



## Workplace Wellbeing Index

A holistic and powerful survey that measures more than just wellbeing by combining the factors that influence productivity, performance and engagement at work.

### Why is it important?

There are a range of ways to improve wellbeing at work, and developing the right strategy starts with asking for input from those who matter most – your people.

**Wellbeing is feeling healthy (both emotionally and physically) and experiencing fulfilment and purpose at work. A well-designed workplace supports your employees' wellbeing and can lead to better business outcomes including:**

**A 10% increase in productivity**

**6 times higher levels of engagement**

**125% less likely to burn out**

### What is it?

**The Gallagher Workplace Wellbeing Index is a holistic, single survey to support your people thrive and flourish at work.**

To get the full picture of your workforce we've combined the critical drivers proven to contribute to employee wellbeing and its associated business outcomes. By identifying the drivers of wellbeing in your workforce, your organisation can develop strategies to support your people to thrive and flourish. Ultimately, these strategies will have a bottom-line impact on productivity, performance and engagement at work.

#### Our single survey measures the critical drivers of your employees' wellbeing including:

##### Life Factors

Satisfaction with the multiple domains of their life including:

- Personal finances
- Career
- Social relationships
- Spirituality
- Mental & physical health
- Sense of purpose

##### Psychosocial Factors

- Psychosocial risk - areas within the role that can impact a worker's psychological health, such as role conflict, ambiguity and overload.
- Psychological safety –the shared belief that the team environment is safe for interpersonal risk taking.

##### Organisational Factors

- Supportive Leadership
- Ability to manage change
- Opportunity for professional development
- Connection to purpose
- Benefits and wellbeing strategies

#### Going beyond traditional surveys, it also assesses the impact of employee wellbeing in your workplace:

In-role performance

Intentions to stay

Absenteeism

Engagement

## How does it work?

Led by our team of PhD and Masters qualified Psychologists, Gallagher provides a fully managed Workplace Wellbeing Index program. The survey can be run on its own, or used to measure the impact of your existing wellbeing initiatives. Organisations also have access to unlimited pulse surveys\* making it simple to gather regular feedback from your workforce and track the impact of key initiatives. The program experience includes:

- A full 10-minute survey, or a shorter 5-minute pulse survey
- Survey sent via email, with option for SMS
- Customisable communications templates to engage your people and encourage survey completions
- An interactive dashboard to understand your results
- An action planning session with a Principal Consultant, to share insights and recommendations for improvement
- 12 month action plan for improvement, enabling your organisation to make meaningful change
- Unlimited use of the product for pulse surveys, to check-in on wellbeing or the effectiveness of action plans
- The option to customise survey items

**Our wellbeing survey is affordable and is suitable for all organisations.**

0-19 Employees	20-199 Employees	200-999 Employees	1000-1999 Employees	2000-3499 Employees	3500+ Employees
\$3,000	\$5,000	\$10,000	\$15,000	\$25,000	POA

*Prices quoted ex-GST. Customisation additional.*

### Free Resource

Managers and Leaders play a critical role when it comes to the health and wellbeing of the people within their team, and the broader organisation. Our free guide provides simple and practical actions that managers and leaders can take to immediately improve Wellbeing.

 [Download a copy today](#)

\* Unlimited use of the survey software for Pulse Surveys is included for up to 12 months from time of engagement. Survey items can be customised; charges may apply depending on the extent of customisation required.

Gallagher's Employee Benefits & HR Consulting team can help you towards a better workplace.

Whether you need immediate actionable employee relations advice, extra HR grunt or strategic people & culture advisory at the executive level, Gallagher delivers solutions that are proven to:

- Minimise Risk
- Improve Efficiency
- Build Capability
- Boost Commercial Returns

### Contact

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Ref 2971-100821