

Level 1 Accreditation Overview – The GLWS Personal Report

Lesson 1
 Topic 1: GLWS and Wellbeing in the Workplace
 Topic 2: Development, Framework, Psychometrics and Principles of Use
 Quiz: 10 Multiple choice questions

Lesson 2
 Topic 1: Interpreting the Report, Case Studies
 Topic 2: Preparing for the GLWS debrief
 Topic 3: Debrief in Action
 Assignment: Your own practice debrief

Lesson 3
 Topic 1: Position and apply GLWS
 Assignment: Create value proposition and business-case
 Topic 2: Key GLWS insights from a DBI perspective
 Assignment: Review GLWS benchmark data
 Topic 3: Future directions, wrap-up and next steps
 Live webinar!

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The Road to GLWS

Hunt for a suitable measurement tool to address leaders' wellbeing yielded disappointing results

Coaching and developing senior leaders highlighted need to address wellbeing

Most tools – too generic, clinical, narrow, limited to physical health – superficial, incomplete, often poorly constructed

Created own tool to measure and enhance wellbeing

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GLWS Research and Development Milestones

2013
 – Item Writing & Expert Panel Review

- 150-item tool and initial framework is developed based on research and literature review.
- Subject matter expert review of items by a 10 member multi-disciplinary panel.
- Online delivery platform v1 is developed.
- General design is refined and rating scale developed.

2014
 – Trialling & Piloting

- Psychometric statistical analysis of 100 leaders' trial results is undertaken.
- Items are further refined and reduced to 125 evidence based items.
- GLWS Framework and reports are developed.
- GLWS first full pilot project undertaken within a large government enterprise.

2015 – 2016
 – Final Development

- GLWS finalised (as MEWS) with 121 domain items, 5 overall SWB items and an updated framework with 6 domains across Working well and Living well.
- Quantitative and qualitative review undertaken on first 250 respondents.
- First face to face accreditation sessions held.
- E-learning accreditation program and online resources platform developed.
- Research findings presented at key conferences worldwide.

2017 – 2019
 – Data Gathering & Evaluation of Impact

- Refined to GLWS, online customised delivery platform developed and launched.
- Enhanced reporting, data security and client processes, including GDPR compliance.
- Accredited Community expands to 350+ globally.
- Project 3000 research paper, impact and benefits evaluation undertaken.
- Increased GLWS Accredited Community professional development and support via expanded MEGLWS resources.
- Presentations and keynotes at various industry and professional conferences including the APS, BPS and ICF.

2020
 – Learn, Live, Lead and Embed developed

- GLWS Survey + GLWS Personal, Team and Group Reports augmented with scalable whole-of-organisation capabilities.
- GLWS micro-learning app and GLWS learning workshops developed.
- Updated and expanded GLWS Level 1 & 2 e-learning accreditation.
- Project 3000 underway, including item writing for new IEE Living Well items.

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GLWS
Global Leadership Wellbeing Survey

WORKING WELL
Aspects of wellbeing affected by our professional lives

LIVING WELL
Aspects of wellbeing affected by our home, social and personal lives

Authentic Relationships
Our relationships with our family, friends, colleagues and community

Meaning, Purpose & Direction
Our overall sense of whether we are leading a 'good and full life' which holds meaning and purpose for us

Resilience & Equanimity
Our inner strength and emotional awareness

Vitality & Energy
Our physical health, nutrition, exercise and sleep

Balance & Boundaries
Our success in balancing the various demands placed on us in all aspects of our life

Intellectual Engagement & Flow
Our intrinsic interest and focus in the work we do

THE GLWS™ FRAMEWORK

- You have genuine motivation when...
- You have meaning, purpose and direction when...
- You have resilience and equanimity when...
- You have vitality and energy when...
- You have balance and boundaries when...
- You have intellectual engagement and flow when...

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GLWS
Global Leadership Wellbeing Survey

Psychometrics

Norms

- Subjective and dynamic
- Norm doesn't make it good
- Evidence based tool offers: red, amber, green Rags

Reliability

- Test-retest – wellbeing is expected to change
- Internal consistency: split half within the domains, Cronbach's alpha - 0.74 – 0.88
- Alternate parallel forms: not practical

Validity

- Strong face to face validity
- Strong content validity – evidence based items
- Construct validity – some
- Predictive validity – future consideration

Resources: The Psychometric Properties of the GLWS (www.myGLWS.com)

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GLWS
Global Leadership Wellbeing Survey

Principles, Restrictions & Conditions of Use

- Know and practice within professional boundaries and referral strategies
- Accreditation pre-selection & self-selection
- Voluntary completion & debrief, privacy respected
- Offer of a verbal debrief is mandated
- Not to be relied upon / treated as specific professional medical / psychological advice
- Developmental, confidential – not assessment
- Diagnosis preceded intervention

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GLWS
GLOBAL LEADERSHIP WELLBEING SYSTEMS

A Can of Worms?

-  Invasive? Personal issues at work aren't relevant?
-  Can't ask about emotions / mental health. Too clinical?
-  Limited opportunity to provide assistance





Resources:
PDF: GLWS - Is it a can of worms?
PDF: GLWS Terms of Use
Data Retention Policy

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GLWS
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Data Privacy, Protection, Retention & Ownership

-  Data privacy, protection & GDPR compliance for security of gathering, processing, transmitting and using information
-  Data Ownership of all personal data rests with the respondent until the point at which this is de-identified
-  Data Retention is by default for 18 months prior to de-identification
-  Supporting documentation – see resources

References:
GLWS Privacy Policy
Accepted User Terms and Conditions
Terms and Conditions for GLWS Respondents
GLWS Data Retention Policy

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GLOBAL LEADERSHIP WELLBEING SYSTEMS

Recap

Before progressing to Lesson 2, take a moment to revise the answers you would give to the 4 main questions we have addressed in this topic.

- Why and how was the GLWS developed?
- Can you explain how the GLWS Framework is structured and organised?
- What do you know about GLWS norms, reliability and validity?
- What 7 principles of usage will ensure you are using the tool ethically and constructively?

Once you've thought about these, complete the Lesson 1 Topic 2 Quiz and compare your answers.

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