

Workplace Wellbeing Survey – (WWBS-20)

This short-form survey assesses your wellbeing at work across 5 key areas. Please read each statement and indicate how much you agree or disagree using the scale below:

- 1 – Strongly Disagree
- 2 – Disagree
- 3 – Neither Agree nor Disagree
- 4 – Agree
- 5 – Strongly Agree

1. Workload & Demands

Statement		Your rating (1-5)				
1	I have enough time to complete my work.	1	2	3	4	5
2	My workload is excessive. *	1	2	3	4	5
3	I feel constantly under pressure at work. *	1	2	3	4	5
4	I can sustain a healthy work pace throughout the day.	1	2	3	4	5

2. Work-Life Balance & Flexibility

Statement		Your rating (1-5)				
5	I have the flexibility to manage personal and work commitments.	1	2	3	4	5
6	Work often interferes with my personal life. *	1	2	3	4	5
7	I feel encouraged to take time off when needed.	1	2	3	4	5
8	I struggle to switch off from work during non-working hours. *	1	2	3	4	5

3. Team Support & Social Climate

Statement		Your rating (1-5)				
9	I feel supported by my colleagues.	1	2	3	4	5
10	There is mutual respect and trust in my team.	1	2	3	4	5
11	I often feel excluded from my work group. *	1	2	3	4	5
12	Team communication is open and constructive.	1	2	3	4	5

4. Autonomy & Role Clarity

Statement		Your rating (1-5)				
13	I have the autonomy to decide how I carry out my work.	1	2	3	4	5

14	I am unclear about what is expected of me. *	1	2	3	4	5
15	I am trusted to manage my responsibilities independently. *	1	2	3	4	5
16	I often feel powerless in my role.*	1	2	3	4	5

5. Recognition & Growth

Statement		Your rating (1-5)				
17	My efforts are recognised and appreciated.	1	2	3	4	5
18	I feel there are limited opportunities for development. *	1	2	3	4	5
19	I receive useful feedback that helps me improve.	1	2	3	4	5
20	I feel valued by the organization.	1	2	3	4	5

Scoring Instructions

- Reverse-score the following items**:** 2, 3, 6, 8, 11, 14, 16, 18
(Convert 1→5, 2→4, 3→3, 4→2, 5→1).
- Add up the scores for each dimension (each has 4 items, range: 4–20).
- Add all scores to get your Total Wellbeing Score (range: 20–100).

Interpretation

Subscale Score:

Score	Wellbeing level in that subscale
17–20	☀️ Very High
14–16	✅ High
11–13	⚖️ Moderate
8–10	⚠️ Low
<8	🚫 Very Low

Total Score:

Score	Overall Wellbeing
90–100	☀️ Very High
75–89	✅ High
60–74	⚖️ Moderate
45–59	⚠️ Low
<45	🚫 Very Low