

Mindful Business Charter

Wellbeing Survey Tool

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In November 2025, MBC launched a new wellbeing survey tool developed in collaboration with experts from Birkbeck University. The tool brings together questions from seven established wellbeing measures to create a single, robust survey.

The tool can be used alongside existing surveys that members run, to provide deeper insight into wellbeing.

Some benefits to running the survey include:

- Ready to use and free for member organisations, with some scope for potential customisation to meet specific organisational needs
- Support with internal communications planning
- Weekly completion rate data
- Analysis: a written report with practical recommendations, helping you share findings clearly and effectively with your audience

The MBC team are happy to discuss this further with all members. In addition, you can revisit the January 2026 Signatory call* where the tool was introduced, including the rationale for developing it, how to use it, and practical insights from member organisations on driving strong participation and making best use of the data.

The slides that follow contain all questions included in the standard survey.

*Please note, to access the recording you will need to have a Members area account and be logged in. To create an account, please follow these simple steps.

Standard Survey Questions: About you

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Your information is highly confidential, the following information is for internal research purpose only, and you will not be identified using this information.

1. What is your gender? *

- ◯ Woman
- ◯ Man
- ◯ Non-binary
- ◯ Prefer not to say

2. How old are you? *

- ◯ < 18
- ◯ 18 - 25
- ◯ 26 - 35
- ◯ 36 - 45
- ◯ 46 - 55
- ◯ > 55
- ◯ Prefer not to say

3. Which of the following best represents your ethnic identity? *

- ◯ White/Caucasian
- ◯ Black/African/Caribbean/Black British
- ◯ Asian/Asian British
- ◯ Mixed/Multiple ethnic groups
- ◯ Prefer not to say
- ◯ Other

4. What is your occupation *

- ◯ Trainee/Apprentice
- ◯ Junior Lawyer/Assistant/Associate or equivalent
- ◯ Senior Lawyer (Senior Associate/Senior Counsel or equivalent)
- ◯ Partner/Director or equivalent
- ◯ Business Services

Standard Survey Questions: General wellbeing and Psychological Safety

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5. Please indicate for each of the five statements below which is closest to how you have been feeling over the last two weeks. *

	1 - All of the time	2 - Most of the time	3 - More than half of the time	4 - Less than half of the time	5 - Some of the time	6 - At no time
I have felt cheerful and in good spirits	○	○	○	○	○	○
I have felt calm and relaxed	○	○	○	○	○	○
I have felt active and vigorous	○	○	○	○	○	○
I woke up feeling fresh and rested	○	○	○	○	○	○
My daily life has been filled with things that interest me	○	○	○	○	○	○

6. From 1 (not at all) to 5 (to a large extent) how much do you agree with the following? *

	1 - Not at all	2	3	4	5 - To a large extent
I am able to bring up problems and tough issues	○	○	○	○	○
People in this organization do not reject others for being different	○	○	○	○	○
It is safe to take a risk in this organization	○	○	○	○	○
It is easy for me to ask other members of this organization for help	○	○	○	○	○
No one in this organization would deliberately act in a way that undermines my efforts	○	○	○	○	○

Standard Survey Questions: Job Stress

7. In general, how do you find your job? *

- ◯ Not at all stressful
- ◯ Mildly stressful
- ◯ Moderately stressful
- ◯ Very stressful
- ◯ Extremely stressful

8. During the last 30 days, about how often did you... *

	1 - None of the time	2 - A little of the time	3- Some of the time	4 - Most of the time	5 - All of the time
Feel tired out for no good reason?	◯	◯	◯	◯	◯
Feel nervous?	◯	◯	◯	◯	◯
Feel so nervous that nothing could calm you down?	◯	◯	◯	◯	◯
Feel hopeless?	◯	◯	◯	◯	◯
Feel restless or fidgety?	◯	◯	◯	◯	◯
Feel so restless you could not sit still?	◯	◯	◯	◯	◯
Feel depressed?	◯	◯	◯	◯	◯
Feel that everything was an effort?	◯	◯	◯	◯	◯
Feel so sad that nothing could cheer you up?	◯	◯	◯	◯	◯
Feel worthless?	◯	◯	◯	◯	◯

Standard Survey Questions: Burnout

9. These questions are about how you have been during the last 4 weeks. *

	1 - Not at all	2 - A small part of the time	3- Part of the time	4 - Large part of the time	5 - All of the time
How often have you felt worn out?	○	○	○	○	○
How often have you been physically exhausted?	○	○	○	○	○
How often have you been emotionally exhausted?	○	○	○	○	○
How often have you felt tired?	○	○	○	○	○

Standard Survey Questions: Work engagement and behaviours

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10. How often do you experience the following? *

	1 - Not at all	2 - A small part of the time	3- Part of the time	4 - Large part of the time	5 - All of the time
At my work, I feel bursting with energy.	◯	◯	◯	◯	◯
I am enthusiastic about my job.	◯	◯	◯	◯	◯
I am immersed in my work.	◯	◯	◯	◯	◯

11. During the last 12 months, how many times did you go to work despite feeling so ill that you should have taken sick leave? *

- ◯ Never
- ◯ Once
- ◯ Two to five times
- ◯ More than five times

12. In the last seven days you worked, how well were you: *

	1 - Very poorly	2 - Not very well	3- All right	4 - Very well	5 -Exceptionally well
Handling the responsibilities and daily demands of your work?	◯	◯	◯	◯	◯
Making the right decisions?	◯	◯	◯	◯	◯
Performing without mistakes?	◯	◯	◯	◯	◯
Getting things done on time?	◯	◯	◯	◯	◯

13. Your future at the organisation *

	1 - Strongly disagree	2 - Disagree	3 - Neither agree nor disagree	4 - Agree	5 - Strongly agree
I often think about leaving this organisation.	◯	◯	◯	◯	◯
I will probably look for a job at a new organisation in the next 12 months.	◯	◯	◯	◯	◯
As soon as I can find another job, I will leave this organisation.	◯	◯	◯	◯	◯

Standard Survey Questions: Support from your organisation

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14. I am aware of the channels through which I can seek support *

- ◯ Yes
- ◯ No
- ◯ Unsure

15. If I had a concern about my mental health/wellbeing I would feel able to seek help at work *

- ◯ Yes
- ◯ No
- ◯ Unsure

Standard Survey Questions: In your own words

This is your opportunity to tell us a bit more about the "why" behind your previous answers.

16. What aspects of our workplace culture support your wellbeing?

17. Are there any aspects of our culture or environment that negatively affect your wellbeing?

18. What changes would make the workplace more supportive of your wellbeing?