxiety Features resources for further support if experiencing mental health issues *Mental Health & Wellbeing in the Workplace* is a valuable resource for those in the workplace wanting to look after their physical and mental wellbeing, and those looking for guidance in managing staff with mental health issues.

wellness survey for employees: Rule the Rules of Workplace Wellness Programs Barbara J. Zabawa, JoAnn M. Eickhoff-Shemek, 2017

wellness survey for employees: The Healthy Workplace Leigh Stringer, 2016-07-01 Learn how to improve the well-being of your employees that will ultimately boost your company's bottom line. Studies show that unhealthy work habits, like staring at computer screens and rushing through fast-food lunches, are taking a toll in the form of increased absenteeism, lost productivity, and higher insurance costs. But should companies intervene with these individual problems? And if so, how? The Healthy Workplace says yes! Companies that learn how to incorporate healthy habits and practices into the workday for their employees will see such an impressive ROI that they'll kick themselves for not starting these practices sooner. Packed with real-life examples and the latest research, this all-important resource reveals how to: Create a healthier, more energizing environment Reduce stress to enhance concentration Inspire movement at work Support better sleep Heighten productivity without adding hours to the workday Filled with tips for immediate improvement and guidelines for building a long-term plan, The Healthy Workplace proves that a company cannot afford to miss out on the ROI of investing in their employees' well-being.

wellness survey for employees: Thrive Arianna Huffington, 2014-03-25 In *Thrive*, Arianna Huffington makes an impassioned and compelling case for the need to redefine what it means to be successful in today's world. Arianna Huffington's personal wake-up call came in the form of a broken cheekbone and a nasty gash over her eye--the result of a fall brought on by exhaustion and lack of sleep. As the cofounder and editor-in-chief of the Huffington Post Media Group--one of the fastest growing media companies in the world--celebrated as one of the world's most influential women, and gracing the covers of magazines, she was, by any traditional measure, extraordinarily successful. Yet as she found herself going from brain MRI to CAT scan to echocardiogram, to find out if there was any underlying medical problem beyond exhaustion, she wondered is this really what success feels like? As more and more people are coming to realize, there is far more to living a truly successful life than just earning a bigger salary and capturing a corner office. Our relentless pursuit of the two traditional metrics of success--money and power--has led to an epidemic of burnout and stress-related illnesses, and an erosion in the quality of our relationships, family life, and, ironically, our careers. In being connected to the world 24/7, we're losing our connection to what truly matters. Our current definition of success is, as *Thrive* shows, literally killing us. We need a new way forward. In a commencement address Arianna gave at Smith College in the spring of 2013, she likened our drive for money and power to two legs of a three-legged stool. They may hold us up temporarily, but

sooner or later we're going to topple over. We need a third leg--a third metric for defining success--to truly thrive. That third metric, she writes in *Thrive*, includes our well-being, our ability to draw on our intuition and inner wisdom, our sense of wonder, and our capacity for compassion and giving. As Arianna points out, our eulogies celebrate our lives very differently from the way society defines success. They don't commemorate our long hours in the office, our promotions, or our sterling PowerPoint presentations as we relentlessly raced to climb up the career ladder. They are not about our resumes--they are about cherished memories, shared adventures, small kindnesses and acts of generosity, lifelong passions, and the things that made us laugh. In this deeply personal book, Arianna talks candidly about her own challenges with managing time and prioritizing the demands of a career and raising two daughters--of juggling business deadlines and family crises, a harried dance that led to her collapse and to her aha moment. Drawing on the latest groundbreaking research and scientific findings in the fields of psychology, sports, sleep, and physiology that show the profound and transformative effects of meditation, mindfulness, unplugging, and giving, Arianna shows us the way to a revolution in our culture, our thinking, our workplace, and our lives.

wellness survey for employees: Employee Benefits Survey , 1995

wellness survey for employees: The Burnout Epidemic Jennifer Moss, 2021-09-28 Named one of 10 Best New Management Books for 2022 by Thinkers50 Named to the shortlist for the 2021 Outstanding Works of Literature (OWL) Award in the Management & Culture Category In this important and timely book, workplace well-being expert Jennifer Moss helps leaders and individuals prevent burnout and create healthier, happier, and more productive workplaces. We tend to think of burnout as a problem we can solve with self-care: more yoga, better breathing techniques, and more resilience. But evidence is mounting that applying personal, Band-Aid solutions to an epic and rapidly evolving workplace phenomenon isn't enough—in fact, it's not even close. If we're going to solve this problem, organizations must take the lead in developing an antiburnout strategy that moves beyond apps, wellness programs, and perks. In this eye-opening, paradigm-shifting, and practical guide, Jennifer Moss lays bare the real causes of burnout and how organizations can stop the chronic stress cycle that an alarming number of workers suffer through. The Burnout Epidemic explains: What causes burnout—and what organizations can do to prevent it Why traditional wellness initiatives fall short How companies can build an antiburnout strategy based on prevention, not perks How leaders can measure burnout in their own organizations What leaders can do to develop a healthier culture that prioritizes resilience and curiosity As the pandemic has shown, self-care is important, but it's not a cure-all for burnout. Employers need to do more. With fascinating research, new findings from the pandemic, and interviews with business leaders around the globe, *The Burnout Epidemic* offers readers insightful and actionable advice that will empower them to help themselves—and their employees—feel healthier and happier at work.

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wellness survey for employees: ACSM's Worksite Health Handbook American College of Sports Medicine, 2009-02-27 Encouraging and maintaining a healthy workforce have become key components in the challenge to reduce health care expenditures and health-related productivity losses. As companies more fully realize the impact of healthy workers on the financial health of their organization, health promotion professionals seek support to design and implement interventions that generate improvements in workers' health and business performance. The second edition of *ACSM's Worksite Health Handbook: A Guide to Building Healthy and Productive Companies* connects worksite health research and practice to offer health promotion professionals the information, ideas, and approaches to provide affordable, scalable, and sustainable solutions for the organizations they serve. Thoroughly updated with the latest research and expanded to better support the business case for worksite programs, the second edition of *ACSM's Worksite Health Handbook* includes the contributions of nearly 100 of the top researchers and practitioners in the field from Canada, Europe, and the United States. The book's mix of research, evidence, and practice makes it a definitive and comprehensive resource on worksite health promotion,

productivity management, disease prevention, and chronic disease management. ACSM's Worksite Health Handbook, Second Edition, has the following features: -An overview of contextual issues, including a history of the field, the current state of the field, legal perspectives, and the role of health policy in worksite programs -A review of the effectiveness of strategies in worksite settings, including economic impact, best practices, and the health-productivity relationship -Information on assessment, measurement, and evaluation, including health and productivity assessment tools, the economic returns of health improvement programs, and appropriate use of claims-based analysis and planning -A thorough discussion of program design and implementation, including the application of behavior change theory, new ways of using data to engage participants, use of technology and social networks to improve effectiveness, and key features of best-practice programs -An examination of various strategies for encouraging employee involvement, such as incorporating online communities and e-health, providing incentives, using medical self-care programs, making changes to the built environment, and tying in wellness with health and safety The book includes a chapter that covers the implementation process step by step so that you can see how all of the components fit together in the creation of a complete program. You'll also find four in-depth case studies that offer innovative perspectives on implementing programs in a variety of work settings. Each case study includes a profile of the company, a description of the program and the program goals, information on the population being served, the results of the program, and a summary or discussion of the program. Throughout the book you'll find practical ideas, approaches, and solutions for implementation as well as examples of best practices and successful programs that will support your efforts in creating interventions that improve both workers' health and business performance. The book is endorsed by the International Association for Worksite Health Promotion, a new ACSM affiliate society. Deepen your understanding of the key issues and challenges within worksite health promotion and find the most current research and practice-based information and approaches inside ACSM's Worksite Health Handbook: A Guide to Building Healthy and Productive Companies, Second Edition. The e-book for ACSM's Worksite Health Handbook, Second Edition, is available at a reduced price. It allows you to highlight, take notes, and easily use all the material in the book in seconds. The e-book is delivered through Adobe Digital Editions® and when purchased through the Human Kinetics site, access to the content is immediately granted when your order is received. Adobe Digital Editions® System Requirements Windows -Microsoft® Windows® 2000 with Service Pack 4, Windows XP with Service Pack 2, or Windows Vista® (Home Basic 32-bit and Business 64-bit editions supported) -Intel® Pentium® 500MHz processor -128MB of RAM -800x600 monitor resolution Mac PowerPC -Mac OS X v10.4.10 or v10.5 -PowerPC® G4 or G5 500MHz processor -128MB of RAM Intel® -Mac OS X v10.4.10 or v10.5 -500MHz processor -128MB of RAM Supported browsers and Adobe Flash versions Windows -Microsoft Internet Explorer 6 or 7, Mozilla Firefox 2 -Adobe Flash® Player 7, 8, or 9 (Windows Vista requires Flash 9.0.28 to address a known bug) Mac -Apple Safari 2.0.4, Mozilla Firefox 2 -Adobe Flash Player 8 or 9 Supported devices -Sony® Reader PRS-505 Language versions -English -French -German

wellness survey for employees: Subjective Well-Being Panel on Measuring Subjective Well-Being in a Policy-Relevant Framework, Committee on National Statistics, Division on Behavioral and Social Sciences and Education, National Research Council, 2014-01-01 Subjective well-being refers to how people experience and evaluate their lives and specific domains and activities in their lives. This information has already proven valuable to researchers, who have produced insights about the emotional states and experiences of people belonging to different groups, engaged in different activities, at different points in the life course, and involved in different family and community structures. Research has also revealed relationships between people's self-reported, subjectively assessed states and their behavior and decisions. Research on subjective well-being has been ongoing for decades, providing new information about the human condition. During the past decade, interest in the topic among policy makers, national statistical offices, academic researchers, the media, and the public has increased markedly because of its potential for shedding light on the economic, social, and health conditions of populations and for informing policy

decisions across these domains. **Subjective Well-Being: Measuring Happiness, Suffering, and Other Dimensions of Experience** explores the use of this measure in population surveys. This report reviews the current state of research and evaluates methods for the measurement. In this report, a range of potential experienced well-being data applications are cited, from cost-benefit studies of health care delivery to commuting and transportation planning, environmental valuation, and outdoor recreation resource monitoring, and even to assessment of end-of-life treatment options. Subjective Well-Being finds that, whether used to assess the consequence of people's situations and policies that might affect them or to explore determinants of outcomes, contextual and covariate data are needed alongside the subjective well-being measures. This report offers guidance about adopting subjective well-being measures in official government surveys to inform social and economic policies and considers whether research has advanced to a point which warrants the federal government collecting data that allow aspects of the population's subjective well-being to be tracked and associated with changing conditions.

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wellness survey for employees: Pain Management and the Opioid Epidemic National Academies of Sciences, Engineering, and Medicine, Health and Medicine Division, Board on Health Sciences Policy, Committee on Pain Management and Regulatory Strategies to Address Prescription Opioid Abuse, 2017-09-28 Drug overdose, driven largely by overdose related to the use of opioids, is now the leading cause of unintentional injury death in the United States. The ongoing opioid crisis lies at the intersection of two public health challenges: reducing the burden of suffering from pain and containing the rising toll of the harms that can arise from the use of opioid medications. Chronic pain and opioid use disorder both represent complex human conditions affecting millions of Americans and causing untold disability and loss of function. In the context of the growing opioid problem, the U.S. Food and Drug Administration (FDA) launched an Opioids Action Plan in early 2016. As part of this plan, the FDA asked the National Academies of Sciences, Engineering, and Medicine to convene a committee to update the state of the science on pain research, care, and education and to identify actions the FDA and others can take to respond to the opioid epidemic,

with a particular focus on informing FDA's development of a formal method for incorporating individual and societal considerations into its risk-benefit framework for opioid approval and monitoring.

wellness survey for employees: Creating Healthy Organizations Graham Lowe, 2012-09-28
The current global economic environment is defined by unprecedented uncertainty, a premium placed on knowledge, and the threat of future talent scarcity. Key to an organization's success under these conditions is its ability to strengthen the links between people and performance. Creating Healthy Organizations provides executives, managers, human resource professionals, and employees an action-oriented approach to forging these connections by creating and sustaining vibrant and productive workplaces. A healthy organization operates in ways that benefits all stakeholders, including employees, customers, shareholders, and communities. Using a wide range of examples from a variety of internationally based industries, Graham Lowe integrates leading practices with research on workplace health and wellness, quality work environments, employee engagement, organizational performance, and corporate social responsibility to make a compelling business case for creating healthy, resilient, and sustainable organizations. Creating Healthy Organizations offers readers, whether CEOs or front-line workers, an innovative framework and practical tools for planning, implementing, and measuring healthy change in their workplaces.

wellness survey for employees: Employee Wellbeing Pooja Vishwanathan, 2024-09-30
Drawing on work and positive psychology, this insightful book addresses contemporary workplace challenges and analyses evidence-based interventions in the employee wellbeing domain. Recent years have seen significant developments in the area of employee wellbeing, with many organisations becoming more interested in wellbeing at work. This book begins by contextualising employee wellbeing before and after the onset of the pandemic and demonstrates how employers are seeking advice and proactively implementing wellbeing policies and practices. It goes on to consider such issues as employee voice, employee growth mindset, burnout, quiet quitting, sleep hygiene, workplace isolation and psychological safety. Each chapter is supported by thought-provoking questions and activities that encourage readers to reflect on their learning and apply their understanding of the material in practice, as well as suggestions for further reading that offer resources for continued study. The book closes by analysing a range of specific interventions that organisations can employ, including potential pitfalls to avoid. In so doing, it offers clear, practical guidance for employers looking to improve employee wellbeing in their organisation. Employee Wellbeing is an important read for stakeholders within and outside of organisations, and will also be of interest to students and academics studying work psychology, organisational behaviour, wellbeing at work and related fields.

wellness survey for employees: Pause. Breathe. Choose. Naz Beheshti, 2022-06-14
PROVEN STRATEGIES FOR SUSTAINABLE SUCCESS Naz Beheshti distills the most valuable lessons she learned from her first boss and mentor, Steve Jobs, into a holistic method to live your best life. Presenting the highly effective framework that Beheshti has used with clients for over a decade, this book is a guide for self-discovery, better choices, and purposeful growth. Now more than ever, when stress and burnout are ubiquitous, we must access our authentic self by closing the gap between leading with our head and our heart. When we integrate every aspect of our life (career, relationships, self-care, and self-development) and fuel that ecosystem as a whole, we can both be well and do well. Rooted in neuroscience, mindfulness, and positive psychology, Pause. Breathe. Choose. offers more than eighty proven strategies to improve yourself and your workplace and achieve sustainable success. When you become the CEO of your well-being you will: • master mindfulness to access your authentic self and make better choices • strengthen emotional intelligence to cultivate stronger connections • upgrade your mindset and behavior to take charge of your life • manage stress and build resilience to bounce forward and thrive • connect your head and your heart to lead with passion and purpose • gain greater energy, clarity, and creativity to navigate change and growth with confidence • improve leadership effectiveness, employee well-being and engagement, and company culture

wellness survey for employees: *Better Minds* Elke Geraerts, 2018-06-08 The burnout epidemic is taking on unseen proportions. Our hectic lives and the extent of digitization form great challenges for the brain, which is showing serious signs of neglect. But there is a solution: the greater your mental resilience, the better you are protected against stress, burnout and other mental problems. In this revelatory book, brain expert Elke Geraerts sets out the most important components of mental resilience on the basis of new insights from recent scientific research. She shows how we can better our minds, and how this helps us increase our own mental capital and that of our employees. The result is an absolute must-read for everyone who wants to prepare his or her brain for the challenges of the 21st century.

wellness survey for employees: *The Handbook of Stress and Health* Cary Cooper, James Campbell Quick, 2017-02-07 A comprehensive work that brings together and explores state-of-the-art research on the link between stress and health outcomes. Offers the most authoritative resource available, discussing a range of stress theories as well as theories on preventative stress management and how to enhance well-being. Timely given that stress is linked to seven of the ten leading causes of death in developed nations, yet paradoxically successful adaptation to stress can enable individuals to flourish. Contributors are an international panel of authoritative researchers and practitioners in the various specialty subjects addressed within the work.

wellness survey for employees: *Alcoholics Anonymous* Bill W., 2014-09-04 A 75th anniversary e-book version of the most important and practical self-help book ever written, *Alcoholics Anonymous*. Here is a special deluxe edition of a book that has changed millions of lives and launched the modern recovery movement: *Alcoholics Anonymous*. This edition not only reproduces the original 1939 text of *Alcoholics Anonymous*, but as a special bonus features the complete 1941 Saturday Evening Post article “*Alcoholics Anonymous*” by journalist Jack Alexander, which, at the time, did as much as the book itself to introduce millions of seekers to AA’s program. *Alcoholics Anonymous* has touched and transformed myriad lives, and finally appears in a volume that honors its posterity and impact.

wellness survey for employees: *Work Smart Now* Richard Polak, 2021-04-20 From one of the top HR specialists in the world comes this much-needed guide to help people maximize productivity and increase revenue. Whether it’s in corporate America or in our own living rooms, people are wasting time. From the minute we wake up and check our Facebook page or emails—before we even crawl out of bed—to late at night when we stay up longer than we should, watching our favorite show. There’s a precise moment that falls between working enough hours to be productive and working too many hours, yielding a diminishing marginal return. The difference between the person able to master this and most Americans that fail miserably at it is quality of life! If one continues to work past this moment, a negative return will ensue, and that negative return produces guilt. It lowers the amount of time for recreational activities and spending time with family. We’ve siloed productivity to our work life, however; the impact on our personal life is often loss. An alarming 39% of workers in high-tech companies believe they are depressed, as reported by PC Magazine in December 2018. 72% of people who have daily stress and anxiety say it interferes with their lives—stress and anxiety alone have reduced productivity by 56%. More than 80% of people have experienced some form of anxiety, stress, or depression in the workplace. People are spending more time at work than at home or with their loved ones; or, if they are at home, they are working. They are always “on.” As a result of this disparity, people are not fully living their lives. And the “work-life balance” marketed by some HR consulting firms and employers simply does not work. It’s all work and no life! Studies have also proven that when people are unhappy in their personal lives or careers, their productivity goes down and everything and everyone around them suffers. This causes a domino effect, which trickles into every area of their lives. Previous generations used to say, “Work harder,” but we’ve now learned we must “work smarter.” Polak has practiced and tested his methods in hundreds of opportunities and has been paid millions by the largest corporations in the world to share these tools. He feels that every individual and business should have these tools, and

will share them with us here.

wellness survey for employees: Betting on You Laurie Ruettimann, 2021-01-12

Indispensable reading for anyone seeking to improve their professional selves. —Daniel H. Pink, #1 New York Times bestselling author of *When* An essential guide for how to snap out of autopilot and become your own best advocate, with candid anecdotes and easy-to-adopt steps, from veteran HR specialist and popular podcast host Laurie Ruettimann Chances are you've spent the past few months cooped up inside, buried under a relentless news cycle and work that never seems to switch off. Millions of us worldwide are overworked, exhausted, and trying our hardest—yet not getting the recognition we deserve. It's time for a fix. Top career coach and HR consultant Laurie Ruettimann knows firsthand that work can get a hell of a lot better. A decade ago, Ruettimann was uninspired, blaming others and herself for the unhappiness she felt. Until she had an epiphany: if she wanted a fulfilling existence, she couldn't sit around and wait for change. She had to be her own leader. She had to truly take ahold of life—the good, the bad, and the downright ugly—in order to transform her future. Today, as businesses prioritize their bottom line over employee satisfaction and workers become increasingly isolated, the need to safeguard your well-being is crucial. And though this sounds intimidating, it's easier to do than you think. Through tactical advice on how to approach work in a smart and healthy manner, which includes knowing when to sign off for the day, doubling down on our capacity to learn, fixing those finances, and beating impostor syndrome once and for all, Ruettimann lays out the framework necessary to champion your interests and create a life you actually enjoy. Packed with advice and stories of others who regained control of their lives, *Betting on You* is a game-changing must-read for how to radically improve your day-to-day, working more effectively and enthusiastically starting now.

wellness survey for employees: Happiness at Work Jessica Pryce-Jones, 2011-09-20

Sharing the results of her four-year research journey in simple, jargon-free language, Pryce-Jones exposes the secrets of being happy at work. Focuses on what happiness really means in a work context and why it matters to individuals and organisations in both human and financial terms Equips readers with the information, knowledge and skills to make the most of the nearly 100,000 hours that they'll spend at work over a lifetime Demystifies psychological research through a fascinating array of anecdotes, case studies, and interviews from people in the trenches of the working world, including business world-leaders, politicians, particle physicists, and philosophers, sheep farmers, waitresses, journalists, teachers, and lawyers, to name just a few

wellness survey for employees: A to Z of D-Toxing Sophia Ruan Gushee, 2015-10-20

Created to be the only reference book that a head of household needs, *A to Z of D-Toxing* includes hundreds of tips, as well as ten ideas to implement today--Sophia's D-Tox Strategy.

wellness survey for employees: Paradigms Lost Heather Stuart, Julio Arboleda-Florez,

Norman Sartorius, 2012-06-28 *Paradigms Lost* challenges key paradigms currently held about the prevention or reduction of stigma attached to mental illness using evidence and the experience the authors gathered during the many years of their work in this field. Each chapter examines one currently held paradigm and presents reasons why it should be replaced with a new perspective. The book argues for enlightened opportunism (using every opportunity to fight stigma), rather than more time consuming planning, and emphasizes that the best way to approach anti-stigma work is to select targets jointly with those who are most concerned. The most radical change of paradigms concerns the evaluation of outcome for anti-stigma activities. Previously, changes in stigmatizing attitudes were used as the best indicator of success. *Paradigms Lost* and its authors argue that it is now necessary to measure changes in behaviors (both from the perspective of those stigmatized and those who stigmatize) to obtain a more valid measure of a program's success. Other myths to be challenged: providing knowledge about mental illness will reduce stigma; community care will de-stigmatize mental illness and psychiatry; people with a mental illness are less discriminated against in developing countries. *Paradigms Lost* concludes by describing key elements in successful anti stigma work including the recommended duration of anti-stigma programmes, the involvement of those with mental illness in designing programmes, and the definition of programmes in

accordance with local circumstances. A summary of weaknesses of currently held paradigms and corresponding lists of best practice principles to guide future anti-stigma action and research bring this insightful volume to an apt conclusion.

wellness survey for employees: Work Disrupted Jeff Schwartz, 2021-01-07 If you only read one book on the future of work, Work Disrupted: Opportunity, Resilience, and Growth in the Accelerated Future of Work should be that book. The future of work swept in sooner than expected, accelerated by Covid-19, creating an urgent need for new maps, new mindsets, new strategies-- and most importantly, a trusted guide to take us on this journey. That guide is Jeff Schwartz. A founding partner of Deloitte Consulting's Future of Work practice, Schwartz brings clarity, humor, wisdom, and practical advice to the future of work, a topic surrounded by misinformation, fear, and confusion. With a fundamental belief in the power of human innovation and creativity, Schwartz presents the key issues, critical choices, and potential pitfalls that must be on everyone's radar. If you're anxious about robots taking away your job in the future, you will take comfort in the realistic perspective, fact-based insights, and practical steps Schwartz offers. If you're not sure where to even begin to prepare, follow his level-headed advice and easy-to-follow action plans. If you're a business leader caught between keeping up, while also being thoughtful about the next moves, you will appreciate the playbook directed at you. If you're wondering how Covid-19 will change how and where you will work, Work Disrupted has you covered. Written in a conversational style by Schwartz, with Suzanne Riss, an award-winning journalist and book author, Work Disrupted offers a welcome alternative to books on the topic that lack a broad perspective or dwell on the problems rather than offer solutions. Timely and insightful, the book includes the impact of Covid-19 on our present and future work. Interviews with leading thinkers on the future of work offer additional perspectives and guidance. Cartoons created for the book by leading business illustrator Tom Fishburne bring to life the reader's journey and the complex issues surrounding the topic. Told from the perspective of an economist, management advisor, and social commentator, Work Disrupted offers hope--and practical advice--exploring such topics as: How we frame what lies ahead is a critical navigational tool. Discover the signposts that can serve as practical guides for individuals who have families to support, mortgages to pay, and want to stay gainfully employed no matter what the future holds. The importance of recognizing the rapidly evolving opportunities in front of us. Learn how to build resilience—in careers, organizations, and leaders—for what lies ahead. Why exploring new mental models helps us discover the steps we need to take to thrive. Individuals can decide how to protect their livelihood while businesses and public institutions can consider how they can lead and support workforces to thrive in twenty-first-century careers and work. Jeff's marvelous book is a roadmap for the new world of work with clear signposts. His insights will help readers discover opportunities, take action, and find hope in uncertain times. The ideas are fresh, beautifully crafted, and immediately applicable. This is not only a book to be read, but savored and used. —Dave Ulrich, Rensis Likert Professor, Ross School of Business, University of Michigan; Partner, the RBL Group; Co-author Reinventing the Organization

wellness survey for employees: Work Better Together: How to Cultivate Strong Relationships to Maximize Well-Being and Boost Bottom Lines Jen Fisher, Anh Nguyen Phillips, 2021-06-08 Power your business culture with strong workplace relationships—and watch productivity and profitability soar For years, companies have been implementing programs that promote social responsibility and improve employee health, both of which benefit the financial bottom line. Now it's time to focus on positive social interactions and relationships in the workplace. Why? Research shows that authentic, trust-based relationships increase job satisfaction, engagement, productivity, and retention—and even decreased healthcare costs. In Work Better Together, two experts from Deloitte explain how working remotely, over-relying on digital communication, and always being “on” is fast-increasing feelings of isolation and burnout—and how a work culture driven by quality relationships can reverse these trends. The authors show how to cultivate positive relationships by: Focusing on self-care, such as physical health, quality sleep, and taking time off Tapping into human skills, such as empathy, authenticity, and communication Using

technology with intentionality to strengthen relationships, while breaking the negative habits technology fosters Managing workplace relationships, whether you're in the office every day or telecommuting—or something in between Developing a culture of strong relationships that drive quality collaboration throughout the organization Work Better Together walks you through the process of implementing change and fueling a much-needed corporate movement towards humanity in the workplace. Based on the authors' 40+ combined years of experience, it helps you meet today's employees' most urgent needs, while benefitting your organization in real and measurable ways.

wellness survey for employees: *Employee Surveys and Sensing* William H. Macey, Alexis A. Fink, 2020-03-30 Professional practice in the design and execution of employee survey programs has evolved tremendously over the past decade. Advances in technology and enthusiastic new interest in talent analytics have combined to create an exciting space with a good deal of innovation along methodological lines, matched by renewed interest in the strategic role of surveys and sensing for improving organizational effectiveness. Providing solid grounding in the basic issues of content development, interpreting results, and driving action, this book also addresses cutting-edge topics in the area of survey analytics (including applications of computational linguistics and artificial intelligence). Significant emphasis is given to ethical issues which are particularly salient given the zeitgeist for ensuring the protection of data and the privacy of survey respondents. The book is appropriate for use in advanced graduate level courses in survey research and will be a valuable shelf resource for survey practitioners whether trained formally in I-O psychology or other areas of organizational science.

wellness survey for employees: Workplace Wellness Programs: Promoting Employee Health and Wellbeing Julian Paterson, Workplace Wellness Programs: Promoting Employee Health and Wellbeing is an essential guide for employers and HR professionals seeking to enhance the health and productivity of their workforce. This comprehensive book covers every aspect of designing, implementing, and sustaining effective wellness programs, from physical health initiatives and mental health support to financial wellness and creating a healthy work environment. With practical strategies, real-world case studies, and insights into the latest technology and trends, this book provides the tools and knowledge needed to create a thriving workplace where employees can achieve their best both personally and professionally. Whether you are starting from scratch or looking to improve existing programs, this book is your roadmap to fostering a culture of wellness and success.

wellness survey for employees: **Open Source Leadership: Reinventing Management When There's No More Business as Usual** Rajeev Peshawaria, 2017-10-27 From taxi rides, hotel stays, car driving, to communicating and paying, everything we knew as normal has changed beyond recognition. To lead effectively in today's brave new world, you have to question EVERYTHING. For the first time in human history, knowledge is free and almost every boundary to communication has been lifted. This open source world has permanently altered the business landscape. And you can count on the fact that the pace of change will only accelerate. Yet... companies still rely on management tools and practices that were, at best, mildly effective in their heyday. In Open Source Leadership, Rajeev Peshawaria reveals the vision, insight, and practices he has used to help some of today's largest and most influential organizations meet the open source world head on. It all starts with asking the right questions: What's the most effective leadership style in a world of 24/7 connectivity? How has the very concept of leadership changed in the open source era? How do you inspire and reward performance in the "gig economy?" How do you measure engagement and effectively address the gaps? How can you lead innovation--quickly and continuously? Peshawaria reveals the answers to these questions--and they will surprise you. Based on his company's groundbreaking research spanning 28 countries, he concludes that traditional industrial age thinking needs a massive upgrade to successfully navigating the brave new world of business. Open Source Leadership rewrites the rules of management, giving you a unique look at the most common misperceptions, illusions, and downright wrong information you've been getting about what works and what doesn't. It provides a new, counterintuitive model for seizing competitive edge in any

industry. Among other issues the book argues convincingly that “positive autocracy” must replace democratic leadership; talent and innovation are abundant not scarce; early identification of high-potentials is counter-productive; and setting employees free to do as little as they want will increase productivity.

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