

THE
PERMAH
WELLBEING
SURVEY
FOR WORKPLACES

YOUR WELLBEING RESULTS

SAMPLE REPORT

Feb 2023

THEWELLBEINGLAB

thriving minds
COLLECTIVE

HOW CAN I CARE FOR MY WELLBEING?

Your Wellbeing Results are neither prescriptive nor permanent. Your results are simply tools to help you understand how you've been doing recently and make it easier for you to figure out where you want to focus your energy and efforts in the coming days, weeks, and months. That way, you can become a more impactful and active participant in caring for your wellbeing – no matter what life throws at you.

The good news is that, effectively caring for workplace wellbeing can be simple. The three Learning Loop steps can make all the difference:



ACT

Experiment with different ways to care for your wellbeing. You might like to try a nudge, a tiny habit, or find a wellbeing coach or buddy.



ASSESS

Reflect on what's working well, note where you're struggling, and most importantly, observe what you're learning.



ADJUST

Reach for self-compassion rather than self-criticism and, like a wise and kind coach, hold yourself accountable to either apply what you've learned and try again, choose an alternative approach, or seek help.

Then you start all over again: acting, assessing, and adjusting as your wellbeing ebbs and flows.

Before you even took The PERMAH Wellbeing Survey, you were already acting and experimenting with different ways to look after your wellbeing, even if you weren't that mindful about it.

Now that you've taken the survey, you're ready to assess how you're doing. As you look at your Wellbeing Results, be sure to note:



WHAT'S WORKING WELL?

It's important to start with this question so you can continue building on these actions and finesse your wellbeing abilities. Even if you feel like almost nothing is working well, we promise your results will help you find the wellbeing strengths you can build on.



WHERE AM I STRUGGLING?

There is no shame in struggling, it is just a sign that, like every other person on this planet, you are still figuring some things out or have new things to learn. Even if it feels like everything is going really well, your wellbeing results will help you identify opportunities to care for your wellbeing.



WHAT AM I LEARNING ABOUT CARING FOR MY WELLBEING?

Your wellbeing ebbs and flows based on what is happening within and around you. More important than your results at any one time, is what you learn by reflecting on your results. Ultimately, this is what enables you to more impactfully, confidently, and actively care for your wellbeing, now and in the future.

When you've finished assessing your results, use your personal Wellbeing Plan to help you adjust your wellbeing approach.

Please note that The PERMAH Wellbeing Survey is providing information as an educational resource, and The Wellbeing Lab takes no responsibility for its use, misuse or any psychological or physical outcomes.

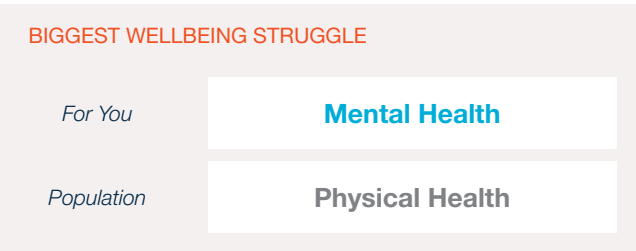
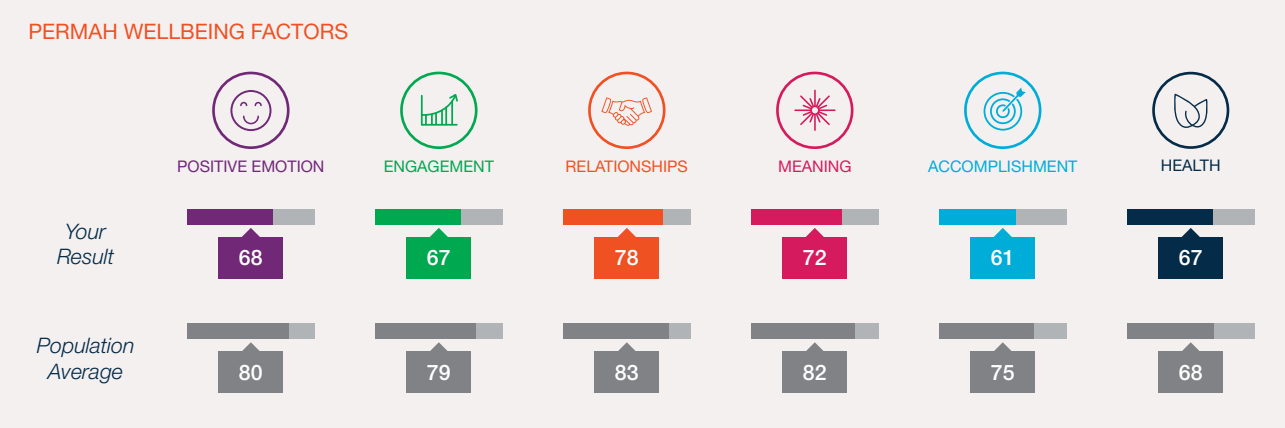
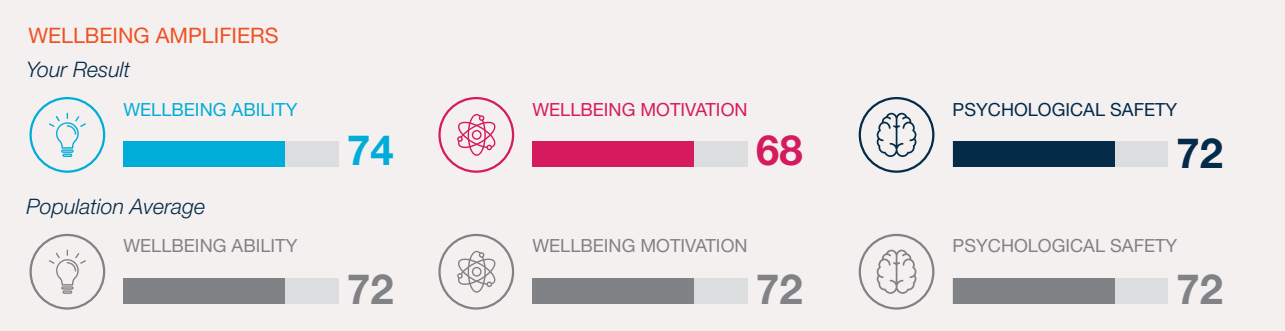
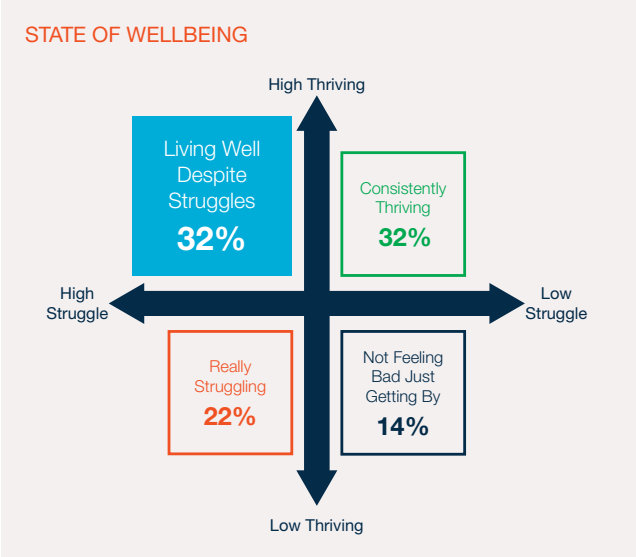
WHAT DO MY RESULTS MEAN?

As you are assessing what's working well, where you're struggling, and what you're learning when it comes to caring for your wellbeing, it can be helpful to know that studies have found:

SCORE RANGE	INTERPRETATION
59 or below	Generally, an indicator that people's wellbeing is struggling and requires attention, action, and assistance.
60 - 69	Lower than is ideal and may require attention, action, and assistance if sustained over time.
70 - 75	The healthy average. Many people consistently score in this range.
76 - 100	Exceptionally healthy. However, it is healthy for people's levels of wellbeing to ebb and flow. So, if people score close to 100 on all factors in repeated surveys, this may suggest a disconnection from reality.

The general population scores, in gray, are global norms that have been gathered from people completing The PERMAH Wellbeing Survey, and from representative population samples we continuously survey around the world for our [research](#). As of 2022 the general population scores are derived from approximately 50,000 responses from 2018 to 2022. Please consider these a general average of how people score globally.

MY WELLBEING RESULTS



Below you'll find a brief explanation of each of the measures. To dive more deeply into wellbeing knowledge, and further understand your results, you can download your free **Wellbeing Guide**.

YOUR STATE OF WELLBEING

In its simplest form, wellbeing is your ability to feel good and function effectively (your levels of thriving) as you navigate the inevitable highs and lows of work (your levels of struggle). We might imagine that those who thrive have problem-free lives, but **our studies** have found that people who are *Consistently Thriving* and those who are *Living Well, Despite Struggles* are both statistically more likely to report higher levels of individual, team and workplace performance, engagement and satisfaction. In fact, people who are *Living Well, Despite Struggles* often show the most resilience.

We have also found that it is possible for people not to experience wellbeing, even in the absence of struggle. People who are *Not Feeling Bad, Just Getting By* often have the most to gain by learning to care for their wellbeing.

Is your current state of wellbeing serving you well at work?

YOUR JOB SATISFACTION

Job satisfaction is the degree to which you feel positive and content about your work. It is your general feeling about work and how pleased you are with how it is going.

Is your current level of job satisfaction where you want it to be?

YOUR WELLBEING AMPLIFIERS

When it comes to more impactfully and actively caring for your wellbeing, the important numbers to track are your levels of:

- **Wellbeing Ability** - your capacity to take actions that care for your wellbeing.
- **Wellbeing Motivation** - your commitment to consistently care for your wellbeing
- **Psychological Safety** - the safe spaces you have with others to talk honestly about how you're learning to care for your wellbeing.

Do you have the Wellbeing AMPlifier levels you need to actively experiment with intelligent ways to care for your wellbeing at work?

YOUR PERMAH WELLBEING FACTORS

One way to understand, measure, and act upon evidence-based approaches for caring for your wellbeing is by drawing on Professor Martin Seligman's PERMAH Framework, which points to six wellbeing factors that enable us to feel good and function well:



POSITIVE EMOTIONS – Boosting mental, physical, and social resilience by prioritizing moments of regular heartfelt positivity, lowering stress, and helping each other to mindfully navigate our emotions, even when we feel overwhelmed. For example: Sharing what's working well, getting out into nature, finding reasons to laugh, naming emotions, decoding stress responses.



ENGAGEMENT – Using your neurological strengths – the things you're good at and enjoy doing – to feel more confident, energized, and engaged.



RELATIONSHIPS – Making time to genuinely connect with other people – expressing gratitude, showing kindness, being compassionate – and savoring the feelings of warmth and trust



MEANING – Understanding how what you do each day has a positive impact on others and feeling connected to something larger than yourself.



ACCOMPLISHMENT – Embracing a learning mindset and cultivating the grit you need to accomplish the things that matter most to you.



HEALTH – Eating well, moving regularly, taking time to recover, and sleeping deeply each day to ensure you have the energy to consistently thrive.

Different wellbeing factors are important for different people. It's natural for each factor to vary across time, situations, and experiences. However, feeling poorly in one area generally results in feeling poorly in other areas as well.

How are you investing in each PERMAH factor to create the wellbeing outcomes that matter most to you at work?

YOUR WELLBEING STRUGGLES

There is no shame in struggling. It is simply a sign that we need some additional support when it comes to caring for our wellbeing.

What support might you need to navigate your biggest wellbeing struggle at work?

YOUR WELLBEING BARRIERS

Identifying what makes it hard to care for your wellbeing and shrinking your wellbeing efforts to make them as easy as possible, is the best way to overcome your wellbeing barriers at work. When it comes to caring for your wellbeing, tiny yet consistent actions have a mighty impact over time.

How can you shrink your wellbeing efforts to overcome this barrier to care for your wellbeing at work?

To dig deeper into your results, be sure to download your free **Wellbeing Guide**.

If you're ready to adjust your wellbeing approach to care for your wellbeing, click here to grab your personal Wellbeing Plan, with tiny-but-mighty, evidence-based actions you can take to care for your wellbeing.

WANT MORE?

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