The MBC Wellbeing Survey Tool

Our Best Practice Guidelines recommend surveying people to understand their level of wellbeing but knowing where to start can often be a challenge.

Following feedback from MBC members that access to meaningful wellbeing data would be valuable, we explored the range of tools already available on the market. What we found was that although there are great wellbeing measures available, few provided a comprehensive assessment of wellbeing across its many dimensions. Our goal was therefore to produce an academically rigorous, validated set of questions, that would be relevant to our members, business focused and can, in time, provide benchmarking data to individual members and across the membership.

The MBC Wellbeing Survey Tool

Developed by MBC in collaboration with experts from Birkbeck, University of London, the MBC Wellbeing Survey Tool brings together questions from six established wellbeing measures and some individual questions which have also been rigorously tested, to create a single, robust and evidence-based survey:

1. **General wellbeing** – WHO-5 Index
2. **Psychological safety** - Carmeli, A., Reiter-Palmon, R., & Ziv, E. (2010)
3. **Job stress** - Bristol Stress and Health at Work (SHAW) study (Smith et al., 2000)
4. **Psychological distress** - Kessler Psychological Distress Scale (K10)
5. **Burnout** - Copenhagen Psychosocial Questionnaire (COPSOQ).
6. **Work engagement** - Copenhagen Psychosocial Questionnaire (COPSOQ)
7. **Productivity and performance** – presenteeism, performance and turnover intention

The result is a practical tool that helps organisations gain meaningful insights into the wellbeing of their people and identify opportunities for targeted support and improvement.

Find out more:

For more information, or to have a call with the MBC Team about the Wellbeing Survey Tool and other benefits of membership, please contact us at info@mindfulbusinesscharter.com

