

Well-being Questions

These are personal wellbeing questions you can ask:

- When you are stressed, do you feel you have the support available to help?
- Do you tend to bounce back quickly after challenging times?
- Do you usually feel I am making progress at work?
- Are teams and peers empowered to cheer each other on?
- How does the setting's physical space support or prevent healthy habits?
- How does the setting's culture reinforce the well-being message?
- Do you recover quickly after a setback at work?
- How comfortable are you making mistakes at work?
- How comfortable are you telling people "I don't know" or "I don't understand"?
- Do you have enough energy after work to do what I want and need to do?
- Do you have a meaningful conversation with someone at work every day?
- Are you too tired to concentrate?
- Are you able to "shut off" work when you want to/need to?
- My colleagues at work encourage me to get and stay healthy?

Sample Employee Wellness Survey

We're dedicated to making workplace wellness a priority, and want to get your thoughts on how we're doing so far and how we can improve. Below is a completely anonymous survey about your wellness at work.

- 1) On a scale of 1 to 10 (10 being the most positive), how would you rate your overall well-being levels when you're at work?
- 2) On a scale of 1 to 10 (10 being the highest), how would you rate your stress levels at work?
- 3) Do you feel like your employer currently aids in stress management?
- 4) Would you be interested in having access to more mental health resources at work? (such as meditation sessions, mindfulness classes, stress reduction workshops, etc.)
- 5) Do you feel like you can talk to someone or ask for help with mental or physical health issues at work?
- 6) How would you describe your interpersonal relationships with co-workers?
- 7) How would you describe your work-life balance?
- 8) How many hours outside the setting do you devote to work projects?
- 9) How could your employer help improve your work-life balance?
- 10) On a scale of 1 to 10 (10 being the most positive), how would you rate your physical health?
- 11) How could your employer help you improve your physical health? (i.e. convenient fitness classes at work, healthier eating options at work, more information about healthy living, etc.)