







Wellbeing items described most positively about work

	_		
Mear	n & Rank	Strengths	Domain
4.15	4	I feel respected at work and that other people take me seriously	
4.15	4	I trust my boss	Authentic Relationship
4.12		I am treated by my colleagues in the way I want to be treated	
4.06	10	I go out of my way to show empathy for others' feelings and needs	
4.35		I (don't) feel there is not much point to what I do in my work*	
4.12		I (don't) think I am in the wrong job for me*	Meaning, Purpose & Dire
4.09	9	I feel my personal values align well with those of the organisation I work in	
4.22	2	I (don't) feel depressed about work*	Resilience & Equanimi
4.21	3	I am careful about my caffeine intake (<4 caffeinated drinks per day and none after 6pm)	Vitality & Energy
4.13	6	My personal/family life (doesn't) have a negative impact on my work life*	Balance & Boundarie
4.06	10	I feel genuinely satisfied with and interested in my work	Intellectual Engagement &
			CIMC Disposits & Inch



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Assets

Wellbeing items described most positively about personal and home lives $% \left\{ \left(1\right) \right\} =\left\{ \left(1\right)$

Mean	& Rank	Strengths	Domain	
4.56		I have a fulfilling relationship with at least one significant person in my life		
4.36	4	I feel I am important to my family and friends	Authentic Relationships	
4.26	5	I give and receive love, warmth and affection		
4.16	6	I experience damaging relationships in my personal life*		
4.00	9	I can raise concerns or problems with family and friends		
4.49	2	I feel grateful for what I have in life	Meaning, Purpose & Direction	
4.40	3	Home is a place where I feel at ease		
4.15		I feel depressed about my personal life*	Resilience & Equanimity	
4.07	8	I'm happy with who I have turned out to be		
3.97	10	I have sufficient flexibility in my home life to accommodate unplanned work demands	Balance & Boundaries	

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Wellbeing items described least positively about work

Mean 8		Priorities	Domain	
3.12	9	I doubt myself more than I probably should at work*	Resilience & Equanimity	
2.21		I spend long periods sitting down while working*		
2.61	2	I use breathing techniques as a tool to slow down and stay calm		
2.94	6	I 'unplug' from work and technology at least one hour before bedtime	Vitality & Energy	
3.04		I take breaks during the work day to recharge my batteries		
3.06	8	I control my schedule to avoid back-to-back meetings and allow time for thinking		
2.69		My work days feel like a race against the clock*		
2.88	5	In my role I feel pulled in too many different directions*	Balance & Boundaries	
3.13	10	My workload places me at risk of burnout*		
2.79	4	When working, my ability to concentrate is compromised by competing demands for my attention*	Intellectual Engagement & Flow	

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Liabilities

Wellbeing items described least positively about personal and home lives

Me		Priorities	Domain
2.72		I get involved in voluntary or community activities which are meaningful to me	Meaning, Purpose & Direction
2.97	2	I feel driven to conform to expectations of success or 'perfection'"	
3.21		I feel guilty or sad about not devoting more attention to my responsibilities outside of work*	Resilience & Equanimity
3.22	7	I worry about my finances*	
3.19	6	I feel I am getting enough of the right kinds of exercise for my body	Vitality & Energy
3.32	9	I experience sleep difficulties*	
3.05		I feel stuck on 'fast-forward' and I would love a slower pace and more tranquillity in my life*	
3.06	4	I have enough time left for myself after attending to my work and family commitments	Balance & Boundaries
3.14	5	Juggling my work and personal commitments takes its toll on me*	
2 20	0	I have good discipling in 'switching off from work	



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Gender

14.2% (n = 458) choose not to respond 85.8% (n = 2770) do respond

- Of those responding:
 56.7% identify as 'female' (n = 1571)
 43.2% identify as 'male' (n = 1196)
 0.1% identify as 'other' (n = 3)



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Summary of Gender Differences

(n=2770) Overall SWB snapshot questions:

Males describe having higher levels of wellbeing on 4 out of 5 SWB snapshot questions

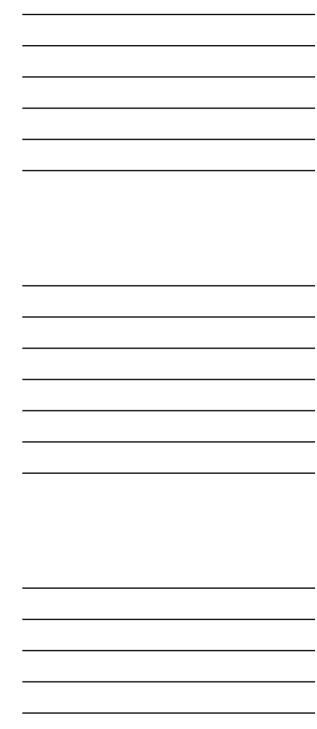
- Overall Wellbeing at Work (p<0.05)
 - Males rate this significantly higher than Females (3.81 v 3.70)
 - When actual Working Well domain scores are summed and compared, there is no significant difference (199.79 v 200.05)
 - Are Males reporting higher SWB but not feeling it higher self-deception / not in tune with feelings?
- Overall Wellbeing Outside of Work (p<0.001)
- Overall Wellbeing (p<0.001)
- Life Satisfaction (NS)

 $\underline{\text{Females}} \ \text{report very slightly higher SWB levels of happiness (NS)}$

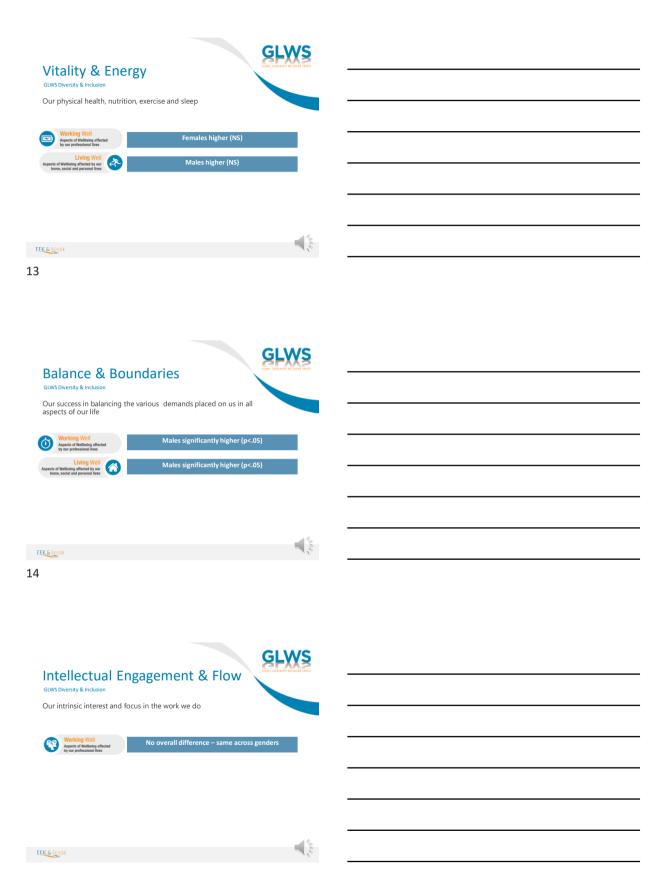
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Gender Insights

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- Seeing more gender differences than in previous years.
- Same findings on Males having higher Resilience & Equanimity at work and in personal lives – consistent.
- Same findings on Males having higher Balance & Boundaries in personal lives but new findings this is seen also in Working Well now. Females take on more / given more than males?
- New findings of Females reporting higher levels of Authentic Relationships in Living Well – more connected, more WFH and flexibility?
- New findings of Males reporting higher levels of Meaning, Purpose & Direction from Working Well
- New findings of Females no longer having higher levels of Vitality & Energy on Living Well – sleep, diet and exercise being sacrificed as Balance & Boundaries and Resilience & Equanimity take their toll?

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Age Insights

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The analysis of variance (ANOVAs) is the statistical analysis used to investigate the impact of age. We used ANOVAs to analyse the SWB responses to the questions on the Snapshot page and found on average:

- People 25 years or younger rated their OWB at work significantly lower than 66-75 year olds.
- People aged 26-35 rated their OWB at work significantly lower than all those in older age categories.
- People aged 36-45 rated their OWB at work significantly lower than all those in older age categories.
- People aged 46-55 years rated their OWB at work significantly lower than all those older and significantly higher than those aged between 26-45 years.
- People aged 56-65 rated their OWB at work significantly higher than those in 26-55 age categories.
- People aged 66-75 years rated their OWB at work significantly higher than everyone except 56-65 year olds.
 ANOVAs showed significant differences (significant F-ratio) between age groups for all domains, meaning GLWS wellbeing domains are influenced by age.

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Age Assignment

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The quiz will present a series of graphs for the age data. For each of the graphs, answer these 3 questions

- Describe the trend
 What pattern is being shown between age and the specific variable being measured in the GLWS?
- Explain the trend
 Why do you think this pattern may be occurring?
- Apply the insights
- How might you incorporate the information about the age at which highest and lowest wellbeing ratings generally occur into your work using the GLWS?

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