

GLWS[®]

**Learn how the GLWS[®] System achieves positive
mental health, wellbeing and high performance
outcomes - for individuals and organisations.**

The GLWS® Assessment System

ABOUT THE SYSTEM

STEP 1

STEP 2

STEP 3

STEP 4

RESULTS

A proven 4-step process

1



Assessment

2



Personalised Reporting & Development

3



Cohort Analysis

4



Stakeholder Review & Next Steps

Why it works

The unique *Global Leadership Wellbeing Survey®* System is the only workplace diagnostic that efficiently and holistically measures and detects the root cause stressors and demands that negatively impact on mental health, wellbeing and performance.

By doing so, the GLWS® provides individuals with personalised data to identify exactly what needs to happen to neutralise the risks to their health and performance, and the steps they can take to protect and enhance their capacity to thrive professionally and personally.

Yet there's a limit to how much development and change a person can realise by themselves.

The extra power of the GLWS® comes from having a system that enables data to be analysed across whole teams, critical talent cohorts and even entire organisations, identifying what needs to happen to fix the negative components of work at individual, team or organisation levels collectively.

GLWS® is an individual and systemic solution all in one, creating positive change, leader by leader, team by team, across whole organisations.





91%

of senior leaders recommend the GLWS® assessment to their peers.

Participants receive an email with an invitation to complete their confidential and comprehensive self-assessment of their current wellbeing and the factors most affecting them, using the online GLWS® Survey.

Powered by the GLWS® Wellbeing Framework, the scientifically validated survey questions get to the heart of the factors directly impacting a leader's wellbeing in less than 20 minutes.

GLWS

Overall Work-Related Wellbeing Survey

*Over the past month, how happy have you been generally?

☐ Very happy currently.

☐ Fairly happy currently.

☐ Neither happy nor unhappy currently.

☐ Fairly unhappy currently.

☐ Very unhappy currently.

☐ Prefer not to say.

*Over the past month, please rate your general level of life satisfaction?

☐ Very satisfied with my life currently.

☐ Fairly satisfied with my life currently.

☐ Neither satisfied nor dissatisfied with my life currently.

☐ Fairly dissatisfied with my life currently.

☐ Very dissatisfied with my life currently.

☐ Prefer not to say.

*Over the past month, what level of overall wellbeing describes you best?

Unwell

☐ I've been unwell and have needed time off work for health-related challenges requiring specialist medical or therapeutic treatment. My overall wellbeing is (or has recently been) very low.

Languishing

☐ I'm persevering through some significant demands and stresses, but it often feels like I don't have sufficient support or resources. It's taking its toll on my wellbeing, leaving me with little positivity or hope of improvement. My overall wellbeing is currently low.

Struggling

☐ My personal and/or work life has become more effortful and less rewarding. This makes it hard for me to feel at ease at my best. Due to increased pressures and/or lack of good coping resources and support, I've been struggling more than usual recently.

Stoising

☐ I usually feel well supported and generally have effective strategies in place to protect my health, energy and wellbeing. However, some recent stressors/concerns that need to be addressed have crept in, nevertheless, my overall wellbeing is still fairly high.

Thriving

☐ I feel that the various demands and challenges I've been experiencing in both my work and home life, and the resource(s)/strategies I have available to protect, sustain and energise me are suitably met very well. I feel I'm thriving, and my overall wellbeing is currently very high.

☐ Prefer not to say.

Is there anything else you feel is currently affecting your wellbeing (negatively or positively) that has not already been covered in this survey?

Work & Performance

Over the past month, how often have you considered quitting your job?

☐ Never ☐ Rarely ☐ Sometimes ☐ Quite often ☐ Very often ☐ Prefer not to say

*Over the past month, how satisfied have you been with your job overall?

☐ Very satisfied ☐ Satisfied ☐ Neither satisfied nor dissatisfied ☐ Dissatisfied ☐ Very dissatisfied ☐ Prefer not to say

*Over the past month, how would you rate your performance at work?

☐ Very high ☐ High ☐ Average ☐ Low ☐ Very low ☐ Prefer not to say

Thank you. That's the end of the general questions about your background and context that will help inform future research and summary reports at the de-identified and aggregated group level analysis.

GLWS

Select any statements that apply to you.

☐ It's been an opportunity to pause and reflect on myself and how I am going.

☐ It has prompted me to think more deeply about my wellbeing.

☐ It has reinforced what factors contribute positively to my wellbeing.

☐ I have recognised the need to change some unhelpful behaviours and habits.

☐ I am pleased and feel encouraged about my employer making this commitment.

☐ Other _____

☐ Prefer not to answer.

Have there been any downsides or concerns for you about completing this survey? Please specify:

How motivated do you feel to make changes to your wellbeing as a result of completing this survey?

☐ More motivated than before.

☐ Less motivated than before.

☐ Same as before survey completion.

Overall Work-Related Wellbeing

We'll done - you have reached the end of the Working Well questions!

Thinking about the questions you have just answered, how do you rate your overall work-related wellbeing at this time in your career?

☐ Very high work-related wellbeing.

☐ Fairly high work-related wellbeing.

☐ Neither high nor low work-related wellbeing.

☐ Fairly low work-related wellbeing.

☐ Low work-related wellbeing.

☐ Prefer not to say.

*Your responses to this section of the survey will be included in your individual results.

< Previous page Next page >

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Working Well

This section focuses on aspects of your wellbeing that are affected by your professional/work life.

When answering the following questions, please reflect on your recent thoughts, feelings, actions and experiences as they relate to your life at work. Please choose the response that best applies to you for each question.

	Always	Usually / Often	Sometimes	Rarely	Never	Prefer not to answer
I feel part of a close, supportive team.	☐	☐	☐	☐	☐	☐
I make time to reflect on what is going well for me in my work.	☐	☐	☐	☐	☐	☐
I recover quickly from negative or stressful events and the difficult emotions that result from	☐	☐	☐	☐	☐	☐

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Personalised Reporting & Development

STEP 1

STEP 2

STEP 3

STEP 4

RESULTS

Participants receive their own confidential GLWS® Personal Wellbeing Report, providing them with a comprehensive analysis and a precise terminology that helps them identify, understand and address how the multitude of demands, challenges and resources, both at work and home, impact their wellbeing - a scientifically reliable and valid psychometric assessment of burnout risks and predictor of positive mental health.

To support change, companion resources are also available to participants, based on their own unique wellbeing challenges.

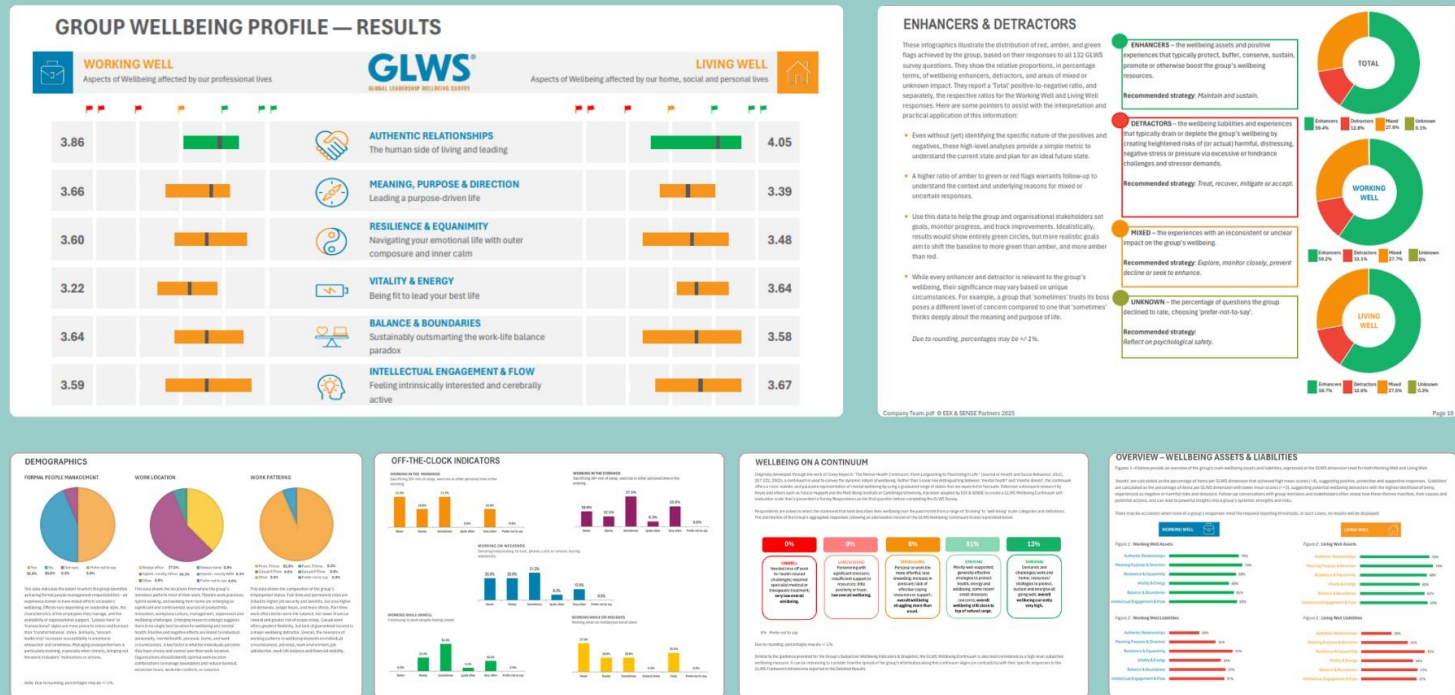




Risk reporting across critical cohorts; identification of wellbeing trends, threats and strengths

Confidential de-identified data yields powerful and detailed insights into what shapes, sustains and detracts from a cohort's combined wellbeing, energy and capacity to thrive.

- Reveals shared assets and positive protective factors.
- Identifies frequently experienced risks, common stressors, demands and imbalances.
- Pinpoints the areas where collective action will be most effective and beneficial.
- Identifies at-risk individuals and recommendations for extra support mechanisms.





Data-driven insights to make strategic business recommendations

GLWS® data enables you to:

- ▶ Offer recommendations aligned to achieving organisational, culture and people strategy objectives.
- ▶ Assist the business to make informed decisions to address systemic and cultural issues that negatively influence employee wellbeing, productivity and performance (e.g. work design, leadership behaviours).
- ▶ Provide psychosocial risk recommendations; demonstrate appropriate and responsible steps towards assessing, identifying and controlling the psychosocial risks that may be contributing towards burnout, poor mental health and wellbeing.
- ▶ Highlight critical business segments, leadership or employee cohorts, regions and minority groups where wellbeing and sustainable performance need attention.
- ▶ Develop specific learning, leadership development, diversity, health and wellbeing, and other people programs that address key wellbeing issues.
- ▶ Regularly track and analyse wellbeing data through re-measurement.
- ▶ Benchmark against internal/external populations where required and appropriate.



**Turning insight into
aligned, sustainable
action.**

A win-win for leaders... and organisations

ABOUT THE SYSTEM

STEP 1

STEP 2

STEP 3

STEP 4

RESULTS

What leaders say

"Very insightful and the debrief session was a really good use of time. Thank you."

"A really helpful tool with great insight and benefit."

"Brilliant timing for me to be part of a brilliant programme. As a tangible benefit I think this programme could prevent absence, sickness and performance issues for individuals, like it has done for me."

"Understanding the drivers has really helped me. I also believe the science will help me help others."

"I am now more mindful about potential triggers as well as the root causes of my poor wellbeing."

What organisations say

"The GLWS® has empowered our leaders to identify the key ingredients and actions within their control to build a sustainable and successful career - one that not only thrives in a high-pressure environment, but also fosters meaningful relationships at work and aligns with the life they truly value."

Louise Ferris, Chief People Officer, McCullough Robertson Lawyers

"The GLWS® is a game changer for anyone implementing a wellbeing framework in an organisation or providing wellbeing coaching. As with any organisational change management, it all needs to start at the top."

Joelle Blackburn, GM Talent & Culture

"We are witnessing a huge increase in the need and demand for executive wellness. More and more my clients and I are discussing how they spend their time and energy and the difficulties they are experiencing with balancing personal, family and work commitments. The GLWS® is invaluable."

Dr Órla NicDomhnaill, CEO & Psychologist

Contact us to learn more

GLWS® is the only system proven to measurably support and improve workplace wellbeing. Support your teams and leaders to be their best - identify and minimise wellbeing risks, prevent harm, eliminate avoidable burnout and promote thriving. [Contact us today](#) for an obligation-free trial.

Independently validated by the University of Melbourne, Centre for Wellbeing Science

91%

Senior leaders recommend GLWS® to their peers

89%

Make at least one improvement to their wellbeing

86%

Develop a better understanding of wellbeing and the specific factors that affect it

93%

Feel positive about their organisation investing in GLWS®