





Well-being

What it is and why it matters

Richard C. Thompson, Senior Director, Research
ATD International Conference, 2019





“ To inspire everyone to lead more
successful and fulfilling lives ”

Our mission as The Myers-Briggs Company



Wellness and well-being

Well-being

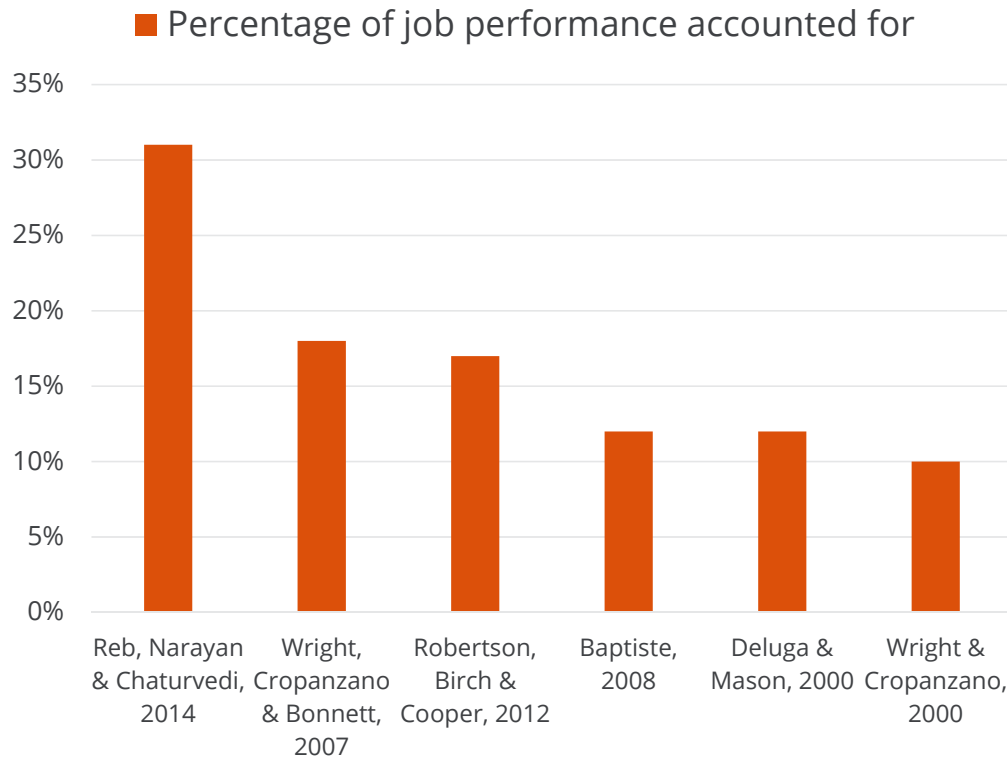
Wellness

Freedom from disease
Healthy lifestyle

Psychological well-being

Work engagement

Higher well-being means better job performance



Study authors and date

When people have a good day at work they are:



Source: *Good Day at Work*, Robertson Cooper



Self-reflection exercise

- Think of the last situation you felt sustained positive emotion at work (joy, cheerful, happiness, amusement, awe). How did this affect your work?
- Think of person you have a positive relationship with at work. What makes it positive for you?
- Think of a time when you thoroughly enjoyed a work activity that used your strengths or talents. What was that like for you?
- Think of a role or activity you undertake at work that gives you a sense of meaning and purpose. How does it help you and others?
- Think of something you do that gives you a sense of achievement at work. How does this achievement make you feel?
- When did you last feel a strong negative emotion at work (angry, depressed, anxious, dejected)? How did it affect your work?

Workplace well-being defined: the PREMAN model

 **P**ositive Emotions

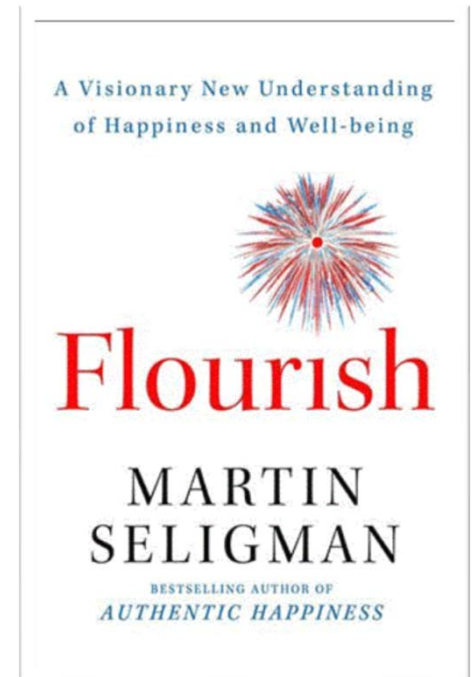
 **R**elationships

 **E**ngagement

 **M**eaning

 **A**ccomplishment

 **N**egative Emotions



The survey



10,915 people

Time span
2016-18



69%

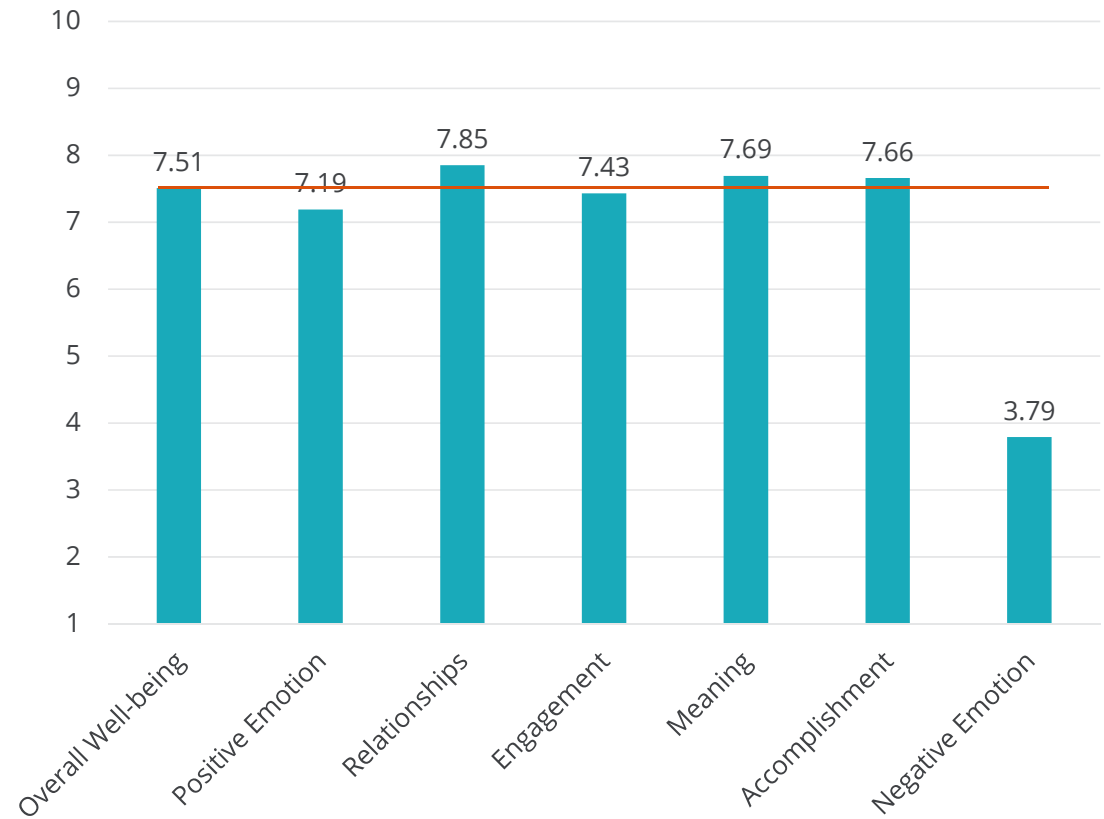


31%

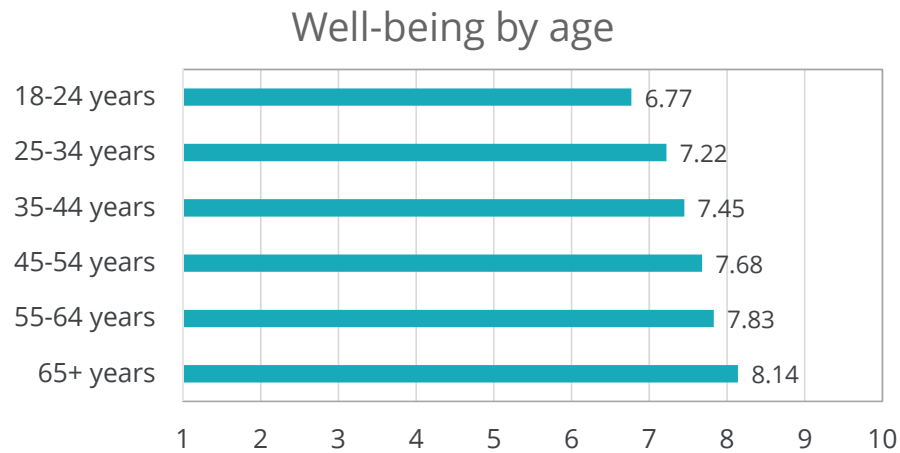
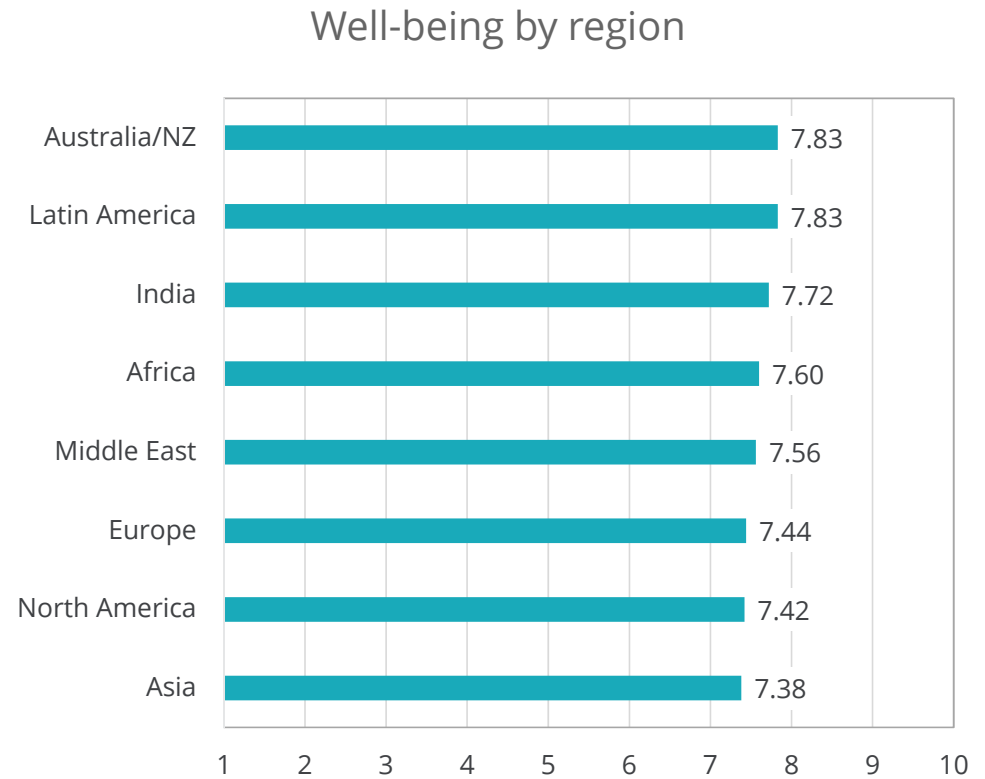
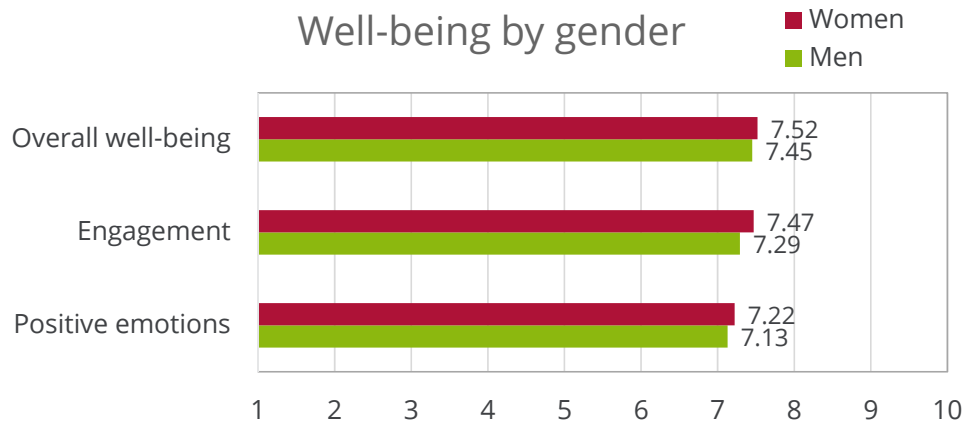
Age 18-86
(average 43)



Overall results 2016-2018



Workplace well-being by gender, age, region

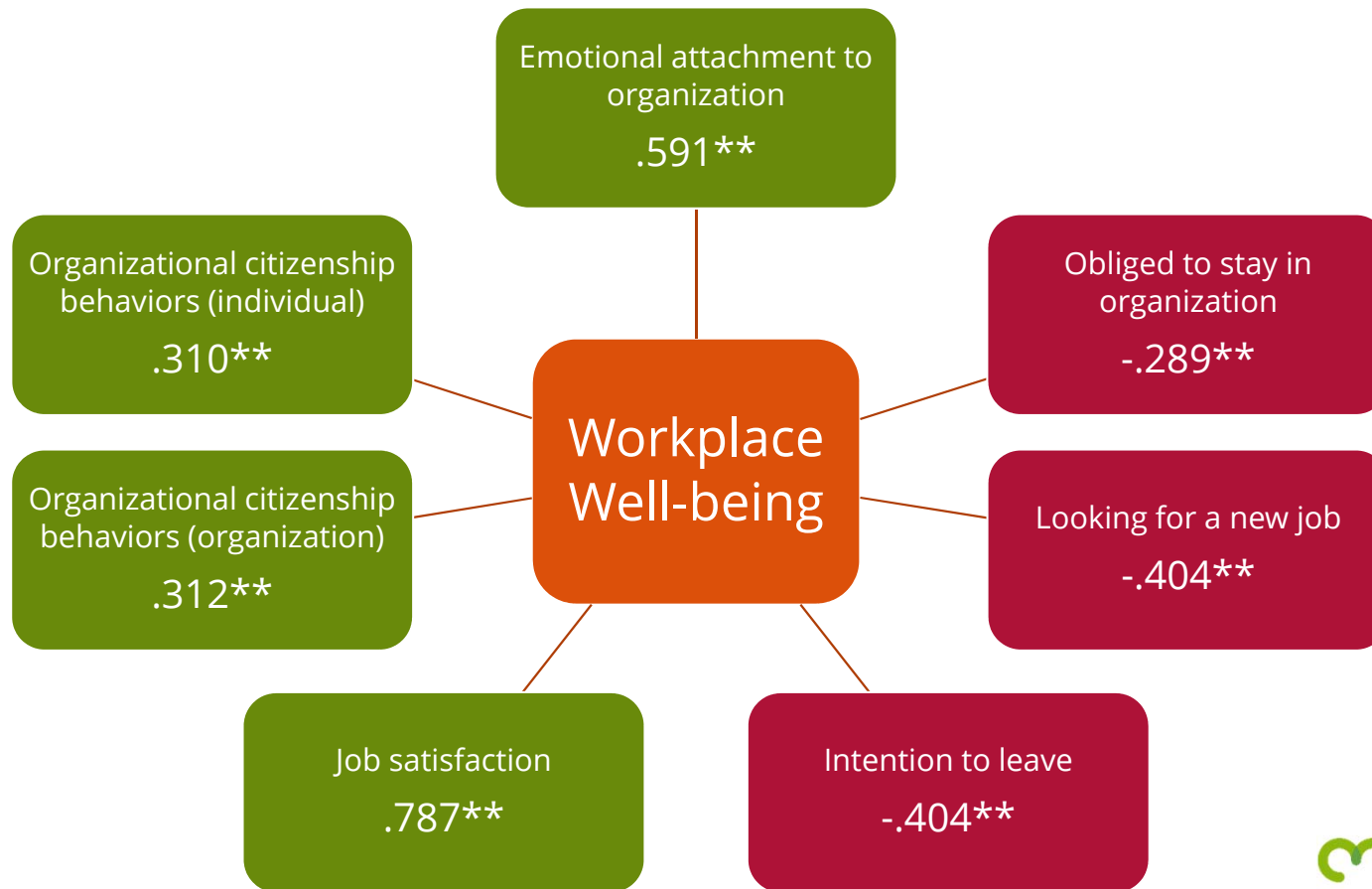


Workplace well-being by occupational group

Guesses??

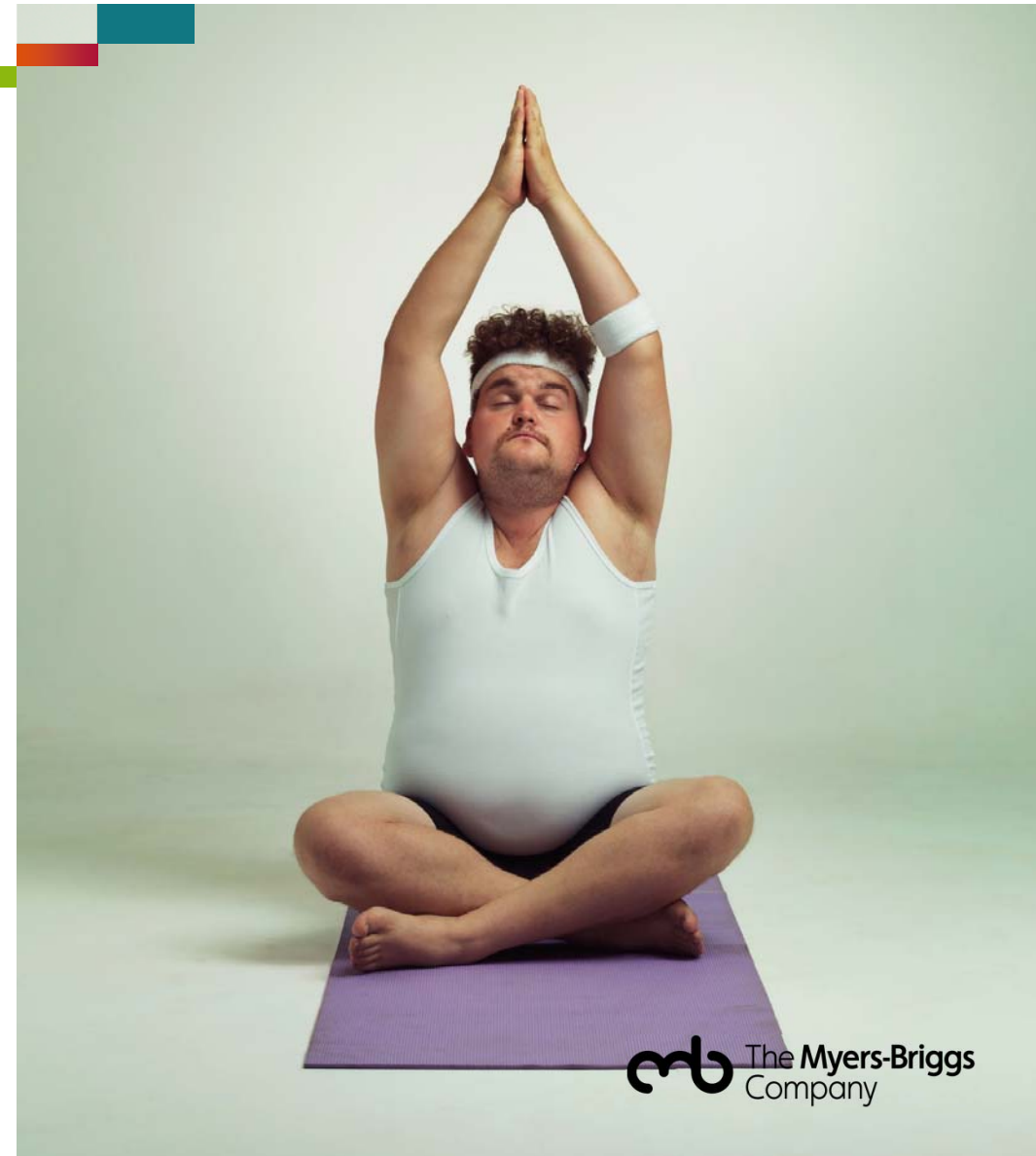


What's in it for the organization?



How to enhance well-being at work

- What can you do *at work* to enhance work well-being?
- What can you do *outside of work* to enhance work well-being?





How to enhance well-being at work

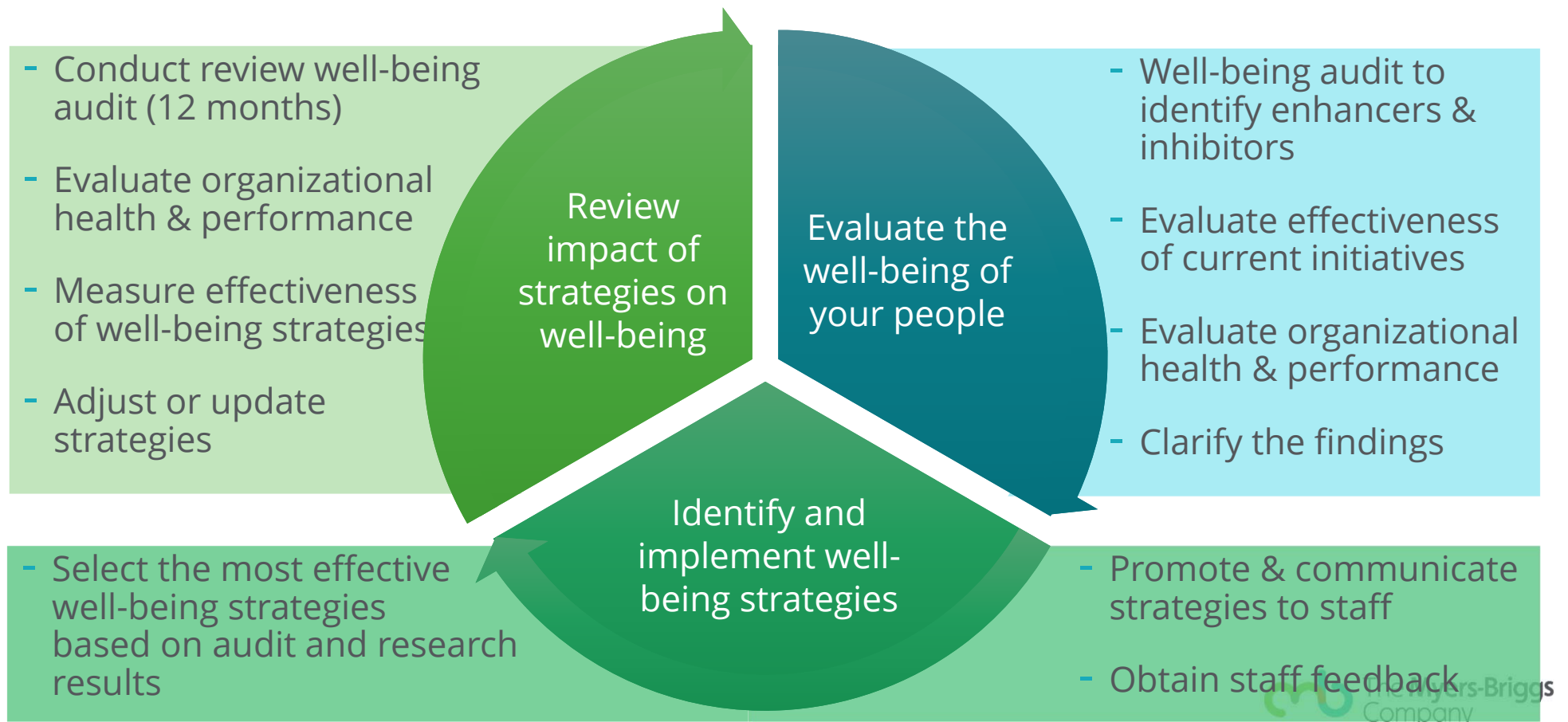
Work activities

1. Focus on work tasks that interest you
2. Focus on a task that makes you feel positive
3. Take on work where you learn something new
4. Take breaks when needed
5. Take on challenging work that adds to your skills and knowledge

Activities outside of work

1. Spend time with family or friends
2. Listen to or play music
3. Read
4. Focus on positives
5. Exercise, play sports, or go for walks

Enhancing well-being in your workplace



Type-based advice for enhancing well-being

Report: Well-being in the workplace

- What is well-being?
- Background to the research
- Insights from the research
- Advice for enhancing well-being at work

Well-being in the workplace

Why it matters for organizational performance and how to improve it



Well-being in the workplace
Why it matters for organizational
performance and how to improve it



Thank you! Any questions?

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