

WORKPLACE WELLBEING QUIZ

Workplace Wellbeing relates to all aspects of working life, from the quality and safety of the physical environment, to how workers feel about their work, their working environment, the climate at work and work organization.

The aim of measures for workplace well-being is to complement OSH measures to make sure workers are safe, healthy, satisfied and engaged at work.

Take the quiz to help you understand how healthy your workplace is.

Question 1: There is a low level of trust and respect among employees and supervisors

Agree

Neither agree or disagree

Disagree

Question 2: Employers and supervisors trust each other and have a mutual respect

Agree

Neither agree or disagree

Disagree

Question 3: My supervisor knows virtually nothing about me and doesn't care to know

Agree

Neither agree or disagree

Disagree

Question 4: My supervisor knows me well and values me

Agree

Neither agree or disagree

Disagree

Question 5: People at work are competitive and would never help a colleague succeed

Agree

Neither agree or disagree

Disagree

WORKPLACE WELLBEING QUIZ

SCORING	Agree	Neither Agree/Disagree	Disagree
Odd # Questions:	1	2	3
Even # Questions:	3	2	1

If you got between 0-12 there is some work to be done.

If you are an employee you could try the following to improve the wellbeing of yourself, your colleagues and even the boss:

- Consider negative behaviours as an opportunity for improvement. Being doing this you change the dread you feel in raising issues into the potential to make a difference.
- Take action – action builds trust and trust builds relationships. Identify what people are negative about and brainstorm solutions. If people are negative about the boss, what is it about the boss? Is it their behaviour, communication etc. Identify solutions and present these as a group to the boss.
- Consider the perspectives of others to disagree agreeably. This allows you to disagree while having your views heard.
- Consider the boss's objectives and which ones are imperative to achieve. It is very likely that these are set by someone else higher in the 'food chain' and the boss is under just as much pressure as you are. Can you have a conversation with your boss about your contribution to the achievement of these goals? This will bring a sense of the interdependence between people and could shift the sense of power in the relationship.

If you are a boss you might try:

- Reframing an employee's problem into hopeful light by asking them for input on improvements. For example if an employee complains of not getting the shifts they request, get them involved in the rostering.
- Discussing the career and personal goals of staff. Consider their skill set, including transferable skills and if there are particular initiatives they could get involved in that will get them noticed. If there aren't opportunities currently let them know you are on the look out for them. A good boss looks for ways for their staff to shine.

- Send an email that acknowledges the efforts of staff. Let people know you appreciate them and/or are proud of them.
- Celebrate successes. Consider your team's response to public praise, monetary rewards or office based rewards, such as massages and funded lunches.
- Communicate often and effectively. If in doubt over communicate. It creates visibility and transparency.
- Model integrity – make your word your bond. Honour confidentiality and keep your commitments. Be accountable for the mistakes of your team.

If you got between 12–32 you have moderate workplace wellbeing.

If you an employee you could try to improve workplace wellbeing by:

- Offering to pick up re-stock stationery/supplies for colleagues when you are getting yours or pick up files, faxes from the fax machine or packages to save others time.
- Make time to reflect on yourself, clients and the organisation you work for. Are there improvements that could be made to serve people better? Share these with colleagues.
- Mentor new employees
- Share lunch and a laugh together. Talk doesn't always have to be about work.

If you are a boss:

- Be energetic and optimistic. On the days you don't feel this way – fake it until you make it. Consistency is key. Never underestimate the power of role modelling.
- Look at ways to increase physical activity in the workplace. Can you organise a health assessment to demonstrate your concern for people? Is there a workplace challenge that can be organised? Can you do walk and talk meetings? Can you provide some standing desk options? Is a game of indoors cricket, bowls feasible? Are bike racks available for staff?
- Examine policies to ascertain if flexible employment arrangements are possible? Job share, flexible start and finish times
- Provide relaxation options during break times such as Mindfulness, Tai-Chi or Yoga. For working time you could add in massage cushions or brisk office based exercise to relieve stress.

If you got above 32, you have a high level of workplace wellbeing and you should celebrate this achievement with your colleagues and management. Additionally we would love to hear what things you have done to achieve this score. Share your stories with us on our news page.