

Thrive Tribe

Analysis Report



Introduction

Our Mission is to help you create a thriving workplace with healthy, happy, employees and this report sets out how we are going to do this in partnership with you.

About Us

Part of the Thrive Tribe group, our service was born in 2017, we are Norfolk's County funded free healthy workplace provider. We firmly believe that a healthy workforce is a thriving workforce and we're working with employers across the country and in a wide range of sectors, who are as passionate about their employee's health as we are.

About You

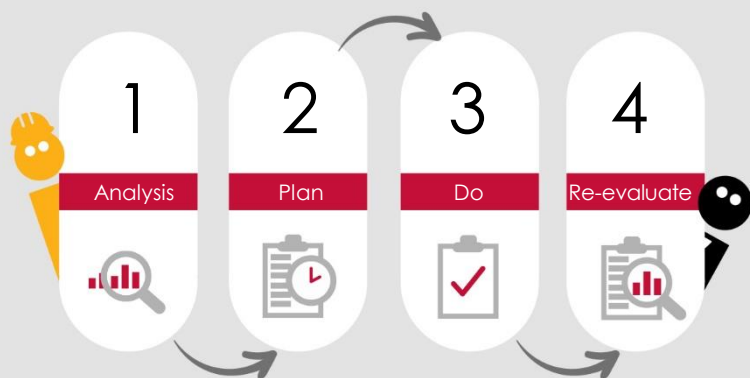
Your Challenges and Aspirations



Our Method

The Wellbeing Review follows a four-stage method.

Your report sets out the key findings and actions from the first two stages, Analysis and Plan.



To help us we have used three assessment tools:

1. A digital workforce wellbeing survey (Appendix Two)

2. A Wellbeing Charter gap analysis (Appendix Three)

3. A digital workplace culture tool for managers (Appendix Four)

Key Findings

Your results

Having assessed your employee workplace wellbeing and factored in your challenges and aspirations, you identified the following 5 key themes:



Attendance Management



Healthy Eating



Mental Health and Wellbeing

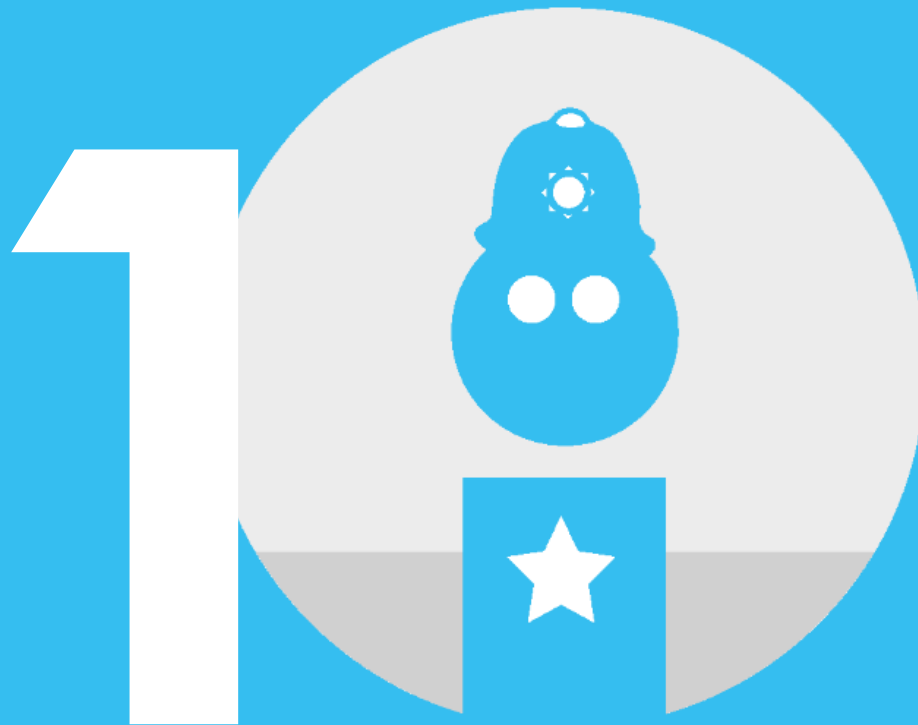


Workplace Culture



Smoking Cessation and Tobacco Related Ill Health

thriving
WORKPLACES

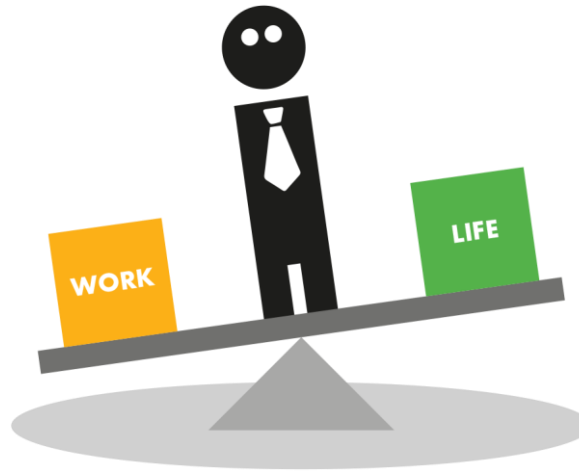


Leadership



Leadership

1 How is the leadership at work?



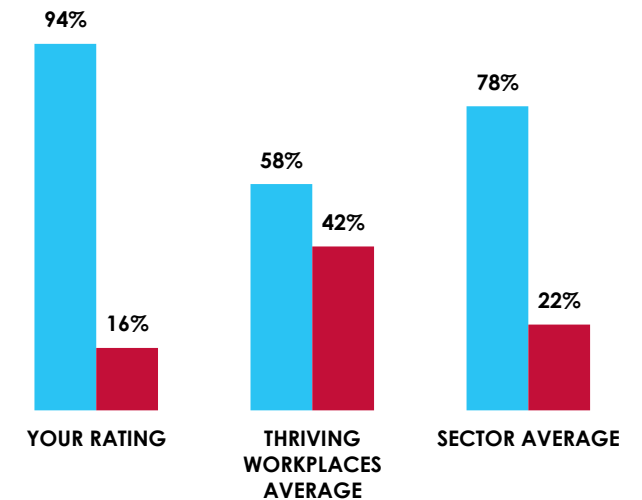
2 Describe your manager in three words...

Key: ■ Positive language
■ Neutral language
■ Negative language



3 Does your workplace encourage a healthy work/life balance?

Key: ■ Yes ■ No



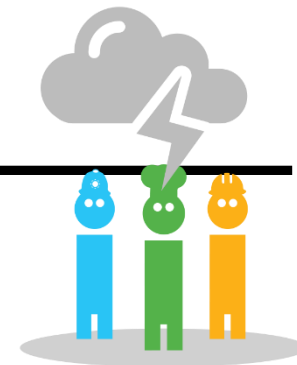




Mental Health and Wellbeing



Mental Health and Wellbeing



1 Your SWEMWBS score



The Warwick-Edinburgh Mental Well-being Scale (SWEMWBS) is a scale of seven positively worded items for assessing a population's mental wellbeing.

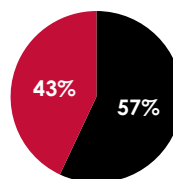
YOUR RATING **24.23**

THRIVING WORKPLACES AVERAGE **21.39**

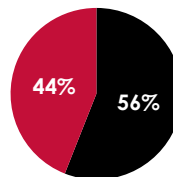
SECTOR AVERAGE **23.26**

2 Would you talk to your manager about stress, anxiety or depression?

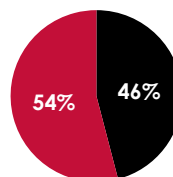
Key: ■ Yes ■ No



YOUR RESULT



SECTOR



THRIVING WORKPLACES

3 How often does stress, anxiety or depression affect your work?

Key: ■ Everyday ■ Often ■ Rarely ■ Never

YOUR RESULT



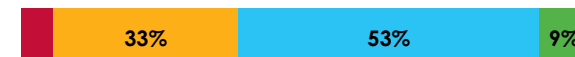
0%

SECTOR RESULT



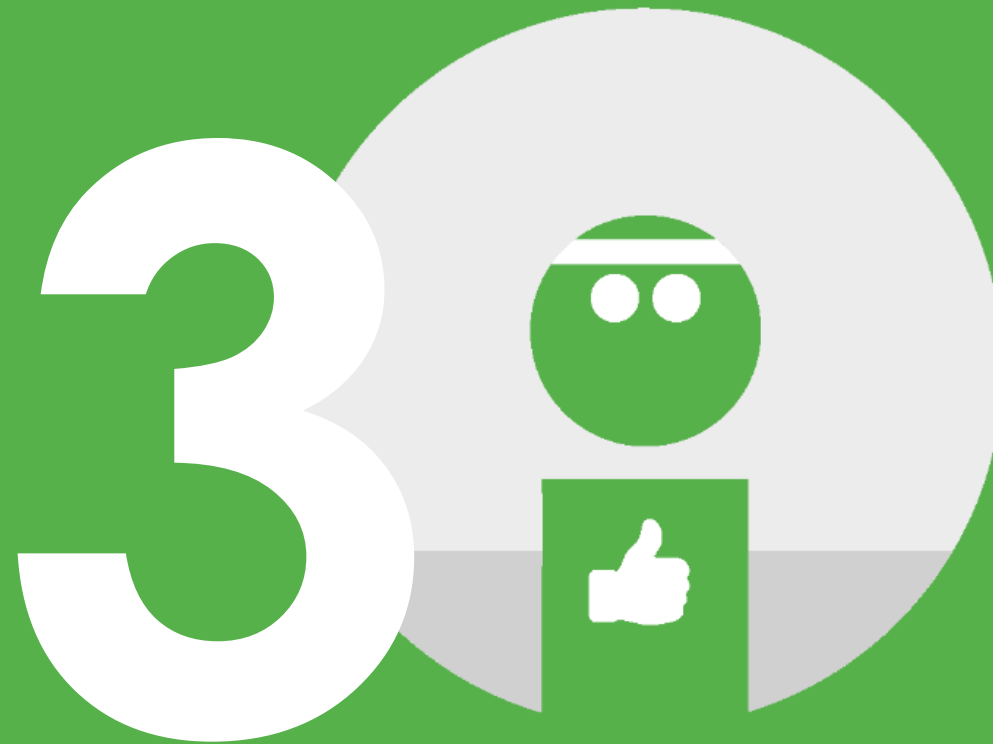
3%

THRIVING WORKPLACES RESULT



6%





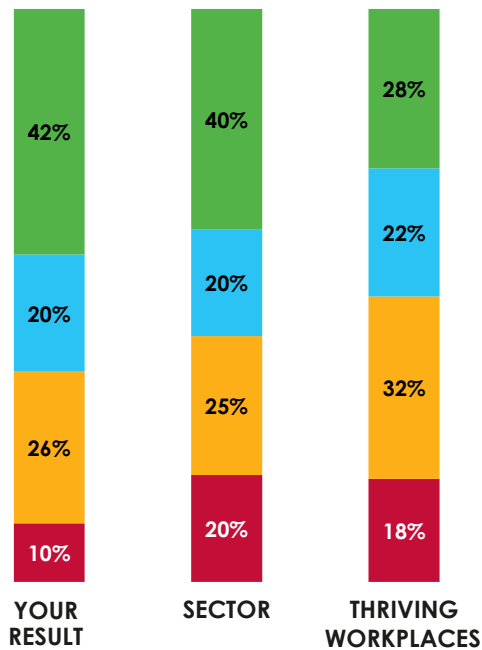
Physical Activity



Physical Activity

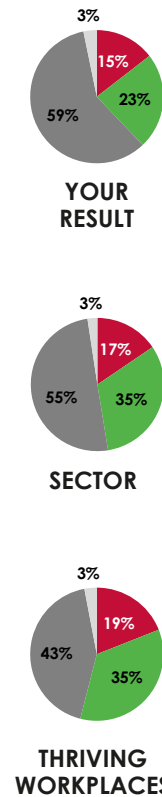
1 In the past week, how many minutes of exercise did you do?

Key: 0-29 mins 90-149 mins
30-89 mins 150 mins



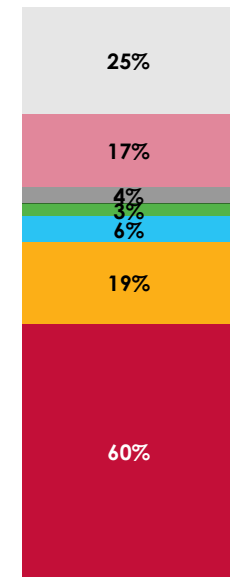
2 What is your BMI?

Key: ≥ 30
25 - 29.9
18.5 - 24.9
<18.5

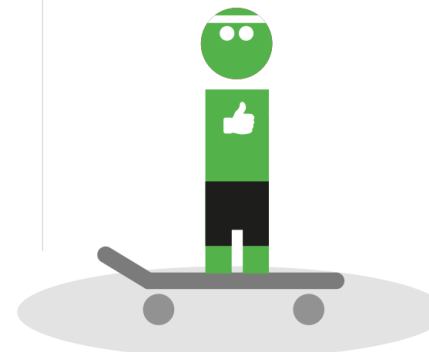


3 What stops you being more active?

Key: Not enough time
It's too expensive
No facilities locally
Nothing that interests me
Lack of equipment
No motivation
Other



Your Result





Physical Activity

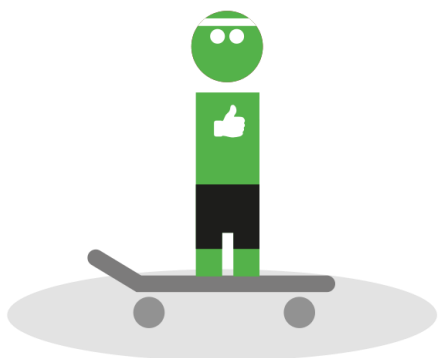
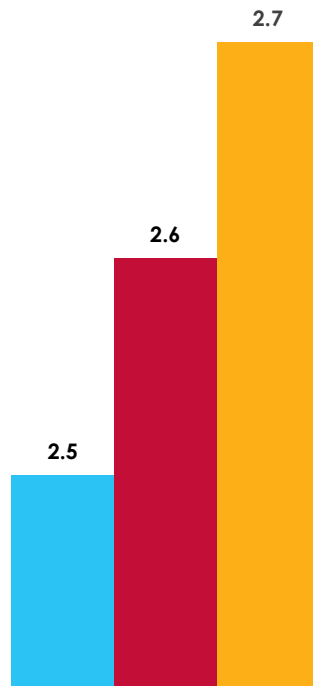
4 On a scale of 1- 5, how concerned are you about your weight?

1 = Not at all, 3 = a bit, 5 = really concerned

Key: ■ Your result

■ Industry

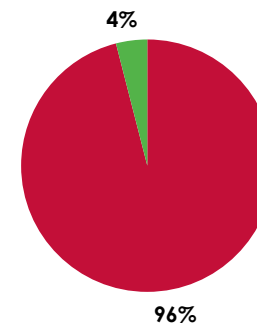
■ Thriving Workplaces



5 Would you like to lose weight?

Key: ■ Yes

■ No



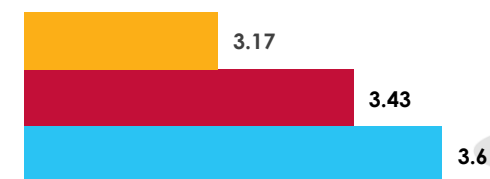
Based on 63 employee responses

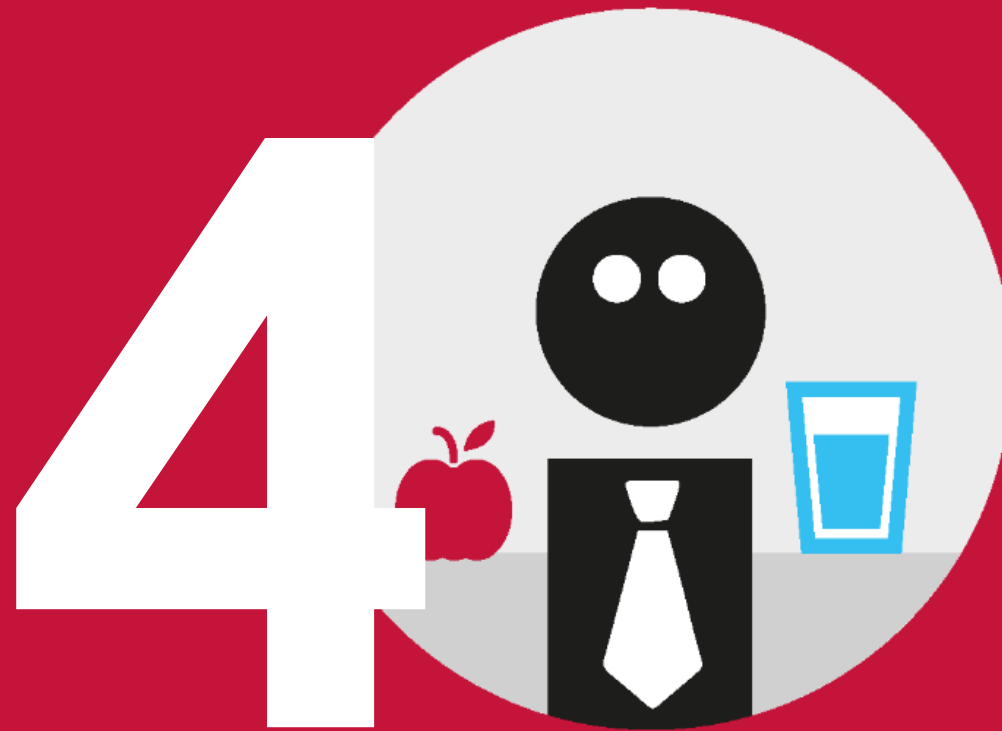
6 How energised do you feel at work?

Key: ■ Your result

■ Industry

■ Thriving Workplaces





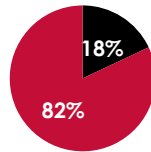
Healthy Eating



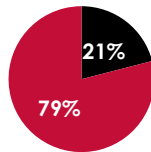
Healthy Eating

1 Do you eat the recommended 5 portions fruit and veg/day 7 days a week?

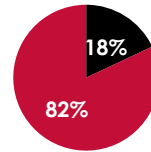
Key: ■ Yes ■ No



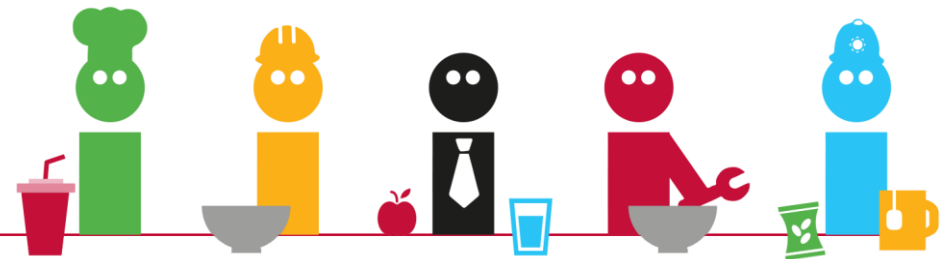
YOUR
RESULT



SECTOR



THRIVING
WORKPLACES



2 How many hydrating drinks do you have a day?

6.5

YOUR AVERAGE



5.9

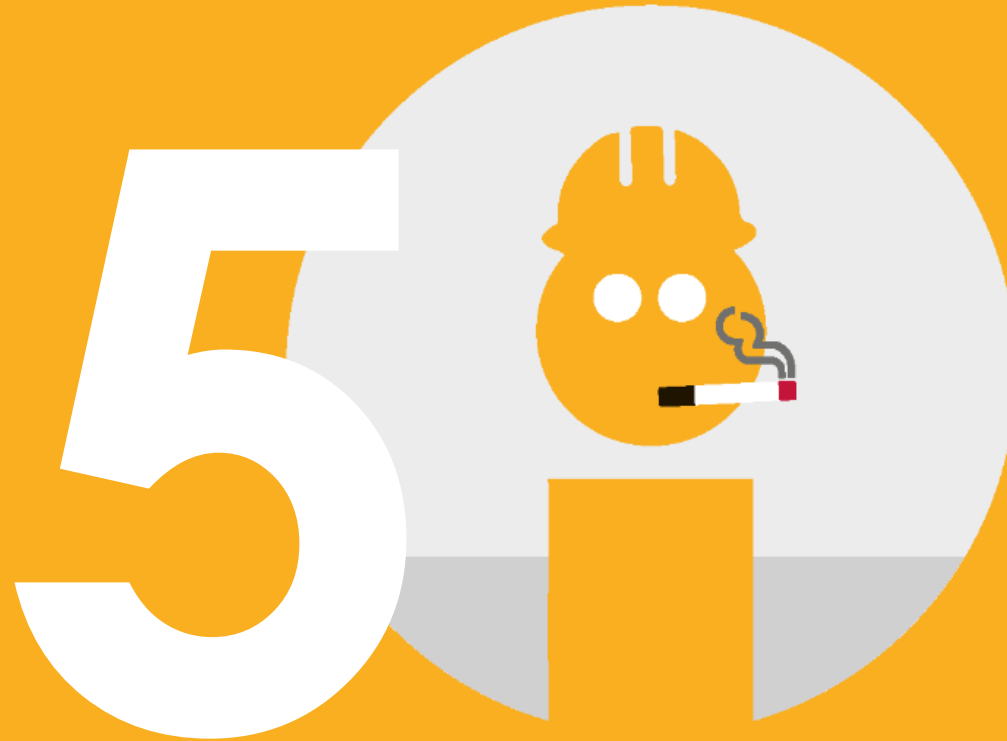
SECTOR AVERAGE



4.6

THRIVING WORKPLACES AVERAGE





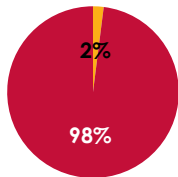
**Smoking Cessation and
Tobacco Related Ill Health**



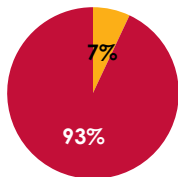
Smoking Cessation and Tobacco Related Ill Health

1 Do you smoke?

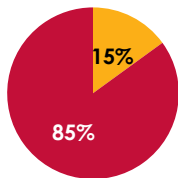
Key: ■ Yes ■ No



YOUR
RESULT



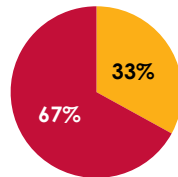
SECTOR



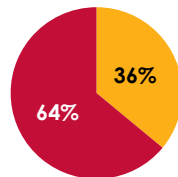
THRIVING
WORKPLACES

2 Do you want to quit?

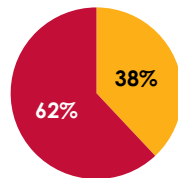
Key: ■ Yes ■ No/not sure



YOUR
RESULT



SECTOR

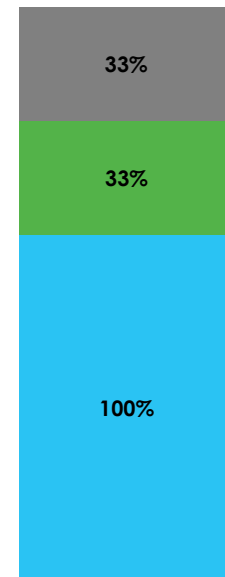


THRIVING
WORKPLACES

3 What's stopping you?

Key:

- I'm worried about gaining weight
- It helps me manage stress
- I enjoy smoking
- Habit
- My friends / family smoke
- Other





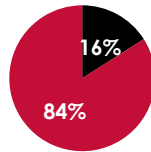
Alcohol and Substance Abuse



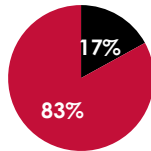
Alcohol and Substance Abuse

1 Do you exceed the recommended 14 units limit of alcohol a week?

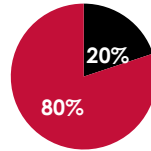
Key: ■ Yes ■ No



YOUR
RESULT



SECTOR

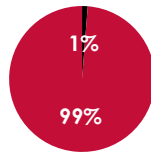


THRIVING
WORKPLACES

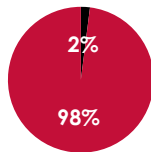


2 Do you feel like you need help with alcohol or drug consumption?

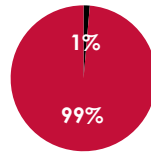
Key: ■ Yes ■ No



YOUR
RESULT



SECTOR



THRIVING
WORKPLACES

