



Questionnaire Preview

Dear People Champions,

You want to support your employees during this challenging time and we are here to make it happen. Our team of psychologists has worked with business and HR leaders to draft the programme.

The survey includes questions covering critical drivers. The survey takes less than 3 minutes to complete.



Questionnaire

- Overall in the past 12 months, I feel that I have been
 - 1. Really struggling
 - 2. Living well despite struggles
 - 3. Just getting by
 - 4. Not doing badly
 - 5. Consistently thriving
- I rarely feel burnout at work.
- I feel energised at work.
- I rarely feel anxious at work.
- The level of stress I experience at work is manageable.
- In a week, how often do you work beyond your official working hours?
 - 1. Rarely
 - 2. 1 - 2 days
 - 3. 3 - 4 days
 - 4. 5 or more days

Questionnaire

- In the last month, how often do you work remotely from home?
 - 1. 0% remote / 100% physical office
 - 2. 25% remote / 75% physical office
 - 3. 50% remote / 50% physical office
 - 4. 75% remote / 25% physical office
 - 5. 100% remote / 0% physical office
- I have care-giving responsibilities for my family. Tick all that apply:
 - 1. Yes, for infants / toddlers / non-school going children
 - 2. Yes, for school-going children/ young adults
 - 3. Yes, for elderly parents/relatives
 - 4. Yes, for others
 - 5. None
- How long would it take you to access any mental health services provider?
 - 1. 0-29 mins
 - 2. 30-59 mins
 - 3. 60-119 mins
 - 4. 120-239 mins
 - 5. Above 240 mins

Questionnaire

- Which age group do you belong to?
 - 1. Below 20
 - 2. 20-29
 - 3. 30-39
 - 4. 40-49
 - 5. 50-59
 - 6. Above 60
- My organisation cares about my well-being.
- My manager genuinely cares about my wellbeing.
- The specific demands of my role are manageable.
- I have access to work resources (e.g., training, coaching, feedback) that can help alleviate stress.
- I have flexibility at work to adapt my work processes to suit my personal needs.
- My organisation provides tools and technology to enhance my wellbeing at work.

Questionnaire

- My organisation actively adopts digital solutions.
- My work environment at office energizes me and provides me with a feeling of safety.
- My organisation does not tolerate workplace bullying, harassment or violence.
- I am able to adapt to changes caused by the pandemic.
- My voice is heard with regards to my preference to return to office.
- I have a strong supportive network of family and friends outside work.
- I am confident of the future of my organisation.
- Did you experience any personal trauma in your life in the recent 12 month period?
- I have been able to overcome any traumatic episode experienced in the recent 12 month period.

Questionnaire

- How likely would you recommend this organisation as a place to work to friends or family?
- My organisation motivates me to contribute more than is normally required to complete my work.
- Even if offered a comparable role and compensation package at another company, I would choose to stay at my organisation.
- I am proud to work at my organisation
- Think of an experience you had at work in the last year that had a significant impact on you. Could you describe this experience?