BU

Workplace Happiness Diagnostic Report Sample

This is a sample
<u>Fundamentals - Workplace Happiness Diagnostic Report</u>
and is not 100% indicative of a paid final product.

This is because this report contains:

- Templated data
- Placeholder text
- Templated financial implications

The **purpose of this report sample** is to give you
a picture of what a finalised report
COULD look like for your organisation
and the scope of what it covers.

Workplace Happiness Report
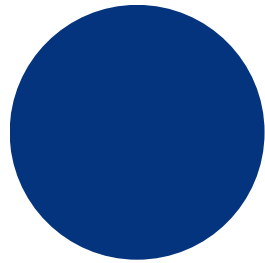
Your Organisation

CONFIDENTIAL

Completed 21/06/2023
by BU Happiness College

Surveys were completed between
25/05/2023 and 19/06/2023. Surveys
took an average of 6 minutes each

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Report Overview

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The following document contains confidential information and cannot be distributed, shared, or reproduced without explicit written consent from **Your Organisation.**

In the Workplace Happiness Diagnostic Questionnaires, 5 key areas were surveyed:

1. Workplace Wellbeing
2. Workplace Engagement
3. Workplace Culture
4. Workplace Leadership & Management
5. Workplace Burnout & Turnover Resilience

The following report presents an overview of the strengths and growth areas that have been identified after analysing the collective data. This provides a comprehensive insight into the overall happiness of **Your Organisation.**

In light of the growth areas, our analytics team & workplace happiness consultants have put together a tailored growth plan and set of recommendations to assist the **Your Organisation** team to turn their growth areas into strengths.

Contents

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Contents

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1.1 Interpreting this Report

Our surveys return a wealth of data, especially when segmented. For clarity, the key points included in this report have been highlighted by our analyst in order to deliver the greatest takeaways, and correspondingly guide towards the most impactful actions.

An explanation of Data and Terms within this report.

- Questions in the surveys given to your staff were scored 1-5. The scores are then "crunched" and represented as a percentage (0% - 100%). These questions make up a sub section which is given an overall percentage. These sub sections then make up a key area, also given a percentage and overall percentage.

- For a single question; if your entire staff respond a 5 your business scores 100% against that question. Likewise if all staff respond a 1 then your business scores a 0% against that question.

- Using percentages we can form tentative conclusions based on the scores. For example the question: "I feel secure in my role" **80.00%.** We could intuit that 80% of your staff are secure; note however this correlation isn't perfect. All staff could have all answered 4/5 or staff could have answered mostly 5's with some 1's bringing the score down to 80%. This is an important consideration in some conclusions and we take care to note this if it's relevant.

- There also exists **(Detractor Questions)** that are scored in reverse. This just means that a higher score is a more **Negative** result instead of **Positive** and the color grading will follow this flip.

1.2 Score Summary

Wellbeing - Section 2

This is a collective measure of the 7 distinct types of workplace wellbeing.

50%

Engagement - Section 3

This is a collective measure of the 3 key types of engagement that people can experience within the workplace.

50%

Culture - Section 4

This is a collective measure of your workplace's underlying culture. Think of it as the foundation on which wellbeing and engagement are built.

50%

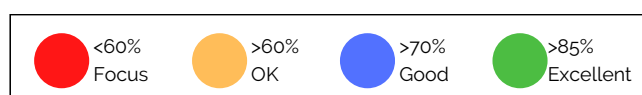## Leadership & Management - Section 5

This is a collective measure of how effective, humanistic, and capable your leaders and managers are.

50%

Burnout & Turnover Resilience - Section 6

This is a collective measure that gauges how resilient your team is in the face of challenges. It's a lag measure to the preceding four.

50%

<60% Focus	>60% OK	>70% Good	>85% Excellent

1.3 Strengths

After analyzing your data, we have identified key areas that could be considered strengths within your organisation. Note that just because these areas are strengths does not mean focus should be taken away from them. Instead, we encourage you to acknowledge, celebrate, and double down on these.

Intellectual Stimulation and Growth Opportunities:
- Respondents reported being intellectually stimulated both in their work activities and non-work activities, highlighting a culture that values continuous learning and provides opportunities for professional and personal development.

Positive Relationships and Sense of Belonging
- Overall, employees indicated a strong sense of belonging and healthy relationships within the workplace, which contributes to a positive and inclusive organizational culture.

Transparent Communication and Recognition
- The survey revealed that transparent communication, constructive feedback, and regular recognition are prevalent within the organization, creating an environment where employees feel motivated, supported, and proud to work for the school.

A Glimmer of Hope
- As a whole. scores throughout this report are not strong. However there are flickers of hope that shine through that indicate the team believes there are positive changes coming. It's important to nurture these embers of hope whilst they are there. Taking decisive action as a result of this report, and communicating your intentions openly with the staff, will help achieve this.

1.4 Growth Areas

After analyzing your data, we have identified five key areas that require attention and improvement to enhance the overall well-being and satisfaction of your staff.

Mental and Emotional Wellbeing Support:
- There was a highlighted a lack of initiatives and support within the workplace to promote mental and emotional wellbeing. There is a need for more resources such as counseling, coaching, meditation guides, and employee assistance programs.

Physical Wellbeing Initiatives:
- Some responses indicated a lack of initiatives in the workplace to support physical wellbeing, including gym access, healthy food options, stretching guides, and walking meetings.

Negative Work Experiences:
- Some responses suggested that employees have experienced bullying, harassment, loneliness, and disconnection within the workplace. There is a need to address these issues and create a more inclusive and supportive work environment.

Career Development Opportunities:
- There is a desire for more opportunities towards intellectual and professional growth, including learning new skills, career advancement, and personal development.

Fair Recognition and Reward:
- There is a need for fair recognition and rewards that go beyond financial compensation. While salary negotiation may be limited in a public school setting, there are still opportunities to acknowledge and appreciate employees' efforts through non-monetary means such as professional development opportunities, career advancement prospects, public recognition, and additional benefits.

2.1 Wellbeing

Workplace Wellbeing Overall Score

A healthy Workplace Wellbeing strives to promote individual wellbeing while engaging in the collective wellbeing of the organisation.

The following graph indicates the overall wellbeing of your team. The higher your score on this graph the better.

Your Organisation

50%

Australian Average

67%

This workplace scored **50.0%** in the category of Workplace Wellbeing.

Your business has demonstrated an average score for Workplace Wellbeing, and it is recommended to pay close to attention to key growth areas for this section of the report as there are notable standout scores.

Our recommendation as BU is to create and implement strategies that will enhance Workplace Wellbeing based on the findings in this section.

<60% Focus	>60% OK	>70% Good	>85% Excellent
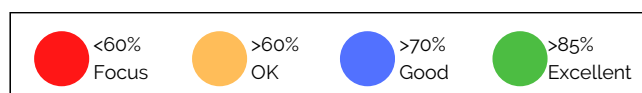
2.2 Overall Wellbeing

Workplace Wellbeing Sub Contributors Scores

Below is an overview of the sub categories found within Workplace Wellbeing. Each sub category is explored in depth within this section, this page is included for quick reference of sub category scores.

Workplace Wellbeing
50%
▲ 2.3%

Emotional
50%
▼ 1.9%

Enviromental
50%
▲ 1.7%

Intellectual
50%
▲ 6.8%

Physical
50%
▲ 1.2%

Social
50%
▲ 5.8%

Spiritual
50%
▲ 3%

Financial
50%
▲ 3%

● <60% Focus	● >60% OK	● >70% Good	● >85% Excellent
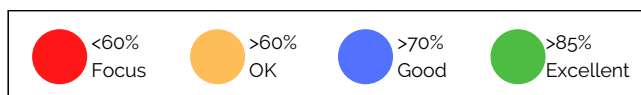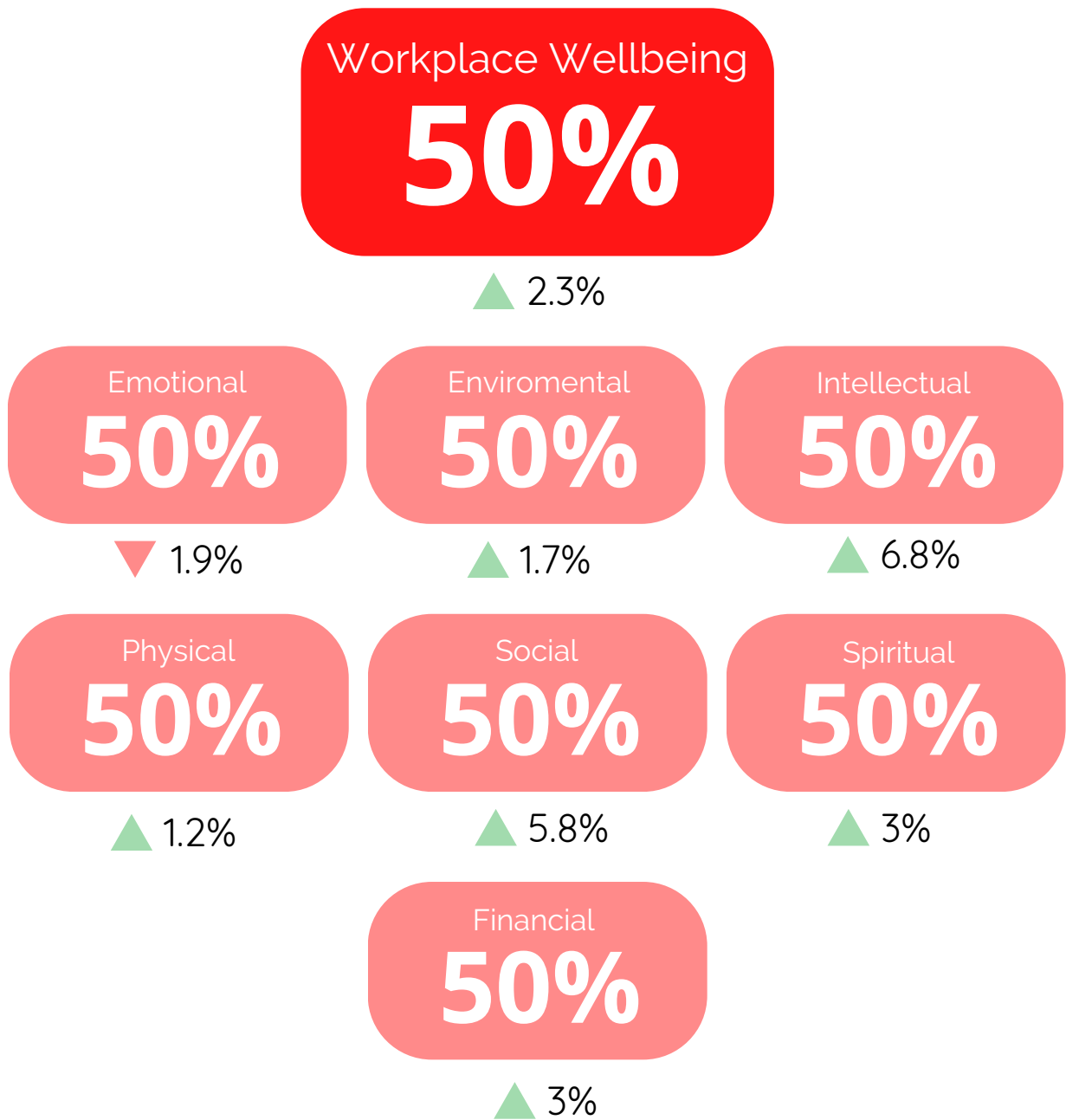
2.3 Emotional Wellbeing

50%

You have scored a **50.0**.% in the Workplace Wellbeing Sub Category: Emotional Wellbeing,

Your employees have reported that they only occasionally feel emotionally well, and may have trouble communicating their emotional state to their employer and taking action when needed.

Here is the overall response to each question from all staff.

1. Overall I would say that my work contributes positively to my wellbeing. **50.00%**

2. I feel emotionally strong and resilient. **50.00%**

3. During the last 12 months, I have felt unwell as a result of work related stress. **(Detractor Question) 50.00%**

4. There are plenty of initiatives within my workplace to support my mental/emotional wellbeing (eg counselling, coaching, meditation guides, EAP provided etc) **50.00%**

5. I find it relatively easy to express my emotions in positive, constructive ways. **50.00%**

6. I am able to recognize and manage the things that cause me stress at work. **50.00%**

<60%
Focus

>60%
OK

>70%
Good

>85%
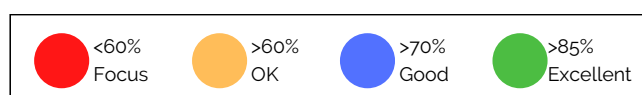Excellent
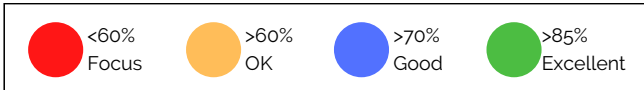
2.3 Environmental Wellbeing

50%

This workplace has scored a **50%** in the Workplace Wellbeing Sub Category: Environmental Wellbeing.

This means your employees would like more done towards providing a comfortable, safe and healthy environment for them to perform their roles and work effectively in.

Here is the overall response to each question from all staff.

1. I work in a comfortable environment. **50.00%**

2. I consider my workplace as a safe space to work. **50.00%**

3. I take sufficient breaks throughout the working day (lunch, toilet, screen breaks etc). **50.00%**

4. The office I work in provides an ergonomic workspace? (certified office chairs, desks with appropriate hieghts, screens at the correct eye level, foot rests where necessary) **50.00%**

5. There are initiatives to increase the experience of wellbeing in the workspace (this is the place you most work, including home). Examples: indoor plants, natural sunlight, air filtration system, hygiene policies, and sit-to-stand desks. **50.00%**

<60%
Focus

>60%
OK

>70%
Good

>85%
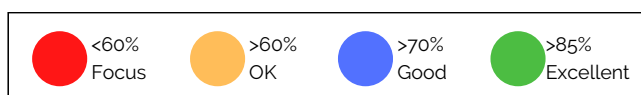Excellent

2.3 Intellectual Wellbeing

50%

This workplace has scored a **50.0%** in the Workplace Wellbeing Sub Category: Intellectual Wellbeing.

This means your employees have reported that on average their workplace provides an environment where they are intellectually stimulated and able to seek technical and professional growth.

Here is the overall response to each question from all staff.

1. I am intellectually stimulated by my work activities. **50.00%**

2. I am intellectually stimulated by my non-work activities. **50.00%**

3. I seek professional growth by learning new technical/job related skills at work. **50.00%**

4. I seek personal growth by learning new 'soft' skills at work. **50.00%**

5. I feel capable of making important decisions in the workplace. **50.00%**

<60%
Focus

>60%
OK

>70%
Good

>85%
Excellent

2.3 Physical Wellbeing

50%

This workplace has scored a **50.0%** in the Workplace Wellbeing Sub Category: Physical Wellbeing. This section is one of your growth areas for overall wellbeing.

This means your employees have reported that they feel they do not prioritise their physical wellbeing though activities such as exercise, sleep, encouraging healthy posture, and consuming a nutritious diet.

Here is the overall response to each question from all staff.

1. I exercise at least three times a week. **50.00%**

2. In the last 12 months I have experience musculoskeletal problems as a result of work activities. **(Detractor Question) 50.00%**

3. I get enough sleep on a regular basis. **50.00%**

4. I maintain healthy eating habits majority of the time. **50.00%**

5. There are plenty of initiatives within my workplace to support my physical wellbeing (eg gym access, healthy food supplied, stretching guides provided, walking meetings etc) **50.00%**

<60%
Focus

>60%
OK

>70%
Good

>85%
Excellent
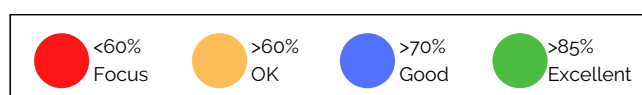
2.3 Social Wellbeing

50%

This workplace has scored a **50.0%** in the Workplace Wellbeing Sub Category: Social Wellbeing.

This means your employees have reported that they feel an OK sense of community and belonging with the people in the workplace.

Here is the overall response to each question from all staff.

1 In the past 12 months I have experienced bullying or harassment at work. **(Detractor Question)** **50.00%**

2. I feel a sense of belonging to a group or community within the workplace. **50.00%**

3. I experience healthy relationships with my colleagues. **50.00%**

4. I have recently experienced loneliness within the workplace. **(Detractor Question)** **50.00%**

5. I have recently felt disconnected from my colleagues. **(Detractor Question)** **50.00%**

<60% Focus >60% OK >70% Good >85% Excellent
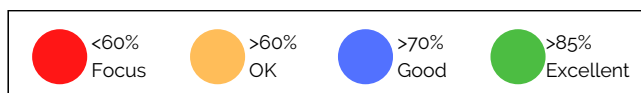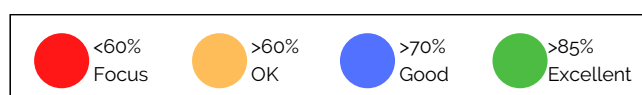
2.3 Spiritual Wellbeing

50%

This workplace has scored a **50.0%** in the Workplace Wellbeing Sub Category: Spiritual Wellbeing.

This means your employees have reported that they have an OK idea of what is important to them, who they are and where they are going.

Here is the overall response to each question from all staff.

1. I take time to think about what's important in life—who I am, what I value, where I fit in, and where I am going. **50.00%**

2. I have found a balance between meeting my needs and those of others. **50.00%**

3. I feel like my life has purpose and meaning. **50.00%**

4 I feel that my work is meaningful. **50.00%**

5. I understand the process of making a bullying, harassment, misconduct, or work injury report. **50.00%**

6. In the past year my work has clashed with my personal morals or ethics. **(Detractor Question)** **50.00%**

|			
🔴 <60% Focus	🟠 >60% OK	🔵 >70% Good	🟢 >85% Excellent

2.3 Financial Wellbeing

 50%

This workplace has scored a **50.0%** in the Workplace Wellbeing Sub Category: Spiritual Wellbeing.

This section is the main growth area for overall wellbeing in your organisation.

Here is the overall response to each question from all staff.

1. Considering my efforts, experience, and achievements in my job, I feel I get paid appropriately. **50.00%**

2. I feel confident in negotiating my salary and compensation. **50.00%**

3. I would say that I am managing well financially. **50.00%**

4. The benefits and bonus elements of my salary are fair considering my role (eg. company car, fringe benefits, paid work events/retreats, commission from sales). **50.00%**

5. In the past year I have experienced financial stress. **(Detractor Question)** **50.00%**
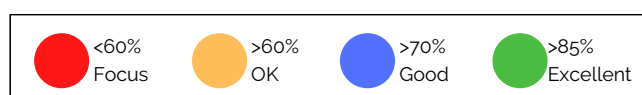
2.4 Qualitative Responses

Workplace Wellbeing Qualitative Responses

These have been reworded using an AI language model to ensure staff are not identifiable via word choice or sentence structure.

Q. If you could change anything about your workplace to help improve the state of workplace wellbeing what would you change?

- Lorem ipsum dolor sit amet, consectetur adipiscing elit.
- Vivamus lacinia odio vitae vestibulum.
- Donec in efficitur leo.
- Morbi commodo, ipsum sed pharetra gravida.
- Orci varius natoque penatibus et magnis dis parturient montes.
- Nascetur ridiculus mus.
- Fusce eget urna nunc.

2.4 Qualitative Responses

Workplace Wellbeing Qualitative Responses

These have been reworded using an AI language model to ensure staff are not identifiable via word choice or sentence structure.

Q. Reflecting on the questions you have just answered, what do you feel you can personally do to help enhance the wellbeing of your workplace?

- Lorem ipsum dolor sit amet, consectetur adipiscing elit.
- Vivamus lacinia odio vitae vestibulum.
- Donec in efficitur leo.
- Morbi commodo, ipsum sed pharetra gravida.
- Orci varius natoque penatibus et magnis dis parturient montes.
- Nascetur ridiculus mus.
- Fusce eget urna nunc.

3.1 Engagement

Workplace Engagement

Workplace engagement could be described as the direct relationship between an organisation and its employees.

The following graph indicates the overall engagement of your team. The higher your score on this graph the better.

Your Organisation

50%

Australian Average

56%

This workplace scored **50%** in the category of Workplace Engagement.

Your business has demonstrated a score for Workplace Engagement that is below the Australian Average.

Our recommendation as BU is to focus on addressing and developing your key growth areas while continuing to develop the strengths you have demonstrated in engaging with your employees.

	<60% Focus		>60% OK		>70% Good		>85% Excellent
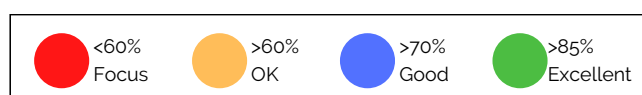
3.2 Overall Engagement

Workplace Engagement Sub Contributors Scores

Below is an overview of the sub categories found within Workplace Engagement. Each sub category is explored in depth within this section, this page is included for quick reference of sub category scores.

Workplace Engagement
50.0%
▲ 3.6%

Individual
50.0%
▲ 2.6%

Teamwork
50.0%
▲ 1.8%

Growth Opps
50.0%
▲ 6.6%

| <60% Focus | >60% OK | >70% Good | >85% Excellent |
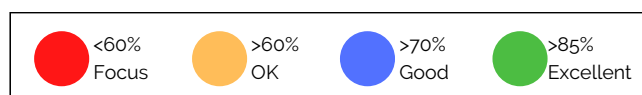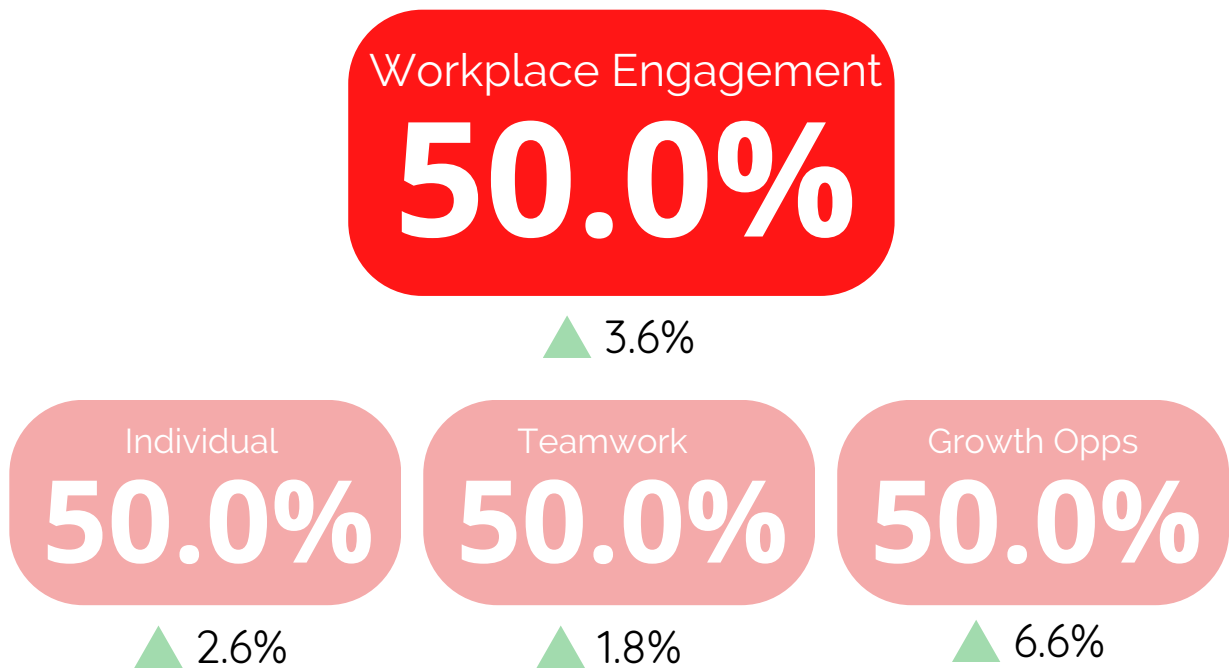
3.3 Individual Engagement

 50%

This workplace has scored a **50%** in the Workplace Engagement Sub Category: Individual Engagement.

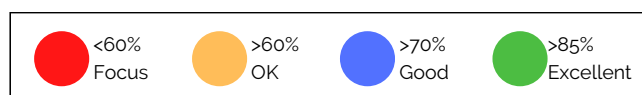This means your employees have reported that they have an average level of confidence and competence in their role.

Here is the overall response to each question from all staff.

1. I feel confident in my role. **50.00%**

2. I have the training and resources to excel at my job. **50.00%**

3. I receive recognition regularly. **50.00%**

4. I feel competent in my role. **50.00%**

5. I am proud to work for this organisation. **50.00%**

6. I feel motivated and inspired to do my best work here. **50.00%**

7. I receive constructive feedback regularly. **50.00%**

8. The systems and processes utilised in this workplace help me perform my role at my best. **50.00%**

9. The level of administrative tasks in my role limits me from working within my strengths. **(Detractor Question) 50.00%**

10. I am clear on the mission and purpose of this organization and know how my work impacts mission success. **50.00%**

| 🔴 <60% Focus	🟠 >60% OK	🔵 >70% Good	🟢 >85% Excellent

3.3 Team-Led Engagement

50%

This workplace has scored a **50.0%** in the Workplace Engagement Sub Category: Teamwork Engagement.

This means your employees have reported that they experience a general sense of teamwork with their collegues.

Here is the overall response to each question from all staff.

1. I believe my fellow team members are engaged and want to do great work. **50.00%**

2. I am often interrupted when I am working on important tasks. **(Detractor Question)** **50.00%**

3. I feel totally integrated into the team and that we all have a shared sense of purpose. **50.00%**

4. I enjoy being around my team. **50.00%**

5. I collaborate well with my team. **50.00%**

6. I have experience bullying, harassment, or social exclusion in this workplace. **(Detractor Question)** **50.00%**

7. When something unexpected arises at work I know who to go to for guidance. **50.00%**

8. I believe my colleagues are competent in what they do. **50.00%**

9. My team celebrates birthdays and big milestones. **50.00%**

10. My team celebrates and welcomes new employees. **50.00%**

	<60% Focus	>60% OK	>70% Good	>85% Excellent
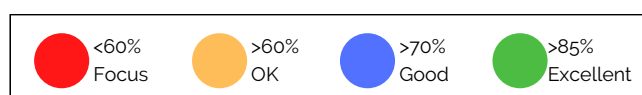
3.3 Growth Engagement

50%

This workplace has scored a **50%** in the Workplace Engagement Sub Category: Teamwork Growth. This is the lowest-scoring sub-category and can be considered a growth area with employees reporting a moderate sense of clarity on the necessary steps they need for progression, andoportunities to learn and grow overall.

Here is the overall response to each question from all staff.

1. This past year, I have been given many opportunities to learn and grow at work. **50.00**%

2. I am clear on the milestones necessary for upward or lateral growth within the workplace. **50.00%**

3. I feel that my work supports and promotes my development. **50.00%**

4. I have plenty of opportunity within my workplace to upskill on soft skills (eg: communication, emotional intelligence and leadership). **50.00%**

5. I have plenty of opportunity within my workplace to upskill on technical skills related to my job. **50.00%**

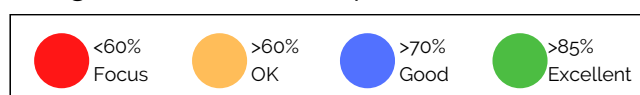6. I am happy with my current compensation. **50.00%**

7. I am happy with my rate of growth within this organisation. **50.00%**

8. I feel that working here contributes to me becoming the best version of myself. **50.00%**

9. I have clear goals for my career. **50.00%**

10. I believe in the future growth of this workplace. **50.00%**

<60% Focus	>60% OK	>70% Good	>85% Excellent

3.4 Qualitative Responses

These have been reworded using an AI language model to ensure staff are not identifiable via word choice or sentence structure.

Q. If you could change anything about your workplace to help enhance your workplace engagement what would you change?

- Lorem ipsum dolor sit amet, consectetur adipiscing elit.
- Vivamus lacinia odio vitae vestibulum.
- Donec in efficitur leo.
- Morbi commodo, ipsum sed pharetra gravida.
- Orci varius natoque penatibus et magnis dis parturient montes.
- Nascetur ridiculus mus.
- Fusce eget urna nunc.

3.4 Qualitative Responses

These have been reworded using an AI language model to ensure staff are not identifiable via word choice or sentence structure.

Q. Reflecting on the questions you have just answered, what do you feel you can personally do to help enhance the engagement of your workplace?

- Lorem ipsum dolor sit amet, consectetur adipiscing elit.
- Vivamus lacinia odio vitae vestibulum.
- Donec in efficitur leo.
- Morbi commodo, ipsum sed pharetra gravida.
- Orci varius natoque penatibus et magnis dis parturient montes.
- Nascetur ridiculus mus.
- Fusce eget urna nunc.

4.1 Culture

Workplace Culture includes the overall character and environment that an organisation demonstrates & provides.

The following graph indicates the overall culture of your team. The higher your score on this graph the better.

Your Organisation

50%

This workplace scored **50.0%** in the category Workplace Culture.

Your business has demonstrated a below average score for Workplace Culture. There is room to develop a more robust culture by focusing on your unique growth areas.
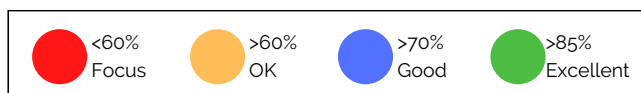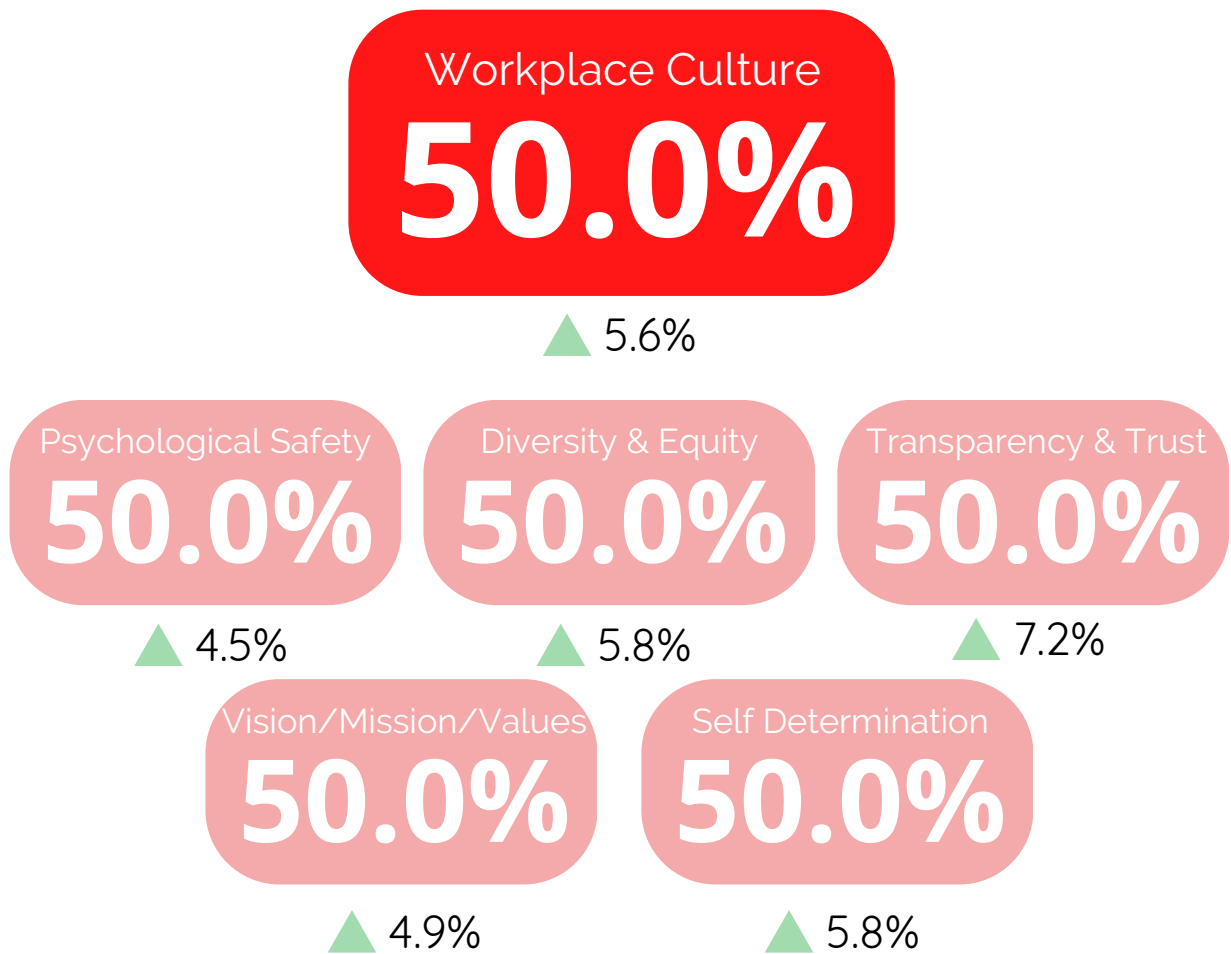
Our recommendation as BU is to continue to pay attention to your Workplace Culture and create and implement strategies that will enhance the Workplace Culture in an ongoing manner.

<60%
Focus

>60%
OK

>70%
Good

>85%
Excellent
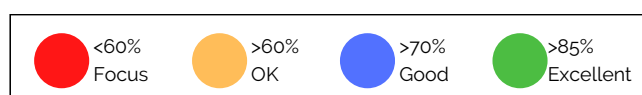
4.2 Overall Culture

Workplace Culture Sub Contributors Scores

Below is an overview of the sub categories found within Workplace Culture. Each sub category is explored in depth within this section, this page is included for quick reference of sub category scores.

Workplace Culture
50.0%

▲ 5.6%

Psychological Safety
50.0%

▲ 4.5%

Diversity & Equity
50.0%

▲ 5.8%

Transparency & Trust
50.0%

▲ 7.2%

Vision/Mission/Values
50.0%

▲ 4.9%

Self Determination
50.0%

▲ 5.8%

| ● <60% Focus	● >60% OK	● >70% Good	● >85% Excellent

4.3 Psychological Safety

50%

This workplace has scored a **50.0%** in the Workplace Culture Sub Category: Psychological Safety. This means your employees have reported that they generally understand what is expected of them and have the ability to learn and grow even when they may make a mistake.

Here is the overall response to each question from all staff.

1. On this team, I understand what is expected of me. **50.0%**

2. We value outcomes more than outputs or inputs, and nobody needs to "look busy". **50.00%**

3. If I make a mistake on this team, it is never held against me. **50.00%**

4. When something goes wrong, we work as a team to find the systemic cause. **50.00%**

5. All members of this team feel able to bring up problems and tough issues. **50.00%**

6. Members of this team never reject others for being different and nobody is left out. **50.00%**

7. It is safe for me to take a risk on this team. **50.00%**

8. It is easy for me to ask other members of this team for help. **50.00%**

9. Nobody on this team would deliberately act in a way that undermines my efforts. **50.00%**

10. Working with members of this team, my unique skills and talents are valued and utilised. **50.00%**

● <60% Focus	● >60% OK	● >70% Good	● >85% Excellent
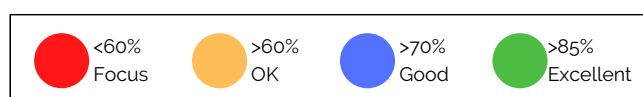
4.3 Diversity & Equity

50%

This workplace has scored a **50.0%** in the Workplace Culture Sub Category: Diversity, Equity & Inclusion. This means your employees have reported that your workplace demonstrates an average approach and action toward cultivating awareness, and investing time and resource into increasing diversity, equity & inclusion.

Here is the overall response to each question from all staff.

1. My workplace values diversity. **50.00%**

2. My workplace invests time and energy into building diverse teams. **50.00%**

3. I feel a sense of belonging in this workplace. **50.00%**

4. My unique background and identity are valued within this workplace. **50.00%**

5. People from all backgrounds, and with a range of identities, have equitable opportunities to advance their careers in this workplace. **50.00%**

6. This company fosters a workplace that allows employees to be themselves at work without fear. **50.00%**

7. The leadership at this company treats all employees fairly. **50.00%**

8. At this company, employees appreciate others whose backgrounds, beliefs and experiences are different from their own. **50.00%**

9. Administrative tasks that don't have a specific owner are fairly divided. **50.00%**

10. My workplace demonstrates gender equity. **50.00%**

<60% Focus	>60% OK	>70% Good	>85% Excellent
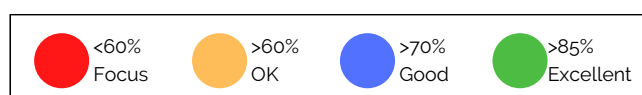
4.3 Transparency & Trust

50%

This workplace has scored a **50.0%** in the Workplace Culture Sub Category: Transparency & Trust. This means employees have reported a below average feeling level of trust and transparency in their workplace.

Here is the overall response to each question from all staff.

1. The process for career advancement/promotion is transparent to all employees. **50.00%**

2. My job description is detailed, fair, and accurate to the work I do. **50.00%**

3. There are 'cliques' and 'in groups' within this organisation. **(Detractor Question)** **50.00%**

4. This workplace encourages, and models, open and honest communication. **50.00%**

5. I trust that this workplace has my best interests at heart. **50.00%**

6. I feel that I can be honest when giving feedback to anyone in the organisation. **50.00%**

7. Information about the future direction and goals of this organisation is open to all employees and easy to find. **50.00%**

8. Information regarding the company's performance, financial situation, and growth is open to all employees and easy to find. **50.00%**

9. If I shared my work problems with my direct boss, I know that they would respond constructively and empathetically. **50.00%**

10. If I report a more senior employee for misconduct, this report will be taken seriously and I won't be penalised. **50.00%**

| <60% Focus | >60% OK | >70% Good | >85% Excellent |
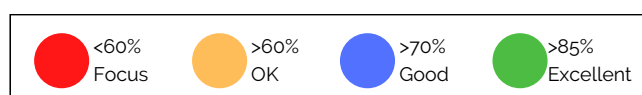
4.3 Vision Mission Values

50%

This workplace has scored a **50.0%** in the Workplace Culture Sub Category: Vision, Mission & Values. This means your employees have reported that only partly understand and align with the overarching vision, mission and values of the business.

Here is the overall response to each question from all staff.

1. I am clear on the vision, mission, and values of this organisation. **50.00%**

2. I personally agree with the vision, mission, and values of this organisation. **50.00%**

3. I feel that the overall team upholds and demonstrates our workplace values. **50.00%**

4. I feel that the leadership and management teams are excellent examples of our workplace values. **50.00%**

5. At least twice per year, my direct manager conducts value alignment checks with me. **50.00%**

6. I am clear on the actions and behaviours that uphold our workplace values. **50.00%**

7. I feel that the leadership of this workplace makes decisions that pursue profit at the expense of our vision, mission, and values. **(Detractor Question) 50.00%**

8. Sometimes it feels as though our vision, mission, and values are just words rather than concepts that inform our decisions and behaviours. **(Detractor Question) 50.00%**

9. I believe that this workplace has a net positive impact on society. **50.00%**

10. I believe in the strategic direction of this organisation. **50.00%**

<60% Focus	>60% OK	>70% Good	>85% Excellent
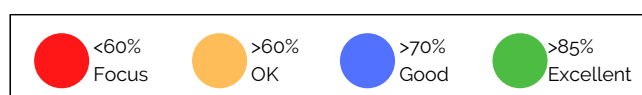
4.3 Self Determination

50%

This workplace has scored a **50.0%** in the Workplace Culture Sub Category: Self Determination & Agency. This means your employees have reported a good sense of ownership in their role and feel they can work independently.

Here is the overall response to each question from all staff.

1. I feel empowered & encouraged to make decisions about my role. **50.00%**

2. I am empowered to work independently. **50.00%**

3. I have a sense of ownership over my role at work. **50.00%**

4. This workplace allows me to have a say in the times I work (flexibility with the way my work hours are structured. Eg, not strictly 9-5) **50.00%**

5. This workplace allows me to have a say in where I work (eg from home, from an office, virtually etc). **50.00%**

6. The management and leadership of this workplace gives me the space to do my job well (ie: I don't feel micromanaged). **50.00%**

7. When given the due notice, my workplace approves my leave requests. **50.00%**

8. I feel that this work fits in well with my other life priorities. **50.00%**

9. I feel that my boundaries are respected within this workplace. **50.00%**

10. This workplaces offers options for me to increase my level of 'ownership' (eg employee stock options, profit share benefits). **50.00%**
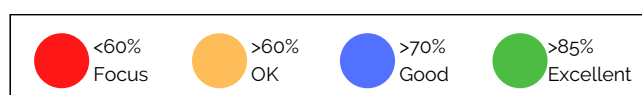
| <60% Focus | >60% OK | >70% Good | >85% Excellent |

4.4 Qualitative Responses

These have been reworded using an AI language model to ensure staff are not identifiable via word choice or sentence structure.

Q. If you could change anything about your workplace to help it develop a world-class culture what would you change?

- Lorem ipsum dolor sit amet, consectetur adipiscing elit.
- Vivamus lacinia odio vitae vestibulum.
- Donec in efficitur leo.
- Morbi commodo, ipsum sed pharetra gravida.
- Orci varius natoque penatibus et magnis dis parturient montes.
- Nascetur ridiculus mus.
- Fusce eget urna nunc.

4.4 Qualitative Responses

These have been reworded using an AI language model to ensure staff are not identifiable via word choice or sentence structure.

Q. Reflecting on the questions you have just answered, what do you feel you can personally do to help enhance the culture of your workplace?

- Lorem ipsum dolor sit amet, consectetur adipiscing elit.
- Vivamus lacinia odio vitae vestibulum.
- Donec in efficitur leo.
- Morbi commodo, ipsum sed pharetra gravida.
- Orci varius natoque penatibus et magnis dis parturient montes.
- Nascetur ridiculus mus.
- Fusce eget urna nunc.

5.1 Leadership

Workplace Leadership & Management includes the way in which guidance and benchmarks are provided to employees.

The following graph indicates the overall Leadership & Management of your team. The higher your score on this graph the better.
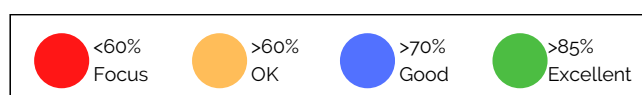
Your Organisation

50%

This workplace achieved a score of **50.0%** in the category of Workplace Leadership & Management.

Your business has demonstrated a satisfactory performance in Workplace Leadership & Management.

This indicates that **Your Organisation** has made efforts to prioritize both technical skills and people management skills, including emotional intelligence, within their leadership team.
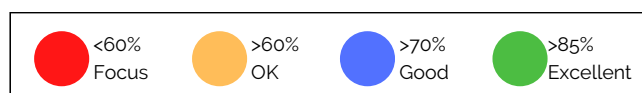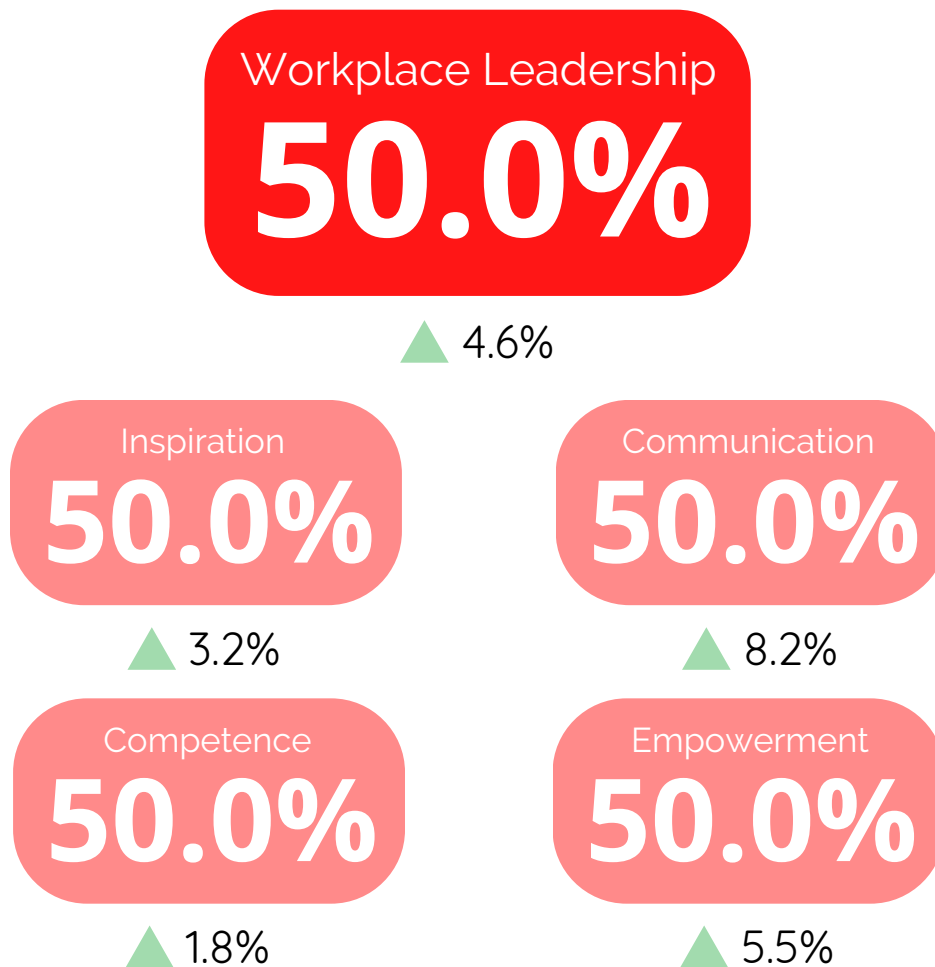
Our recommendation as BU is to continue investing in the development of your leadership & management team to further enhance their capabilities and foster continuous improvement in their growth areas.
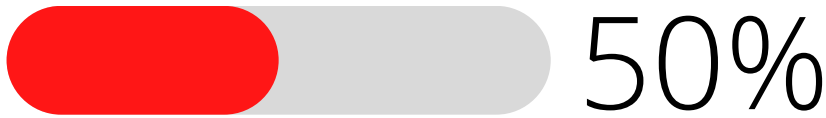
| <60% Focus | >60% OK | >70% Good | >85% Excellent |

5.2 Leadership

Leadership & Management Sub Contributors Scores

Below is an overview of the sub categories found within Workplace Leadership. Each sub category is explored in depth within this section, this page is included for quick reference of sub category scores.

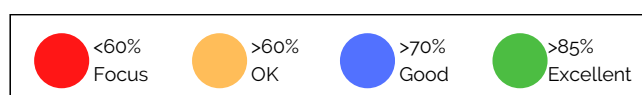**Workplace Leadership**
50.0%
▲ 4.6%

Inspiration
50.0%
▲ 3.2%

Communication
50.0%
▲ 8.2%

Competence
50.0%
▲ 1.8%

Empowerment
50.0%
▲ 5.5%

🔴 <60% Focus	🟠 >60% OK	🔵 >70% Good	🟢 >85% Excellent

5.3 Inspiration

50%

This workplace has scored **50.0%** in the Workplace Leadership & Management Sub Category: Inspirational Leadership. This indicates that your employees have reported moderate levels of inspiration from their manager and a reasonable alignment with company culture.

Here is the overall response to each question from all staff.

1. The leaders of the organization contribute to a positive culture of this organization. **50.00%**

2. My manager provides clear goals. **50.00%**

3. My manager role models how to work effectively with others. **50.00%**

4. My manager allows me the freedom to do my job as I feel best. **50.00%**

5. My manager cares about me as an individual. **50.00%**

6. My manager actively pushes for a healthy work-life balance. **50.00%**

7. My manager inspires me to be better. **50.00%**

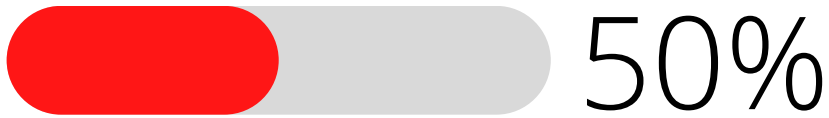|	<60% Focus		>60% OK		>70% Good		>85% Excellent

5.3 Communication

50%

This workplace has scored **50.0%** in the Workplace Leadership & Management Sub Category: Communication. This indicates that there is room for improvement in providing opportunities for feedback according to employee reports. It also suggests that the management generally handles disagreements in a professional manner.

Here is the overall response to each question from all staff.

1. My manager effectively communicates the information I need to perform my role well. **50.00%**

2. My manager explains the reasons behind decisions made. **50.00%**

3. My manager explains how the organization's future plans affect me. **50.00%**

4. My manager holds consistent 1-on-1 meetings with me. **50.00%**

5. My manager provides me with regular constructive feedback and insights into my performance. **50.00%**

6. Management handles disagreements within the team and workplace in a professional manner. **50.00%**

7. I receive praise, recognition, or validation from my manager. **50.00%**
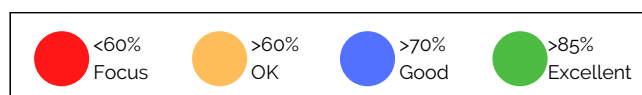
<60%
Focus

>60%
OK

>70%
Good

>85%
Excellent

5.3 Competence

50%

This workplace has scored **50.0%** in the Workplace Leadership & Management Sub Category: Competence. This indicates a satisfactory score and reflects that your employees have reported that the managers and leaders of this business are generally approachable and capable of making decisions that benefit both the individual and collective experience of the organization.

Here is the overall response to each question from all staff.

1. I am confident in the overall competence of the leadership team. **50.00%**

2. My manager has the necessary technical ability to lead our group. **50.00%**

3. My manager consistently makes good decisions. **50.00%**

4. My manager is a highly effective leader. **50.00%**

5. I believe in the skills and competency of our leadership team. **50.00%**

6. The leaders in this workplace undertake continuous professional development to further enhance their skills. **50.00%**
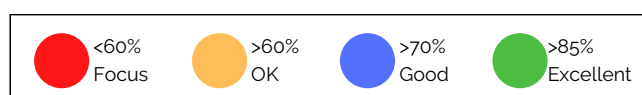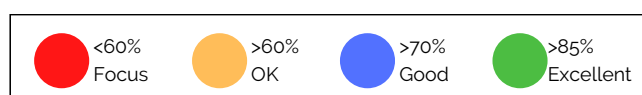
<60%
Focus

>60%
OK

>70%
Good

>85%
Excellent

5.3 Empowerment

████████░░░░░░░░ 50%

This workplace has scored **50.0%** in the Workplace Leadership & Management Sub Category: Inclusion & Empowerment of Others. This indicates that your employees have reported experiencing a reasonably trusting and open environment, where their thoughts and ideas are generally heard. Additionally, your employees have expressed a moderate level of feeling respected and encouraged to be their authentic selves.

Here is the overall response to each question from all staff.

1. My manager creates a trusting and open environment. **50.00%%**

2. My manager is responsive to my ideas, requests, and suggestions. **50.00%**

3. My manager gives me opportunities to develop and grow. **50.00%**
4. My manager encourages an inclusive culture. **50.00%**

5. I feel encouraged to be my authentic self at work. **50.00%**

6. I feel like my manager respects me and my team members. **50.00%**

7. When I speak in meetings, I feel listened to. **50.00%**

| ● <60%
Focus | ● >60%
OK | ● >70%
Good | ● >85%
Excellent |

5.4 Qualitative Responses

These have been reworded using an AI language model to ensure staff are not identifiable via word choice or sentence structure.

Q. If you could change anything about the individuals within your leadership and management team what would you change?

- Lorem ipsum dolor sit amet, consectetur adipiscing elit.
- Vivamus lacinia odio vitae vestibulum.
- Donec in efficitur leo.
- Morbi commodo, ipsum sed pharetra gravida.
- Orci varius natoque penatibus et magnis dis parturient montes.
- Nascetur ridiculus mus.
- Fusce eget urna nunc.

5.4 Qualitative Responses

These have been reworded using an AI language model to ensure staff are not identifiable via word choice or sentence structure.

Q. Reflecting on the questions you have just answered, what do you feel you can personally do to help enhance the leadership & management of your workplace?

- Lorem ipsum dolor sit amet, consectetur adipiscing elit.
- Vivamus lacinia odio vitae vestibulum.
- Donec in efficitur leo.
- Morbi commodo, ipsum sed pharetra gravida.
- Orci varius natoque penatibus et magnis dis parturient montes.
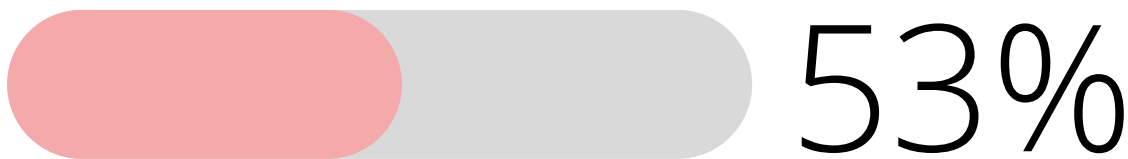- Nascetur ridiculus mus.
- Fusce eget urna nunc.

6.1 Burnout Resilience

Workplace Burnout and Turnover relates to the resilience factors surrounding employee exhaustion and employee resignation likelihood within an organisation.
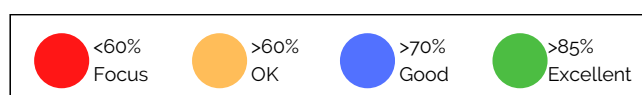
Your Organisation

50%

Australian Average

53%
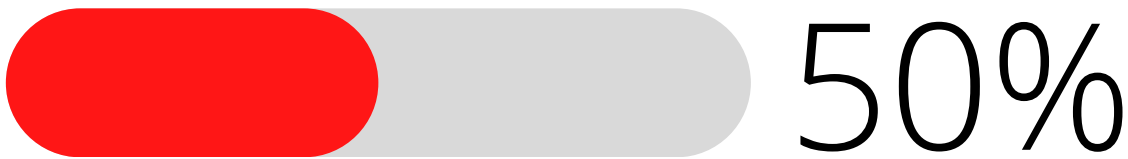
Your business has achieved a moderate score of **50.0%** for Workplace Burnout & Turnover Resilience, which surpasses the Australian Average.

While this score surpasses the Australian average, more can be done to manage burnout and turnover among employees.
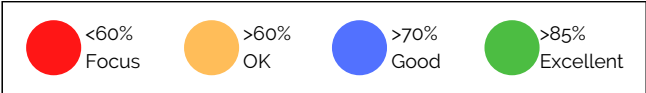
While your score reflects a satisfactory level of resilience, there are still notable opportunities for improvement in this area. By addressing these opportunities, you can further enhance your organization's ability to prevent burnout and reduce turnover, leading to a healthier and more engaged workforce.

<60% Focus   >60% OK   >70% Good   >85% Excellent

6.2 Burnout Resilience

Burnout Resilience Sub Contributors Scores

Below is an overview of the sub categories found within Burnout Resilience. Each sub category is explored in depth within this section, this page is included for quick reference of sub category scores.

Burnout Resilience
50.0%
▼ 0.2%

Burnout
50.0%
▲ 1.2%

Turnover
50.0%
▼ 0.4%

Time & Clarity
50.0%
▼ 2.9%

| <60% Focus | >60% OK | >70% Good | >85% Excellent |

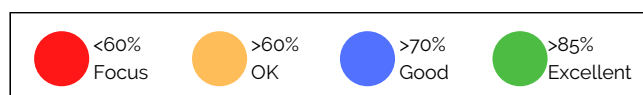# 6.3 Burnout Resilience

50%
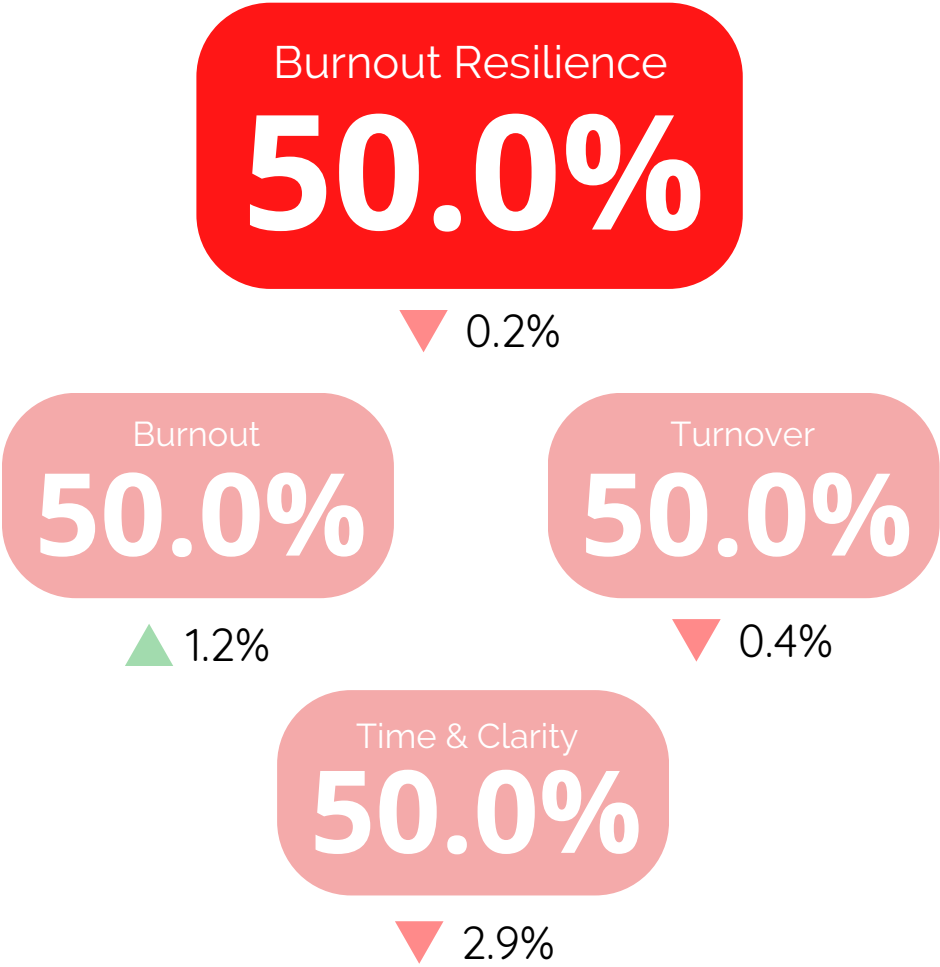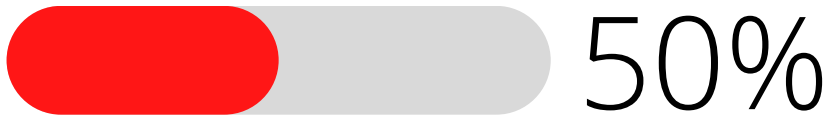
This workplace has achieved a score of **50.0%** in the Burnout & Turnover Sub Category: Burnout Risk. According to employee feedback, there is a moderate level of concern regarding feelings of energy and interest in their work. While employees do experience some level of engagement, there is room for improvement in preventing burnout and enhancing overall job satisfaction.

Here is the overall response to each question from all staff.

1. I always find new and interesting aspects to my work. **50.00%**

2. There are often days when I feel tired before I arrive at work. **(Detractor Question) 50.00%**

3. It happens more and more often that I talk about my work in a negative way. **(Detractor Question) 50.00%**

4. After work, I tend to need more time than in the past in order to relax and feel better. **(Detractor Question) 50.00%**

5. I can tolerate the pressure of my work very well. **50.00%**

6. Lately, I tend to think less at work and do my job almost mechanically. **(Detractor Question) 50.00%**

7. I find my work to be a positive challenge. **50.00%**

8. During my work, I often feel emotionally drained. **(Detractor Question) 50.00%**

9. Over time, one can become disconnected from this type of work. **(Detractor Question) 50.00%**

| <60% Focus | >60% OK | >70% Good | >85% Excellent |

6.3 Burnout Resilience

████ 50%

Here is the overall response to each question from all staff (cont.)

10. After working, I have enough energy for my leisure activities. **50.00%**

11. Sometimes I feel sickened by my work tasks. **(Detractor Question) 50.00%**

12. After my work, I usually feel worn out and weary. **(Detractor Question) 50.00%**

13. This is the only type of work that I can imagine myself doing. **50.00%**

14. Usually, I can manage the amount of my work well. **50.00%**

15. I feel more and more engaged in my work as time passes. **50.00%**

16. When I work, I usually feel energized. **50.00%**

● <60% Focus	● >60% OK	● >70% Good	● >85% Excellent
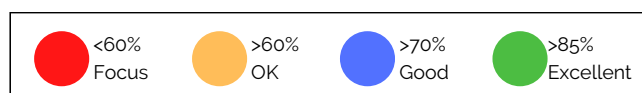
6.3 Turnover Resilience

50%

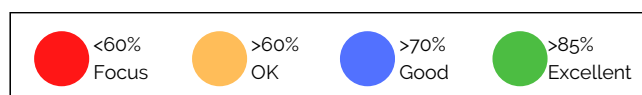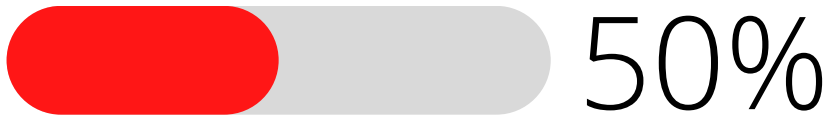This workplace has achieved a score of **50.0%** in the Turnover Resilience Sub Category. According to employee feedback, there is a moderate level of resilience when it comes to turnover. Employees have indicated that while they generally exhibit some level of commitment and satisfaction in their roles, there are areas where improvements can be made to enhance their sense of job security and retention

Here is the overall response to each question from all staff.

1. How likely am I to stay at this organization if I were to be offered a 10% salary increase from another organization? **50.00%**

2. I would enthusiastically reapply for a job here. **50.00%**

3. How likely am I to be working here in one year? **50.00%**

4. I am likely to refer someone to work here. **50.00%**

5. It would be difficult for me to find another job as good as this one. **50.00%**

6. If I received a job offer today, I would consider accepting it. **(Detractor Question)** **50.00%**

7. I feel secure in my current role. **50.00%**

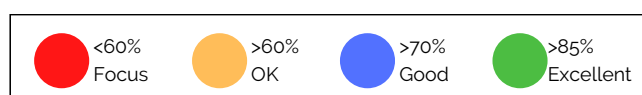8. I am currently actively looking for another job. **(Detractor Question)** **50.00%**

| | <60% Focus | >60% OK | >70% Good | >85% Excellent |

6.3 Time & Clarity

50%

This workplace has achieved a score of **50.0%** in the Time Management and Clarity of Working Terms Sub Category. Employees have expressed a moderate level of concern regarding their ability to prioritize tasks, meet deadlines, and have a clear understanding of their work expectations.

Here is the overall response to each question from all staff.

1. There is a lot of over-time expected that is not disclosed in my employment agreement (contract). **(Detractor Question)** **50.00%**

2. The meetings I attend seem like a "waste of time" considering my job role. **(Detractor Question)** **50.00%**

3. The meetings I attend could be managed more efficiently by other methods of communication (e-mail, slack message, to-do list, phone call). **(Detractor Question)** **50.00%**

4. If I take leave, it is evident that my working presence / job role is a bottleneck to the company and has a negative impact. **(Detractor Question)** **50.00%**

5. I am left out of meetings that would be important for me to attend considering my job role. **(Detractor Question)** **50.00%**

6. My employment agreement (contract) is clear and represents my work role thoroughly. **50.00%**

7. My employment agreement (contract) is reviewed annually. **50.00%**

8. When my work role changes, my employment agreement is updated and agreed upon. **50.00%**

| ● <60% Focus | ● >60% OK | ● >70% Good | ● >85% Excellent |

6.4 Qualitative Responses

These have been reworded using an AI language model to ensure staff are not identifiable via word choice or sentence structure.

Q. If you could change anything about your workplace to help reduce burnout and turnover risk what would you change?

- Lorem ipsum dolor sit amet, consectetur adipiscing elit.
- Vivamus lacinia odio vitae vestibulum.
- Donec in efficitur leo.
- Morbi commodo, ipsum sed pharetra gravida.
- Orci varius natoque penatibus et magnis dis parturient montes.
- Nascetur ridiculus mus.
- Fusce eget urna nunc.

6.4 Qualitative Responses

These have been reworded using an AI language model to ensure staff are not identifiable via word choice or sentence structure.

Q. Reflecting on the questions you have just answered, what do you feel you can personally do to help reduce the burnout & turnover risk of your workplace?

- Lorem ipsum dolor sit amet, consectetur adipiscing elit.
- Vivamus lacinia odio vitae vestibulum.
- Donec in efficitur leo.
- Morbi commodo, ipsum sed pharetra gravida.
- Orci varius natoque penatibus et magnis dis parturient montes.
- Nascetur ridiculus mus.
- Fusce eget urna nunc.

7. Financial Implications

Financial Implications

The following information uses standardised average data to provide an estimate regarding the direct and indirect financial implications of your current scores.

- Costs Associated with Low Staff Wellbeing: ~$9,000/staff member/year ~ **$500,000**

- Cost of Low Staff Engagement: ~$17,000/staff member/year ~ **$500,000**

- Cost of High Burnout & Turnover : ~$23,760/staff member/year **~$500,000**

This means that your workplace may be **losing approximately $5,000,000/year in direct and indirect costs.**

Best Practice

When it comes to investing in your staff wellbeing, engagement, and professional development we advise that the best practice is to **invest 1-3% of an employee's annual salary** into action plans that will promote and maintain high levels of staff wellbeing and engagement.

This is not only a good thing for your employees. it's also a great thing for your clients and for your workplace culture as a whole.

Click Here to Use Our Complimentary Budget Calculator

8.1 Internal Actions

Based on the results of the diagnostic report and your growth areas, a tailored action plan will be laid out in this section. This plan can easily be passed to the head of HR or over to key management for implementation

It is important to note that the following actions are considered 'low hanging fruit' - ie actions that are relatively inexpensive and simple to implement but that will still build a sense of positive momentum. They're not designed to solve all the challenges of your workplace - they're designed to get some wins on the board and to clearly demonstrate to your staff that you're taking improving the workplace seriously.

Increase Visibility & Consistency of Positive Feedback

An easy way to do this is to integrate 'weekly wins' and 'shoutouts' into your internal communication systems. (Eg have a dedicated channel in slack or Microsoft teams for celebrating things going well)

Ensure That the Workplace's Vision, MIssion, and Values Are Upheld

As people's careers progress in length it's common to lose sight of the purpose, vision, mission, and values that encouraged them into the industry in the first place. We recommend dedicating additional time and energy into ensuring the team is clear on the school's vision, mission, and values - and that they understand how these concepts are upheld via our behaviours and actions.

Boost measures to enhance mental and emotional wellness among your staff.

Potential strategies might include offering mindfulness and meditation resources, incorporating an Employee Support Program into your work culture, and investing in the growth of your team's Emotional Intelligence. These efforts can foster a supportive and understanding work environment, leading to better performance and employee satisfaction.

8.2 External Consultants

Based on the results of the diagnostic report and your growth areas, a curated list of external consultants has been identified. These consultants specialise in specific growth areas that lie outside of BU Happiness College's scope of practice. They'll be able to help you tackle more complex issues and ensure that they're dealt with effectively.

Assorted Financial Education

With growing economic pressure many employees are reporting that they're experiencing an increased amount of financial stress. Whilst this can be related to insufficient compensation that's not always the core issue, and increasing pay won't always solve the problem. Sometimes the gap lies in a lack of financial education/literacy.

To help alleviate this we recommend providing your staff with assorted financial education resources. Some of our favourites are below:

My Millennial Money (Podcast)

She's on the Money (Podcast)

Ramsey Solutions (Website)

The Barefoot Investor (Book)

8.3 BU Solutions

Based on the results of the diagnostic report and your growth areas, these are areas in which BU Happiness College has expertise. This section includes how we can best work with your organisation to improve your workplace happiness scores, enhance the performance of your team, and help you build towards standing out as an employer of choice in your industry. These solutions use evidence-based people development strategies and are delivered on your behalf by our team - think of it as a "done for you" external people & culture development service.

Change Incubator
- Ownership & Responsibility for Change
- 5 Steps to Meaningful Change
- Psychological Safety in the Workplace

Engagement & Performance Incubator
- Defining Your Why
- Knowing Your Strengths
- Peak Performance Routines
- The Psychology of Goal Setting
- Navigating People Drama

Workplace Wellbeing Incubator
- Emotional Awareness 101
- Self Care Made Simple
- Building Healthy Habits
- Managing Your Mindset
- The Science of Stress Management

Burnout & Turnover Resilience Incubator
- Pre-Empting & Preventing Burnout
- Recovering From Burnout
- 3 Steps to Healthy Boundaries
- Overcoming Overwhelm
- Modern Mindfulness at Work

8.4 Investment Options

Recommended Timeline
- 24-month rollout of all actions:
- **1 x 90-minute** staff development session every **4 weeks**

Investment Options

$6,300 + GST
for the change management
incubator program

$10,500 + GST
per full staff development
incubator program

$2800 + GST
to Pre-book Diagnostic
Re-test Process for May
2024 (secures current
pricing)

NOTE: All recommended actions can be combined into a comprehensive staff development package for:

$36,000 + GST
for all online staff
development incubator (2
year rollout)

Payment plans are available for comprehensive staff development packages.

9 Benchmarks

Accreditation Benchmarks

To achieve a Happy Workplace Accreditation the following benchmarks must. be met:

- **No areas fall below a score of 60%**
- **No subcontributors fall below 50%**
- **At least 1 area scores above 80% AND at least 2 areas above 70%**

Workplace Wellbeing

| 60 | 70 | 80 |

Workplace Engagement

| 60 | 70 | 80 |

Workplace Culture

| 60 | 70 | 80 |

Workplace Leadership & Management

| 60 | 70 | 80 |

Workplace Burnout & Turnover Resilience

| 60 | 70 | 80 |

You haven't met the requirements to become an Accredited Happy Workplace during this round of testing.

We recommend that you implement the recommended actions over the next 12 months and then re-complete the diagnostic & accreditation process.