

Well-Being Survey Interpretation

Our well-being surveys are designed for team leaders to gather information to better assess their team's overall well-being and potentially focus on specific areas that need the most attention. There are three options for these surveys to help you select the best fit.

- Beginner – For those introducing or restarting a well-being focus for their veterinary team.
- Advanced – For those actively engaging in well-being education and activities with their teams.
- Burnout Risk – For gathering more specific information on the team's risk of burnout.

Each survey uses questions to address emotional, environmental, intellectual, occupational, physical, social, and spiritual well-being. Use the information below to evaluate your team's survey results and tips on how to improve well-being in your hospital.

Beginner:

1. I feel emotionally strong and resilient – ***Emotional***
2. I am in a comfortable environment (work and home) – ***Environmental***
3. I am intellectually stimulated by my work and non-work activities – ***Intellectual***
4. I am content with where I am in my career – ***Occupational***
5. I balance work with play and other aspects of my life – ***Occupational***
6. I generally feel very good about my health – ***Physical***
7. I get enough sleep and feel vibrant throughout the day – ***Physical***
8. I am able to maintain healthy relationships with my friends and loved ones – ***Social***
9. I have found a balance between meeting my needs and those of others – ***Spiritual***
10. How can our organization contribute positively to the health and wellness of our people?

Advanced:

1. I love and accept myself for who I am – ***Emotional***
2. I recognize the impact of my actions on my work and home environment – ***Environmental***
3. I feel capable of making important decisions – ***Intellectual***
4. I get personal satisfaction and enrichment from work – ***Occupational***
5. I maintain healthy eating habits and move my body at least three times a week (non-work-related movements like going to the gym or taking a walk) – ***Physical***
6. I have someone I can talk to about my private feelings – ***Social***
7. I experience love, joy, and fulfillment – ***Spiritual***
8. I feel a sense of belonging to a group or community – ***Social***
9. I take time to think about what's important in life – who I am, what I value, where I fit in, and where I am going – ***Spiritual***



10. If I could change one thing in my life to improve my well-being, what would it be?

Burnout Risk:

1. Most days I feel burned out.
2. I have negative thoughts about my job.
3. I feel misunderstood or unappreciated by my co-workers.
4. I feel that I am not getting what I want out of my job.
5. I am easily irritated by small problems, or by my co-workers and team.
6. I feel emotionally drained often.
7. The following things are **going well** for me.
8. The following things are **not going well** and need improvement.
9. I would like to see our company support the company culture and team wellbeing in the following ways.

Beginner and Advanced Survey Results:

Emotional Well-Being:

Emotional well-being is just as impactful as our physical health. Emotional distress often leads to exhaustion and stress. Stress often leads to sleep deprivation, decreased productivity, and burnout. This area will help you see how your team is adapting to the almost daily changes that affect them.

- *If you scored low (disagree/strongly disagree) in this area* - a mental wellness initiative may be a good place to start. Use resources and training in resilience and stress-relief methods.

Environmental Well-Being:

Our surroundings can have a profound effect on both our physical and emotional health. A “healthy” environment is one where we feel safe, comfortable, and connected to nature. Also, when we are aware of the impact our actions have on our environment, we feel more empowered and gain a sense of control.

- *If you scored low (disagree/strongly disagree) in this area* - Dig in more with a follow-up survey focusing on their work environment with our Employee Engagement Surveys Templates (linked below) or [One on One Meeting Questions](#) resource to have individual meetings.



Intellectual Well-Being:

Employees who have a higher level of intellectual wellness are more likely to be engaged in their work and often have a learning mindset. They are also more adaptable and open to change.

- *If you scored low (disagree/strongly disagree) in this area* - Find ways to engage your employees in learning new skills. Give them opportunities to challenge themselves intellectually both personally and professionally.

Occupational Well-Being:

This area of wellbeing refers to how your employees *feel* about their work. Employees want to be able to use their skills to contribute in a meaningful way. Strong occupational well-being leads to lower stress and better on-the-job performance. Understanding their attitude about work involves themes such as work-life balance and career advancement.

- *If you scored low (disagree/strongly disagree) in this area* – Look for the themes present and uncover opportunities to support career development or alter workload and improve boundaries.

Physical Well-Being:

Physical wellness will consist of exercise, sleep, and nutrition. Our lifestyle choices can either positively or negatively impact our physical health.

If you scored low (disagree/strongly disagree) in this area - Explore employee health and wellness programs to engage in as a team. Get moving together with group yoga sessions, hikes, or even a team dog walk event! Support healthy snacking by stocking the clinic with whole food options like fruits and veggies, and low sugar snacks with whole grains (your vendor reps might help you out here). Enhance your benefits packages with wellness-focused services like gym memberships and nutritional programs like Noom or Weight Watchers.

Social Well-Being:

Social wellbeing describes how well we interact with those around us and the strength of the relationships we build. This dimension suffers during times of social distancing. As many come out of that restriction, this area might very well need more attention than in times past.

If you scored low (disagree/strongly disagree) in this area - Consider having team events (away from the clinic) and invite friends and family of your team to attend.

Spiritual Well-Being:

Spiritual well-being encompasses our core beliefs and values that guide us. It's what brings purpose and meaning to our lives and may or may not include religion.



- *If you scored low (disagree/strongly disagree) in this area* - Review other well-being dimensions first. When other areas are out of balance, this can lead to the inability to focus on spiritual needs. Once these dimensions are taken care of, you can begin to work on your spiritual wellness. At that point, you can consider a spiritual wellness workplace initiative. Examples could include a company-wide fundraiser, training in how to identify personal core values, journaling, and meditation.

General Employee Well-Being/Open-Ended Questions:

Raising awareness of well-being in your practice will help both you and your team gain more insight into their overall health and wellness. The open-ended questions will require employees to further reflect on their wellbeing and show you how well they perceive your company's efforts in supporting their health and wellness. This feedback can also help you analyze the survey results better and prioritize interventions.

Employee Burn-Out Risk Survey:

Employee burnout can be influenced by each of the seven dimensions of well-being. If your employees are struggling in one or more areas, they may be at risk for burnout.

- *If you scored High (Strongly Agree/Agree) in this survey* – This indicates your employees are at risk for burnout. Get training for you and your team and identify what areas of well-being are suffering most. Focus on making improvements in these areas can help reduce stress and prevent increasing employee burnout.

Resources:

- Webinar: [Understanding and Overcoming Burnout and Compassion Fatigue](#)
- [Burnout and Compassion Fatigue Webinar Resources](#)
- [Plan to Improve Burnout and Compassion Fatigue](#)
- [Management Insights: The Importance of Health and Wellbeing for ourselves & our teams](#)
- [Supporting your employees' mental health: where to start?](#)
- [Setting up a workplace wellbeing program | American Veterinary Medical Association](#)
- [Workplace Wellbeing Certificate Program \(avma.org\)](#)
- [Healthy Tips to Set Up a Culture of Wellbeing](#)
- [Suicide Prevention and Mental Health Resources](#)



- [Sample Scripts for Meeting Employees' Basic Human Needs](#)
- [Employee Engagement Survey #1](#)
- [Employee Engagement Survey #2](#)
- [Employee Engagement Survey #3](#)

