



Wellbeing checks to incorporate into meetings

1. PERMA wellbeing check:

What: The PERMA Model was developed by respected positive psychologist, Martin Seligman. PERMA provides a framework for the routes or building blocks to consider when one wants to develop wellbeing.

How: Use the 5 questions below to explore how team members are nurturing their wellbeing across 5 dimensions in a strengths-based way:

- **Positive emotions** (e.g. experiencing happiness, joy, gratitude)

Ask: To what extent are you experiencing positive emotions as you undertake your work? What are some ways you could increase this?

- **Engagement** (being highly absorbed, immersed or experiencing flow)

Ask: To what degree are you engaged in your role? What would increase your sense of engagement?

- **Relationships** (having the ability to establish and maintain positive, mutually beneficial connections with others)

Ask: To what extent are you experiencing positive relationships at work? How could you nurture this?

- **Meaning** (the experience of being connected to something larger than self, or serving a bigger purpose).

Ask: To what degree do you have a sense of meaning through your work? How can you increase meaning?

- **Achievement** (experiencing a sense of mastery over a particular area of interest, or achieving important or challenging work goals).

Ask: How is your performance impacting on your wellbeing? Where are there opportunities to increase a sense of achievement?



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2. Two-minute burnout checkup (Bailey, 2023. Source: [HBR](#)):

What: Based on the work by Dr. Christina Maslach, a leading burnout researcher, chronic stress at work comes from 6 primary sources.

How: The brief diagnostic below provides a quick pulse to create greater awareness of possible sources of stress and burnout:

Rate your level of stress from 0 to 10 on all six factors of burnout, with 0 equaling negligible stress and 10 equaling extreme stress. Add the numbers to get your general burnout score out of 60, and pay attention to specific burnout factors that score particularly high.

Burnout factors	LEVEL OF STRESS (0-10)
Workload: Sustainability of the amount of work on your plate	<input type="text"/>
Values: Whether you connect with your work on a deeper level	<input type="text"/>
Reward: Both financial rewards (salary, bonuses, stock options, etc.) and social rewards (whether you're recognized for your contributions)	<input type="text"/>
Control: The autonomy you have over when, where, and how you do your work	<input type="text"/>
Fairness: The feeling that you're treated equitably at work relative to your colleagues	<input type="text"/>
Community: Professional relationships that boost engagement	<input type="text"/>
	Total:
	<input type="text"/> /60

Notes, insights and actions: