

Wellbeing at Work

Insights from WorkL: 2021



Why is having an engaged workforce so important?

Evidence shows that engaged and happy employees drive improved commercial performance. In highly engaged organisations productivity, profit and earnings per share are greater. It's better for individuals' wellbeing and for society too'

Lord Mark Price, WorkL Founder

Benefits of having a highly engaged workforce:

+134%

Earning per share

+20%

Higher levels of productivity

+20%

Higher profits

WorkL helps you take control of your working life, by finding you the right job at the right organisation and building your network and knowledge, so that you can have a happier and more successful time at work.

WorkL for Business is the ultimate employee engagement platform, helping organisations around the world cost-effectively measure and improve employee engagement. We're driven by the belief that the more engaged and happier your employees are, the greater your commercial success will be.



Crowdsourced Benchmarking Data

The **Happy At Work Test** on our career development platform is a free test to help individuals **measure, track and improve their workplace happiness.**

We collect data on employee sentiment across age, gender, ethnicity, job role, sexual orientation, disability, management level and more. As well as providing unique insight on **D&I, Flight Risk, Wellbeing Risk, Confidence in Management** and **NPS.**

250,000+

Survey data submission on
employee sentiment

26

Different industries within
the sample

195

Different countries within the
sample

Data for this report has been collected from 01/01/21 to 31/12/21 from circa
100,000 responses

Happiest Companies

Our database currently has employee engagement data on over 21,000 organisations across 26 sectors – [click here](#).

Live Workplace Happiness Scores:

Average Happiness Score 70%

Advanced Manufacturing and Services 69%

United Kingdom 70%

The WorkL Workplace Awards 2021, supported by The Telegraph

We've teamed up with The Telegraph to find the workplace with the highest workplace satisfaction, ranked by employees

- Rankings are based on the data collected through our free Happy at Work Test
- Organisations shown in green have a score of more than 61%
- Organisations not listed have not been nominated
- Search by company name or filter the list by industry
- The final rankings will be announced and awards given on the 26th October 2021

Diversity and Inclusion

0

Percentage point difference in average score between majority and minority groups

✔ Excellent!

-0.3% Industry -0.3% Global

FIND OUT MORE

Flight Risk

31%

31% of employees have a high chance of leaving in the next 9 months

31% Industry 26% Global

FIND OUT MORE

Workplace Happiness Score

67%

✔ Good Score!

Industry & Global Comparison

*Comparison of the companies happiness score against and industry & globally

Ethnicity

Legend: ● Global ● No Data Available

Rank your Company

Rank your company anonymously to help others find the best job role for them.

RANK COMPANY

Confidence In Management

59%

59% confidence score in management

66% Industry 71% Global

FIND OUT MORE

Well-being Risk

35%

35% of employees have a high risk of poor well-being

35% Industry 30% Global

FIND OUT MORE

Six Steps to Happiness

Reward and Recognition 67% EXPLANATION	Information Sharing 67% EXPLANATION	Empowerment 68% EXPLANATION
Well-being 65% EXPLANATION	Instilling Pride 67% EXPLANATION	Job Satisfaction 67% EXPLANATION

WorkL

WorkL 2022 ©

WorkL's Six Step Engagement Methodology



REWARD AND RECOGNITION

I am fairly paid
I am happy with the hours I work
I am recognised when I do something well



INFORMATION SHARING

I have enough information to do my job well
Information is freely and openly shared with me
My views are heard at work
I understand organisation's plan



EMPOWERMENT

I have what I need to do my job well
I am allowed to make decisions
I am trusted to make decisions



INSTILLING PRIDE

I do something worthwhile
I feel proud to work for my organisation
I would recommend my friends and family to work for my organisation



JOB SATISFACTION

I am treated with respect
I enjoy my job
I have a good relationship with my manager
I am being developed
I work in a well run organisation



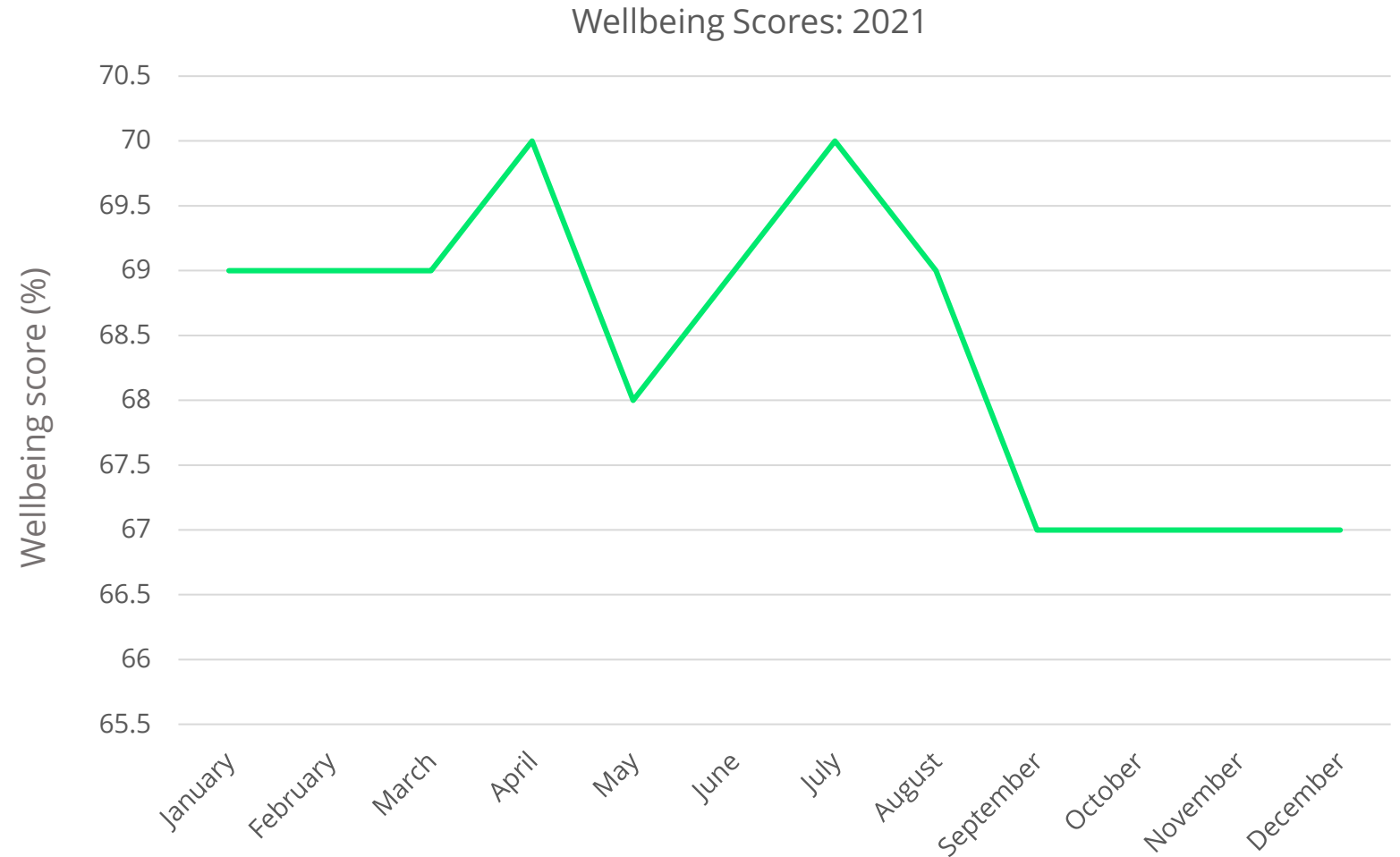
WELLBEING

My employer cares for my Wellbeing
I rarely feel anxious or depressed about work
I am happy with my working environment
I feel happy at work

Wellbeing Step Trends: 2021

Analysis:

- April and July were the best months for Wellbeing in 2021
- July-September saw a significant 3% drop in Wellbeing scores
- Wellbeing plateaued from September to the end of 2021
- Scores at the end of the year were 2% worse than the beginning



Wellbeing: Highest and Lowest performing Job Roles

 Maintenance Operative 62%

 Warehouse Operative 61%

 Police Services 61%

 Loss Prevention Officer 59%

 Politician 49%



 Photographer / Videographer 75%

 Translator 75%

 Musician 75%


 Freelancer 76%

 Chairman / CEO 79%

Wellbeing Risk Indicator: Overview

i WorkL's Wellbeing Risk Indicator analyses data from four questions related to wellbeing at work and calculates the % of respondents that can be considered a Wellbeing Risk.

2021 Wellbeing Risk Indicator Score:

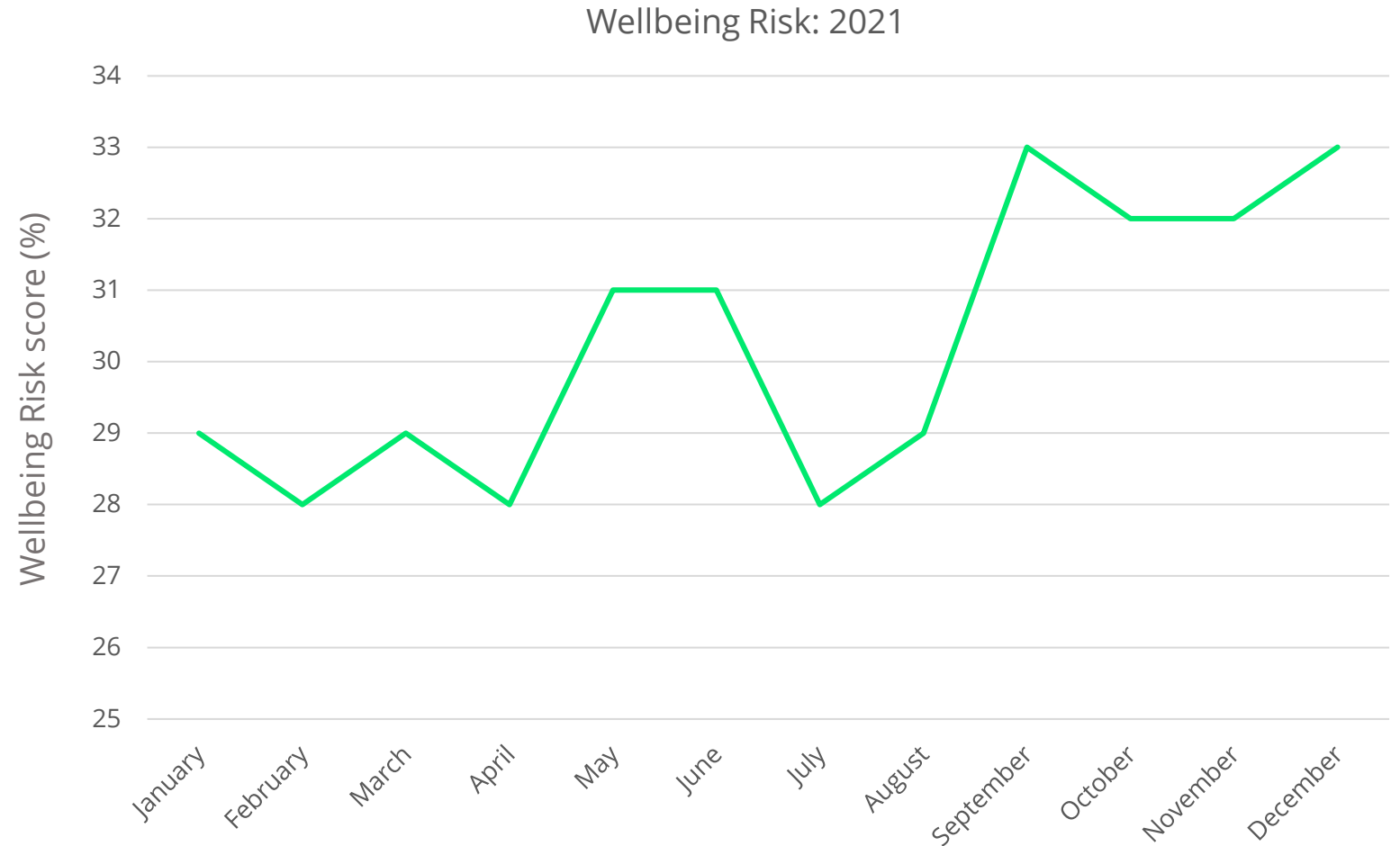
30% 

Wellbeing Risk Question Set	2021 average scores
'My employer cares for my Wellbeing'	69%
'I rarely feel anxious or depressed about work'	61%
'I am happy (and feel safe) in my working environment'	72%
'I feel happy at work'	71%

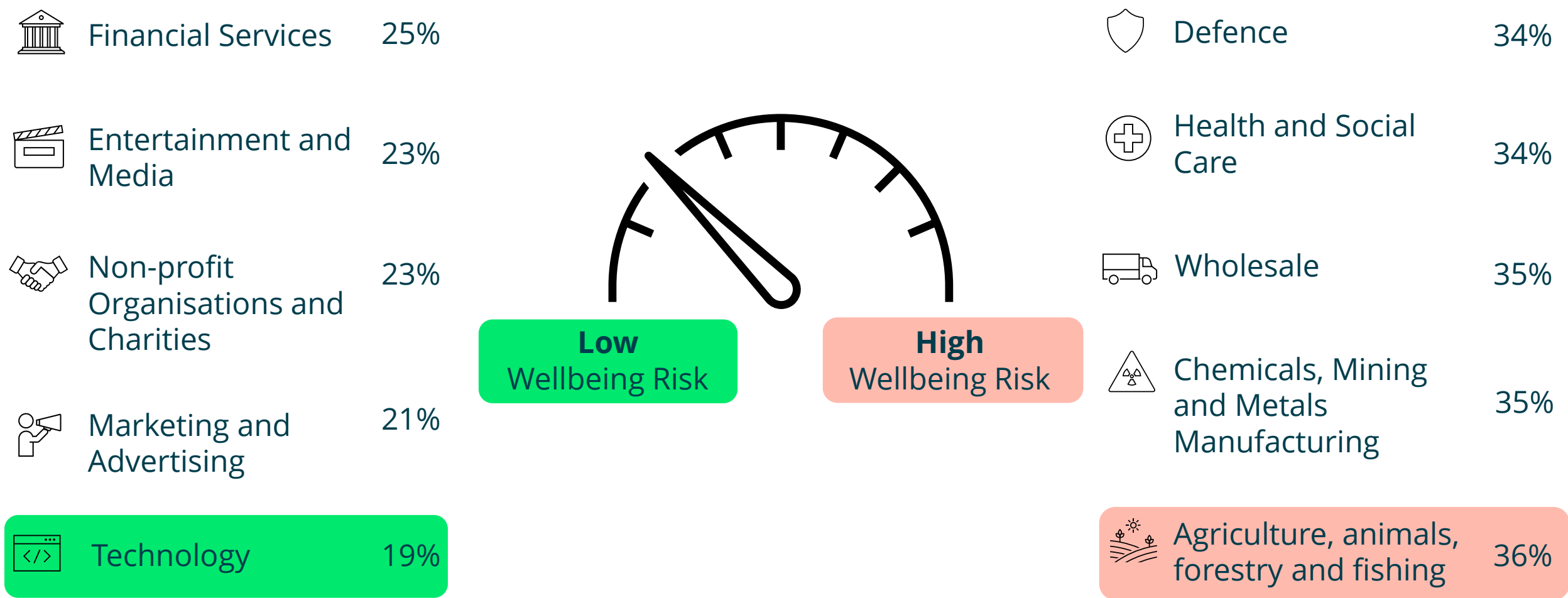
Wellbeing Risk Trends: 2021

Analysis:

- February, April and July were the best months for Wellbeing Risk in 2021
- July-September saw a significant 5% rise in Wellbeing risk
- Scores at the end of the year were 4% worse than the beginning

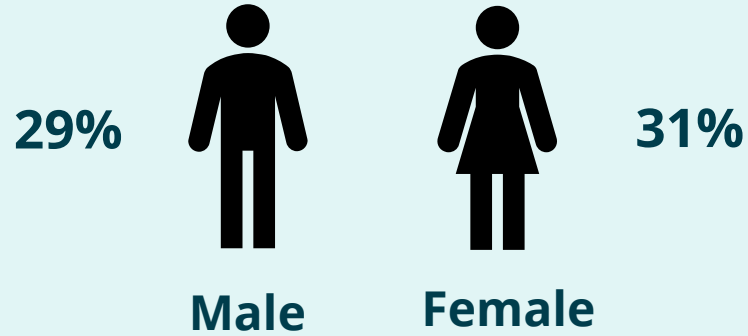


Wellbeing Risk: Highest and Lowest performing sectors



Wellbeing Risk: Demographic Breakdowns

Gender



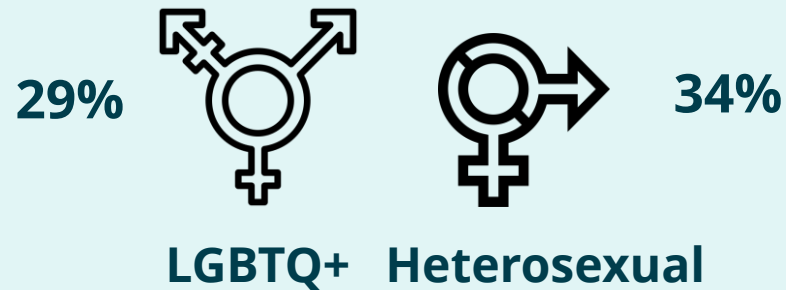
Higher Risk

Ethnicity



Higher Risk

Sexual Orientation



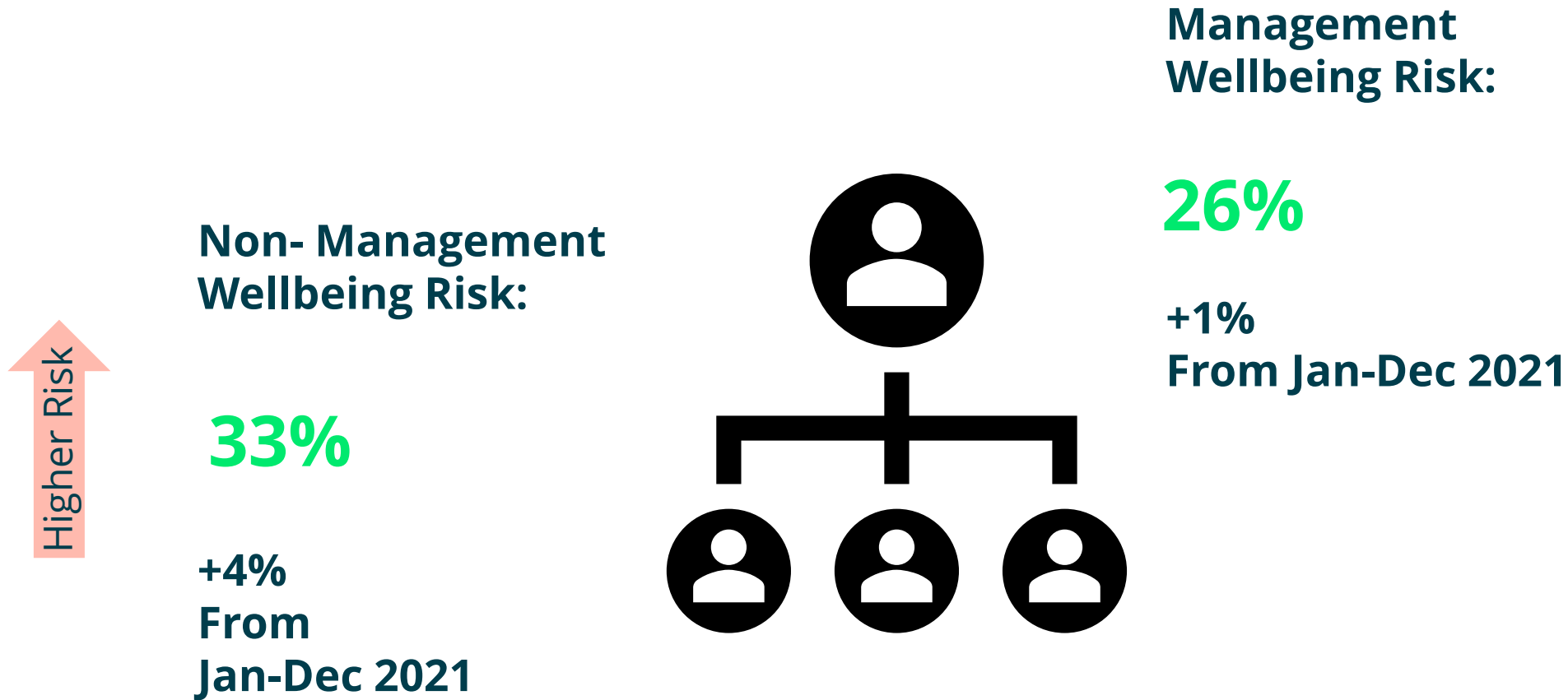
Higher Risk

Disability

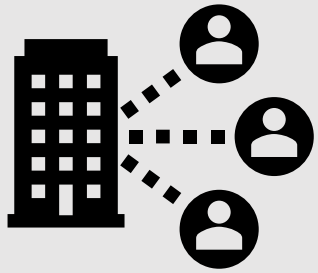


Higher Risk

Management vs Non Management Wellbeing Scores



Wellbeing Risk: affected by where you work?



**Working at
Workplace**

Wellbeing
Score

66%

Wellbeing
Risk

35%

Higher Risk



Wellbeing
Risk

25%

Wellbeing
Score

71%

**Working
from Home**



Wellbeing: what to look for in 2022?

Discussion Points:

- Return to office
- The great resignation
- Purpose driven work
- Technology changes



Thank you

WorkL for Business

To talk to us about our wide range of surveys and support on:

- Engagement
- D&I
- Wellbeing
- New starter and Exit
- Appraisal
- Change management

Contact stuart.duncan@workl.co or tim.hanson@workl.co

