



Wraw[®]

Workplace resilience
and wellbeing

**Supporting healthy high
performance**

Who We Are

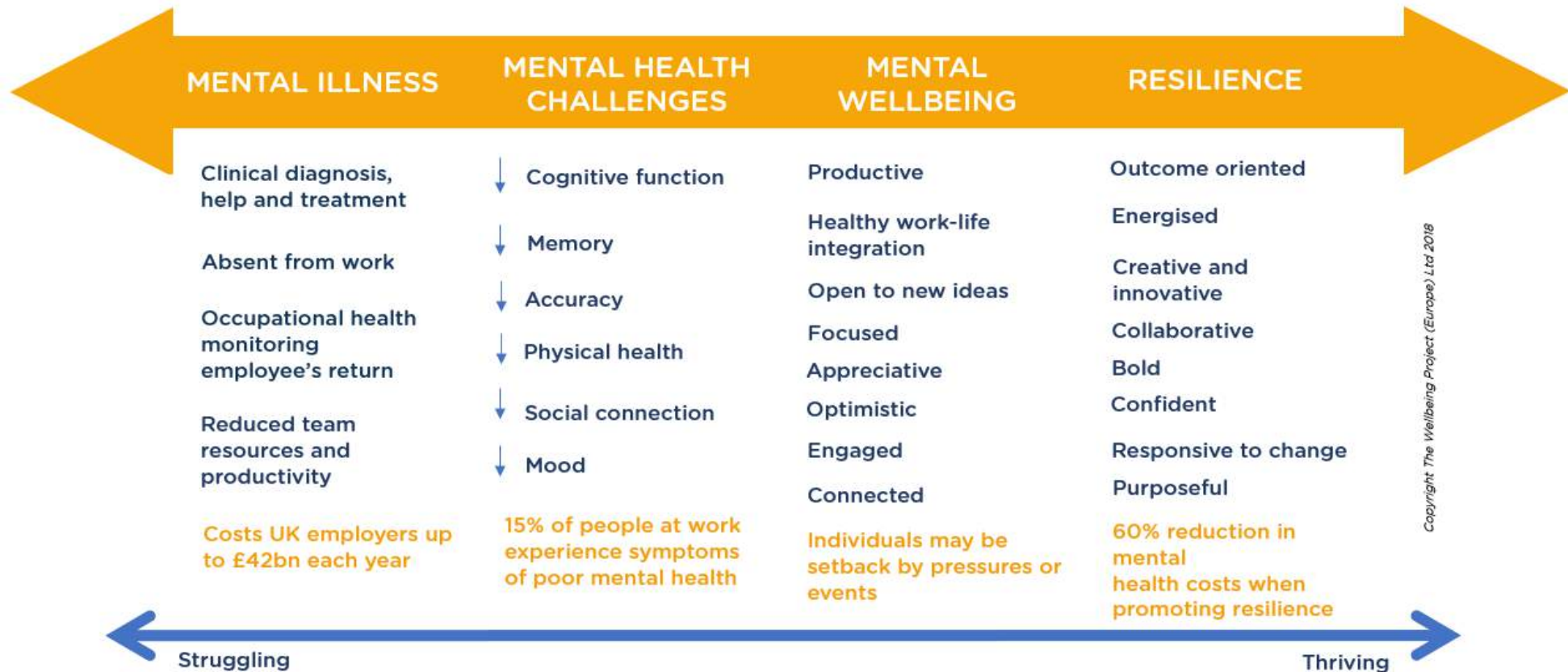
- A leading provider of resilience and wellbeing consultancy, assessment and training
- Over 10 years' experience working with organisations from a broad range of industries across the UK and globally
- Expertise from a range of disciplines including psychology, coaching, consultancy, counselling, HR and nutrition



Our Clients



The Wraw[®] Continuum



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Sources: The Stevenson/Farmer review, mentalhealth, JMIR
 Created by: The Wellbeing Project



Wraw - Delivering New Data Insights

A psychometric tool and survey that enables organisations to measure resilience and the impact on wellbeing in the workplace

Identifies key pressure points or drainers in the workplace



Provides data on individuals, leaders, teams and organisations

Helps employees identify personal strategies to habitually enable resilience and wellbeing

Compares results against the global working population



Underpinned by the 5 Pillars of Resilience

Energy – physiology, nutrition, hydration, vitality and sleep. Foundation to mental & emotional resilience

Future Focus – purpose and meaning, what you want and how you’re going to get there

Inner Drive – perseverance, confidence, motivation & self–belief

Flexible Thinking – adapting to constant change, open mindedness, optimistic & creative

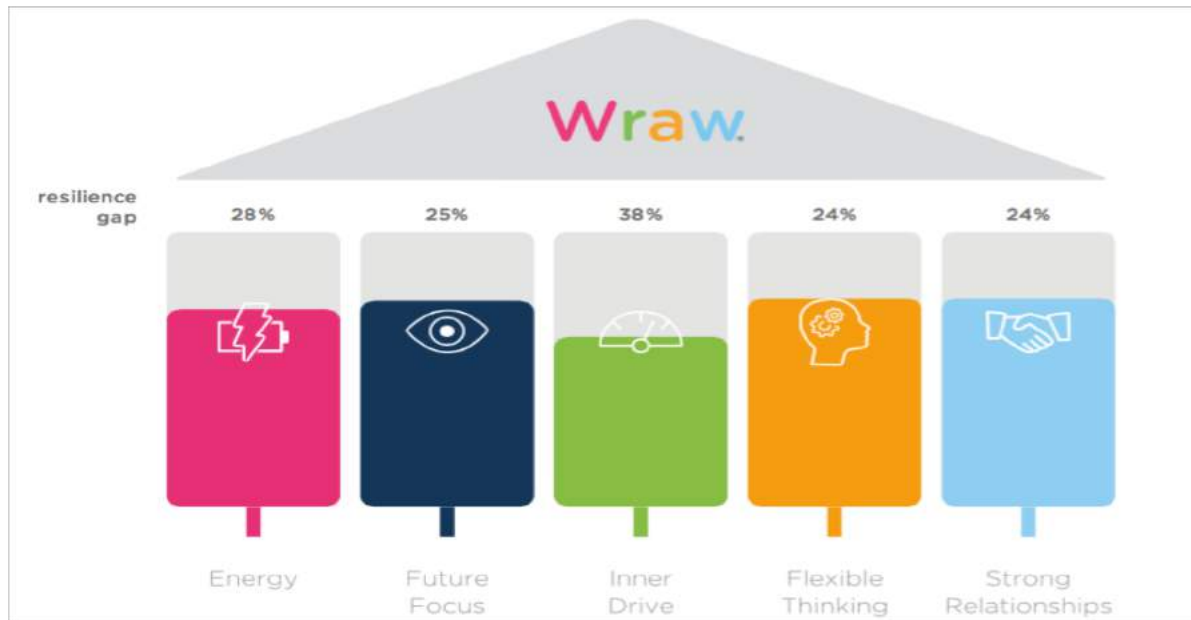
Strong Relationships – support network, connecting, team morale



Supporting Positive Outcomes



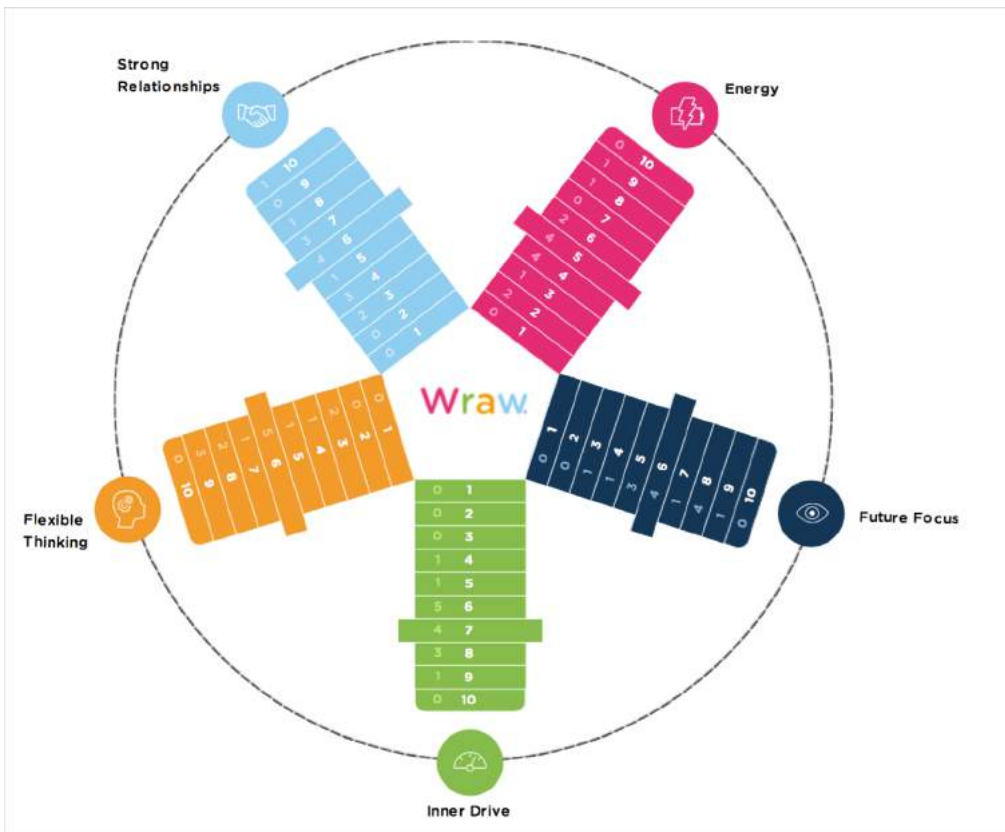
Snapshot Report



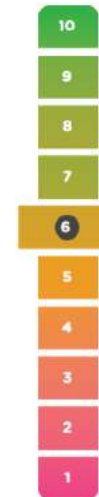
Individual Report



Team Report

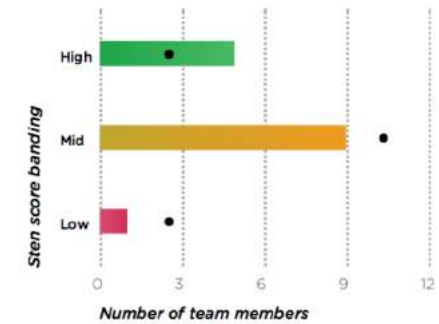


Has a clear sense of purpose and direction, feels in control of own future



Is unclear about what wants and how to get there, feels stuck in the past or present

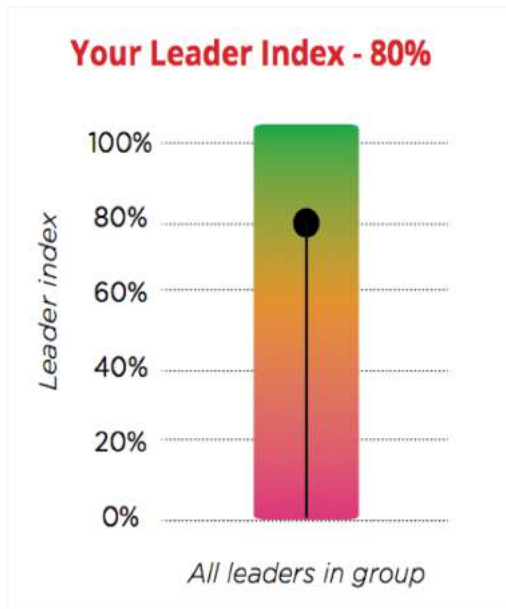
Team - Future focus sten scores



= Expected frequencies relative to comparison group



Leader Reports



Statement	% favourable
<i>Most favourably rated</i>	
My line manager gives me constructive feedback on the work I do	75
It is clear to me that my line manager cares about my wellbeing	63
My line manager lacks good coping strategies to deal with pressure*	61
My line manager is aware of the pressure I'm under and seeks to keep this in check	57
I've noticed that my line manager models a healthy work-life balance	53
My line manager sends me emails well outside of working hours*	49
My line manager is approachable if I want to talk about issues that affect my wellbeing	42
My line manager doesn't invest enough time in getting to know me*	35
<i>Least favourably rated</i>	



Organisation Report

Heat map - biographical (shows stens relative to the comparison group)

		Energy	Future focus	Inner drive	Flexible thinking	Strong relationships	Wraw index	Impact index
Whole organisation		5	5	6	6	6	4	5
Age	16-25	6	6	8	6	7	3	4
	26-35	3	5	5	3	3	3	4
	36-45	3	5	6	3	3	4	5
	46-55	5	3	6	3	5	5	7
	Over 55	5	7	7	6	6	7	8
Prefer not to say		No responses						
Gender	Male	5	5	6	5	6	3	4
	Female	5	5	6	3	5	3	4
	Non-binary/gender fluid	No responses						
	Prefer not to say	No responses						
Role	Non-manager	5	5	6	3	5	4	5
	Line Manager	5	5	7	5	5	4	5
	Senior Manager	3	5	6	5	6	4	5
	Director/Executive	5	5	8	6	6	4	5
	Student	No responses						
Work pattern	Full time (non-shift work)	5	5	6	3	5	5	3
	Full time (shift work)	5	5	6	5	5	3	3
	Part time (non-shift work)	4	5	6	5	6	3	4
	Part time (shift work)	5	5	4	5	6	4	5
Work environment	Office based	5	5	5	4	6	5	7
	Home based	5	5	5	4	6	7	9
	Mobile or field-based	3	5	5	6	7	8	10
	Mixed office & home-based	4	5	1	6	6	5	3

Pressure points - frequency of mention



Wraw Applications

- Gain a consistent measure of employee resilience and how it impacts wellbeing to track changes over time
- Gain insights to support one-to-one coaching conversations
- Support team and leadership workshops by identifying strengths and opportunities for development
- Target investments in wellbeing initiatives more effectively to gain maximum return



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