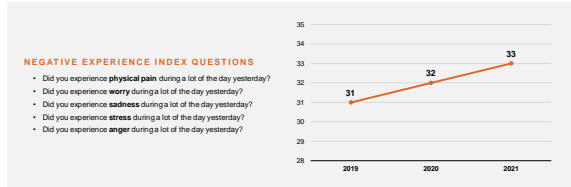


The Negative Experience Index Measures Emotional Wellbeing Components

Questions provide a real-time measure of respondents' negative experiences.

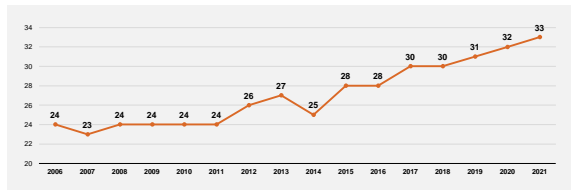
— Negative Experience Index



The Negative Experience Index Measures Emotional Wellbeing Components

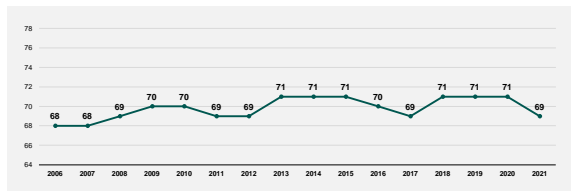
Questions provide a real-time measure of respondents' negative experiences.

— Negative Experience Index



The Positive Experience Index

— Positive Experience Index





POSITIVE EXPERIENCE INDEX QUESTIONS

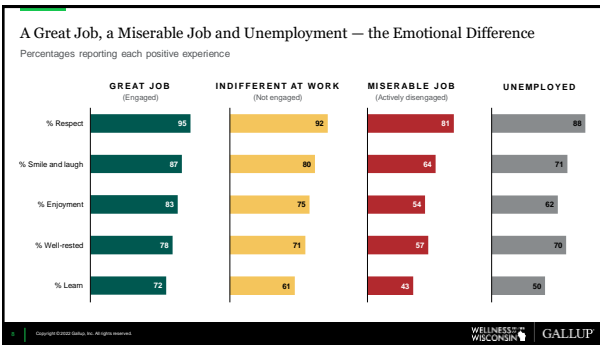
- Did you feel **well-rested** yesterday?
- Were you **treated with respect** all day yesterday?
- Did you **smile or laugh a lot** yesterday?
- Did you **learn or do something interesting** yesterday?
- Did you experience **enjoyment** during a lot of the day yesterday?

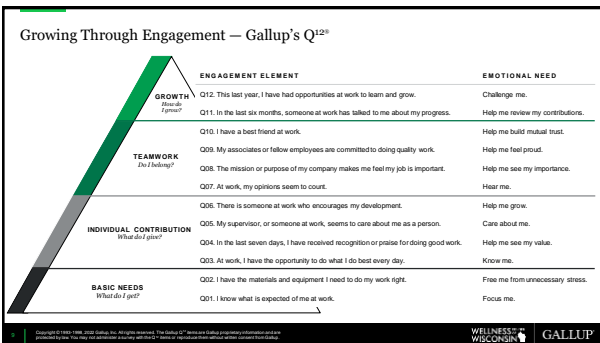
NEGATIVE EXPERIENCE INDEX QUESTIONS

- Did you experience **physical pain** during a lot of the day yesterday?
- Did you experience **worry** during a lot of the day yesterday?
- Did you experience **sadness** during a lot of the day yesterday?
- Did you experience **stress** during a lot of the day yesterday?
- Did you experience **anger** during a lot of the day yesterday?

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MY GROWTH

Challenge me.

This last year, I have had opportunities at work to learn and grow.



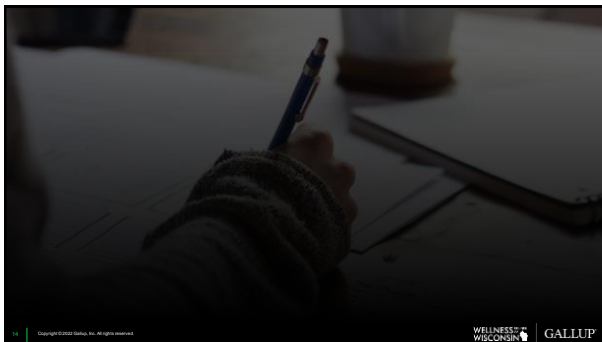
Source: [Wellbeing at Work](#)

- By moving the ratio from four in 10 to eight in 10 employees, organizations could realize 44% less absenteeism, 41% fewer safety incidents and 16% higher productivity.
- The desire to learn and grow is a natural human need and one that is required to keep employees motivated and progressing.
- Employees rarely remain enthusiastic or excited about their job when they have to do the same tasks every day without a chance to learn something new.
- When employees feel they are learning and growing they work more efficiently and strive to find more productive ways to work, which results in innovation.

BEST PRACTICES FOR LEADERS

- Identify employee successes and celebrate them.
- Ask employees for their input on what they would like to learn.
- Seek out and deploy diverse opportunities to grow.

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Strengths

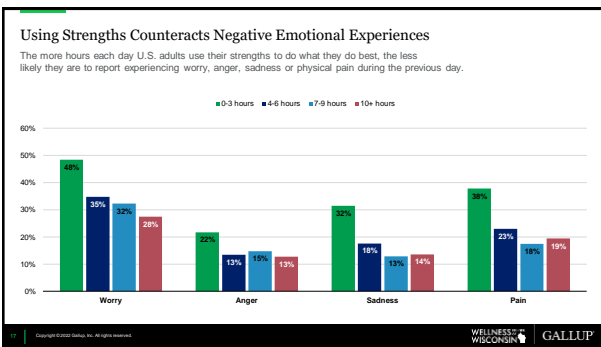
Your unique combination of talents, skills and knowledge

While talents exist naturally, strengths must be developed. Strengths result when talents are refined with acquired skills and knowledge.

EASE | EXCELLENCE | ENJOYMENT | ENERGY

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Positive Emotional Experiences the Previous Day, by Hours Spent Using Strengths

HOURS SPENT USING STRENGTHS	0-3 HOURS	3-6 HOURS	7-9 HOURS	10+ HOURS
% Happiness	75	89	92	93
% Felt well-rested	58	67	69	73
% Treated with respect	87	92	93	95
% Smiled or laughed	66	84	91	87
% Learned something	43	66	70	72
% Enough energy to get things done	71	87	92	93

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