

How to... measure wellbeing at work.

Wellbeing survey – sample questions

This free download provides a sample of some good evidence-based questions that have been validated and used across many organisations.

You can use these types of questions to measure and monitor your employees' wellbeing. Many of these can also be benchmarked against existing data.

They will give you a good understanding of how your staff feel about their work and their health, which will help you target wellbeing activities in your workplace.

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for workplaces that work better

If you'd like to explore how we could work together, please get in touch.

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Workplace Wellbeing Survey – Sample questions

TOPIC	QUESTION ITEM	RESPONSE OPTIONS	REFERENCE
Work demands and Work/Life Balance	I have unachievable deadlines	1 to 5, ranging from 'never' to 'always'	HSE
	I must work very intensively	1 to 5, ranging from 'never' to 'always'	HSE
	How satisfied are you with the balance between the time you spend on your paid work and the time you spend on other aspects of your life?	1 to 10, ranging from 'extremely dissatisfied' to 'extremely satisfied'	ESS
Autonomy and Use of skills	I am consulted before objectives are set for my work	1 to 5, ranging from 'never' to 'always'	EWCS
	I can influence decisions that are important for my work	1 to 5, ranging from 'never' to 'always'	EWCS
	I am able to access the right learning and development opportunities when I need to	1 to 5, ranging from 'strongly agree' to 'strongly disagree'	CSPS
	I am sufficiently challenged by my work	1 to 5, ranging from 'strongly agree' to 'strongly disagree'	CSPS
Purpose and engagement	I understand how my work contributes to my organisation's objectives	1 to 5, ranging from 'strongly agree' to 'strongly disagree'	CSPS
	I would recommend my organisation as a great place to work	1 to 5, ranging from 'strongly agree' to 'strongly disagree'	CSPS
Social Support and Relationships	My line manager encourages me at work	1 to 5, ranging from 'never' to 'always'	HSE
	I am given supportive feedback on the work I do	1 to 5, ranging from 'never' to 'always'	HSE
	If work gets difficult, my colleagues will help me	1 to 5, ranging from 'never' to 'always'	HSE
	I receive the respect I deserve from my colleagues	1 to 5, ranging from 'never' to 'always'	HSE
	How satisfied are you with your professional relationships?	1 to 10, ranging from 'not at all' to 'completely'	PERMA

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Physical Environment	I have the tools and equipment I need to do my job effectively	1 to 5, ranging from 'strongly agree' to 'strongly disagree'	APS
	I feel safe from threats and physical hazards in my work environment	1 to 5, ranging from 'strongly agree' to 'strongly disagree'	
Healthy lifestyle behaviours	During the last 7 days, how many times did you do vigorous physical activities (i.e. things that make you breathe much harder than normal e.g. heavy lifting, digging, aerobics and fast cycling)	Number of days (0 – 7)	US9
	Including tinned, frozen, dried and fresh fruit, on how many days in a usual week do you eat fruit?	1 to 4, ranging from 'never' to 'every day'	US9
Subjective wellbeing outcomes	Overall, how satisfied are you with your life nowadays?	1 to 10, ranging from 'not at all satisfied' to 'completely satisfied'	APS
	Overall, to what extent do you feel the things you do in your life are worthwhile	1 to 10, ranging from 'not at all worthwhile' to 'completely worthwhile'	APS
Health outcomes (Questions read "In the last two weeks...")	I have felt cheerful and in good spirits	0 to 6, ranging from 'at no time' to 'all of the time'	WHO-5
	I have felt calm and relaxed	0 to 6, ranging from 'at no time' to 'all of the time'	WHO-5
	I have felt active and vigorous	0 to 6, ranging from 'at no time' to 'all of the time'	WHO-5
	I woke up feeling fresh and rested	0 to 6, ranging from 'at no time' to 'all of the time'	WHO-5
	My daily life has been filled with things that interest me	0 to 6, ranging from 'at no time' to 'all of the time'	WHO-5
	How is your health in general?	1=Very good; 2=Good; 3=Fair; 4=Bad; 5=Very Bad; Don't know	APS
Work related outcomes	How satisfied are you with your job in general?	1 to 7, ranging from 'dissatisfied' to 'extremely satisfied'	
	How well do you think you have performed in your job recently?	1 to 7, ranging from 'very poorly' to 'extremely well'	

Workplace Wellbeing Survey – Further information

References:

APS = Annual Population Survey, 2019

CSPS = Civil Service People Survey, 2019

ESS6 = European Social Survey Round 6, 2012

EWCS = European Working Conditions Survey Round 6, 2015

HSE = Health & Safety Executive Management Standards tool, 2017

PERMA = The Workplace PERMA profiler

US9 = Understanding Society – UK Household Longitudinal Survey W.9

WHO-5 = The 5-item World Health Organisation index

At Babel Projects Ltd, we can work with you to understand your needs, and customise comprehensive bespoke products for your organisation.

We can also analyse results, benchmark data, conduct focus groups, provide reports and recommendations, and conduct regular follow up surveys to track changes in employee wellbeing.

You can find out more about this here www.babelprojects.co.uk/wellbeing