

Personal Well-being and Work-life Balance

This is an introductory exercise used in our Managers Managing Well-being Course and is used to introduce the topic of well-being and to get managers thinking about what 'well-being' really means to them in practical terms.

What is well-being?

What does 'well-being' mean to you? Is it one thing or a combination of things? What do you think are the factors that influence your well-being, particularly your mental well-being? What gives you a sense of well-being?

Please take time to think about these questions, and write down what comes to mind before proceeding.

What is well-being?

Lessons from Positive Psychology

Research from the field of Positive Psychology suggests that the feelings of mental well-being associated with good work-life balance come from a range of factors. For example where:

- You feel in control of your life (Control)
- You feel healthy and well (Well-being)
- You get enjoyment from your life (Enjoyment)
- You have a sense of gratitude and thankfulness (Gratitude)
- Work provides something other than money (Vocation)
- You know what's important and you prioritise time for those things (Important?)
- You feel connected, not isolated (Connection)
- You feel good about yourself (Self-esteem)

This gives us the following mnemonic to help you remember the factors:

Can Work Ever Give Value If Children Suffer?

Personal Well-being and Work-life Balance Inventory and Wheel

Personal Well-being and Work-life Balance Inventory

Please think about and answer the following questions by putting a score between 1 and 5 in the right hand side box. Please be completely honest. This is a self-assessment: no one will think bad of you: no one will judge you.

Personal Well-being and Work-life Balance Wheel

On the page after the inventory you will find the Personal Well-being and work-life balance Wheel. Please put a cross on the line to reflect your score from the inventory and then join up the crosses, so that you can see your results in diagrammatical form.

Mental well-being factor	Score
<p>Control</p> <p>To what extent do you feel in control of your life? Give yourself a mark out of 5; from 1 (not in control at all) to 5 (totally in control of my life).</p>	
<p>Well-being</p> <p>Generally, how 'well' do you feel? Give yourself a mark out of 5; from 1 (unwell, totally exhausted and stressed) to 5 (really well, feel great, bags of energy, a sense of total well-being).</p>	
<p>Enjoyment</p> <p>How much enjoyment do you get from your life? Give yourself a mark out of 5; from 1 (no enjoyment at all) to 5 (total enjoyment – my life is a 'hoot').</p>	
<p>Gratitude</p> <p>How grateful and thankful do you feel about your life? Give yourself a mark out of 5; from 1 (no sense of gratitude or thankfulness, always wish I had something better, never satisfied) to 5 (great sense of gratitude and thankfulness; feel 'blessed', lucky; very happy with my life and what I've got, don't want for anything).</p>	
<p>Vocation</p> <p>To what extent does work provide you with things other than money? Give yourself a mark out of 5; from 1 (really hate work, wish I wasn't there; get nothing out of it other than money; no satisfaction; just causes me grief and stress) to 5 (totally love what I do; gives me a real sense of purpose and vocation; the money is irrelevant; I would choose to do this job).</p>	
<p>Important</p> <p>To what extent have you thought about what's really important to you and allocated time for those things? Give yourself a mark out of 5; from 1 (haven't thought about it; haven't made time to think; haven't set aside time) to 5 (know exactly what's important for me and always prioritise time to important things).</p>	
<p>Connection</p> <p>How <u>connected</u> do you feel? Give yourself a mark out of 5; from 1 (disconnected, isolated, lonely, totally 'on my own') to 5 (totally connected e.g. to self, family, friends colleagues, community, nature, heritage, ideas etc.).</p>	
<p>Self-esteem</p> <p>How good do you feel about yourself? Give yourself a mark out of 5; from 1 (feel really bad about myself, worthless, hate the way I look) to 5 (feel really great about myself, value self highly, happy with the way I look).</p>	

Action Planning to boost mental well-being

How did you get on with the inventory and wheel? Which areas did you score well/badly on? Which areas need attention? Where will improvements make the biggest difference to your life?

What do you need to work on? What are the priority areas for you?

What actions are you prepared to commit to in order to make improvements?
What can you do now and/or in the longer-term?

Who could help? Where could you get support?