



3. Whether within us or accessed through others, resources are the fuel sources we must conserve, renew and replenish to thrive.

4. Demands and resources are multi-dimensional and take various forms — physical, psychological, intellectual, social and emotional.

5. Balance moment — when demands consistently outweigh resources, our wellbeing suffers. Likewise, a surplus of resources (think underutilised strengths) also diminishes wellbeing.

6. Perceptions of demands and resources are open to differing interpretations — wellbeing is highly subjective and personal.

7. Experiences in our work and personal lives combine individually to create unique interactions; therefore, variability between individuals' wellbeing is inevitable.

8. Wellbeing isn't static; it ebbs and flows dynamically with changes in circumstances and our thoughts, feelings and behaviours.

9. While our actions do influence wellbeing, we also influence it.



THE GLWS ASSESSMENT SYSTEM[®]

How the GLWS[®] System works

Positive mental health, wellbeing and high performance outcomes — for individuals and organisations.

One diagnostic. Four steps. Lasting change.

GLWS[®] is the only workplace diagnostic that measures the root-cause stressors behind poor mental health — then fixes them at individual, team and organisation level.



ASSESSMENT

Confidential survey,
under 20 minutes



PERSONAL REPORT

Individual results and
development resources



COHORT ANALYSIS

De-identified insight
across teams



STAKEHOLDER REVIEW

Strategic action, tracked
over time

FOR THE INDIVIDUAL

Personalised data showing exactly what
to neutralise, protect and build —
professionally and personally.

FOR THE ORGANISATION

Analysis across teams, talent
cohorts and whole populations —
fixing the negative components of
work collectively.

An individual and systemic solution all in one — creating
positive change leader by leader, team by team, across
whole organisations.

The GLWS® Wellbeing Framework

Six dimensions, measured across Working Well and Living Well – the evidence base behind every GLWS® result.

THE GLWS® GLOBAL LEADERSHIP WELLBEING SOLUTIONS WELLBEING FRAMEWORK



WORKING WELL

Aspects of Wellbeing
affected by our
professional lives



LIVING WELL

Aspects of Wellbeing
affected by our home, social
and personal lives



AUTHENTIC RELATIONSHIPS

The human side of living and leading – investing in your relational energy to sustain genuine, respectful, inclusive, kind and reciprocally rewarding connections with others.



MEANING, PURPOSE & DIRECTION

Leading a purpose-driven life – finding and unleashing the forces to move and inspire your overall sense of leading a good and full life.



RESILIENCE & EQUANIMITY

Navigating your emotional life with outer composure and inner calm – facing internal and external challenges with adaptability, acceptance and evenness.



VITALITY & ENERGY

Being fit to lead your best life – exercising due care over the key pillars of your health and lifestyle that enhance body-gut-brain performance.



BALANCE & BOUNDARIES

Sustainably outsmarting the work-life balance paradox – responding productively and purposefully to competing demands for your attention and energy.



INTELLECTUAL ENGAGEMENT & FLOW

Feeling intrinsically interested and cerebrally active – enjoying a variety of mentally absorbing and creative pursuits with intense focus and deep concentration.

EEK & SENSE Partners 2023 © All rights reserved. This publication must not, by way of trade or otherwise, be re-purposed, reproduced, modified, sold, licensed or otherwise circulated without a valid license from EEK & SENSE Partners. The GLWS® Wellbeing Framework is the research basis of the GLWS® assessment system - a precision instrument which has been scientifically validated and designed exclusively for senior professionals and leaders at all organizational levels. The GLWS assessment pinpoints and assesses the interplay of individual, role, team, organizational and lifestyle factors that impact satisfaction, thriving, mental health, burnout risks and other key wellbeing outcomes. Please note that the Framework should always be used in conjunction with the GLWS assessment results.

Assessment

A confidential online self-assessment of current wellbeing and the factors most affecting it.

20

minutes or less to
complete, on any device

132

validated questions
spanning work and home

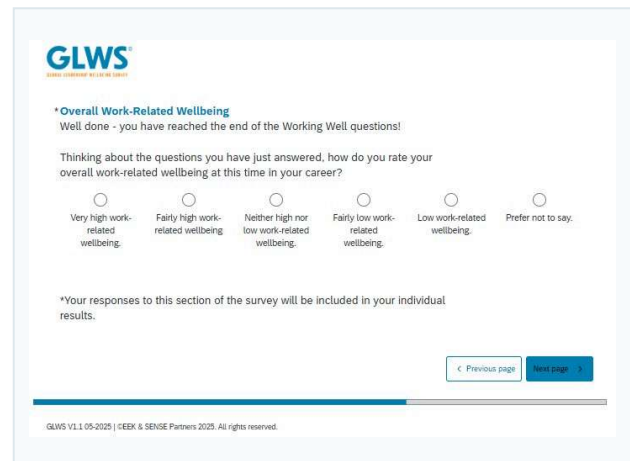
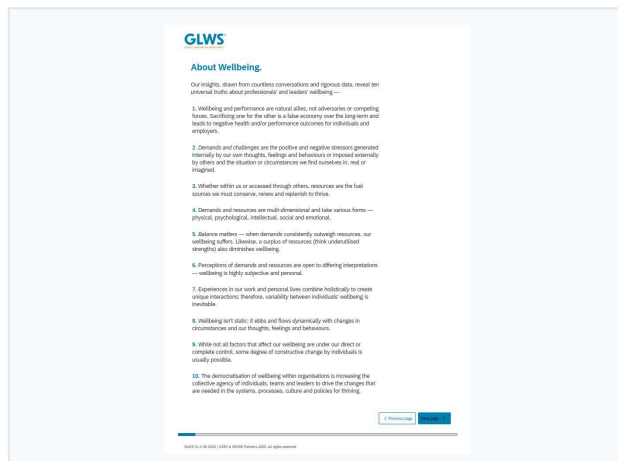
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wellbeing dimensions,
scored two ways

91%

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

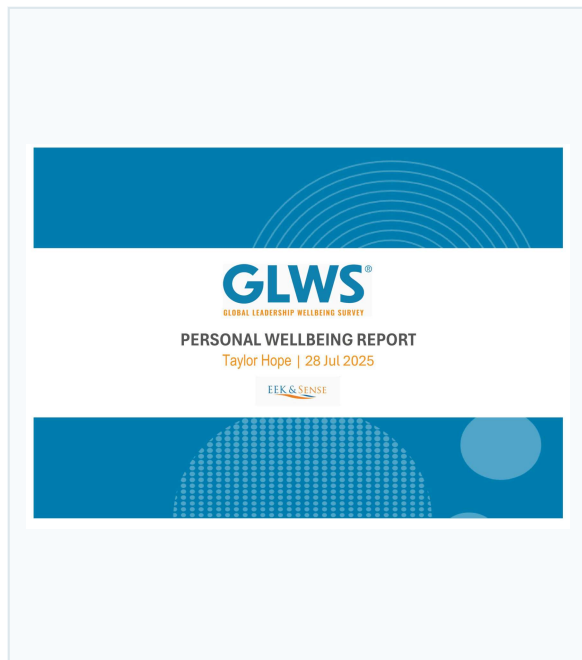
INSIDE THE SURVEY



Individual responses are confidential and never shared with the organisation.

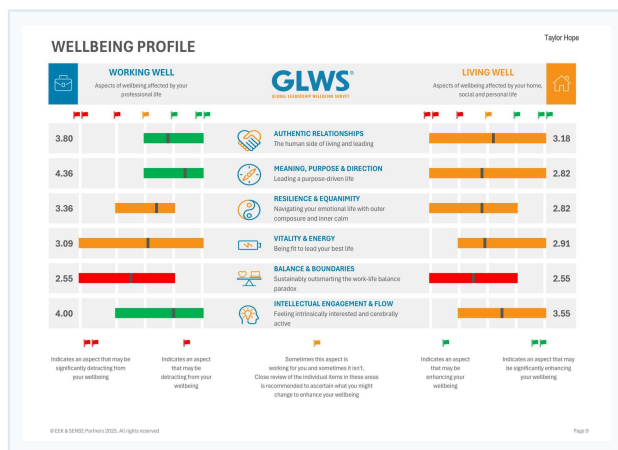
Personal report

A confidential, scientifically validated analysis with precision insights for what to do next.

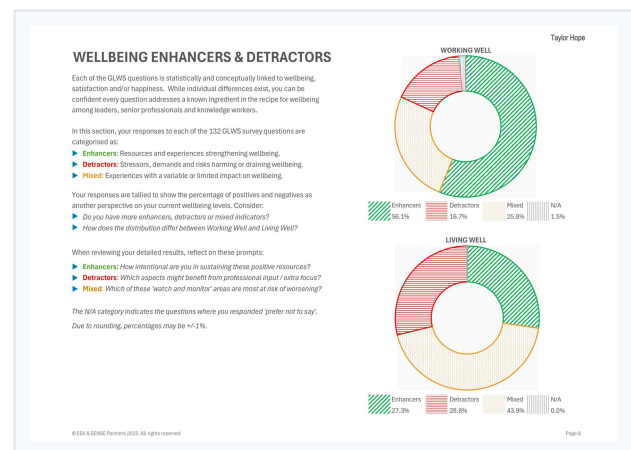


INSIDE THE REPORT

- ▶ Wellbeing profile across all six dimensions
- ▶ Wellbeing snapshot and burnout risk indicators
- ▶ Personal enhancers and detractors
- ▶ Dimension-by-dimension detail
- ▶ Guidance for reflection and next steps



Wellbeing profile – Working Well and Living Well, side by side.



Enhancers & detractors – what lifts wellbeing, and what drains it.

Cohort analysis

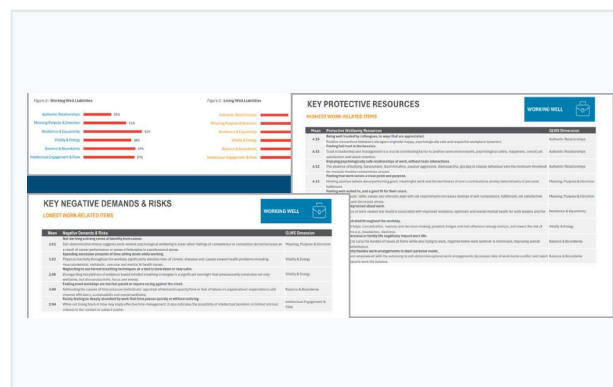
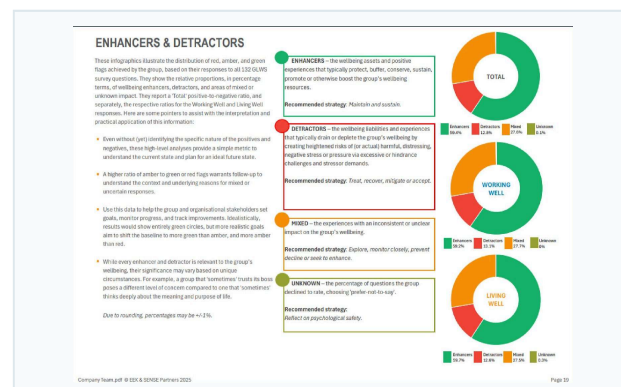
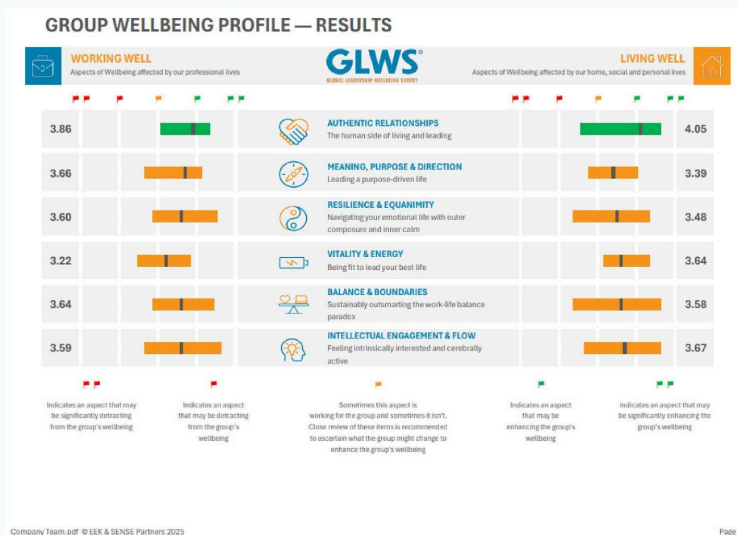
De-identified data reveals the trends, threats and strengths shaping a whole team's capacity to thrive.

Shared assets and protective factors across the cohort

Common stressors, demands and imbalances

Where collective action will be most effective

At-risk individuals and the support they need



Enhancers & detractors across the whole cohort.

Wellbeing assets and liabilities, dimension by dimension.

Stakeholder review

Turning insight into aligned, sustainable action — and tracking it over time.

STRATEGY

Recommendations aligned to organisational, culture and people strategy objectives.

PSYCHOSOCIAL RISK

Evidence of responsible steps to assess, identify and control the risks behind burnout.

WORK DESIGN

Informed decisions on the systemic and cultural issues that drain performance.

TARGETED PROGRAMS

Learning, leadership and wellbeing programs aimed at the issues that matter most.

HOTSPOTS

Business segments, cohorts, regions and minority groups needing attention.

RE-MEASUREMENT

Track wellbeing over time and benchmark against relevant populations.

APPENDIX

On the following pages, the group's mean score and standard deviation is presented for each (originally worded) survey question, together with the percentage of the group's responses on each rating. The larger the standard deviation, the greater the variation within the group, as evidenced by ratings that deviate significantly from the mean. We recommend not sharing this section of the report.

DETAILED WELLBEING RESULTS

Authentic Relationships - Working Well	Mean	SD	1	2	3	4	5	6	7	8	9	10
I feel part of a close, supportive team.	3.94	0.56	-	-	18.75%	68.75%	12.50%	-	-	-	-	-
I feel respected and that other people take me seriously.	3.75	0.83	-	6.25%	31.25%	43.75%	18.75%	-	-	-	-	-
I have fun and share light-hearted moments with my colleagues.	3.89	0.92	6.25%	-	25.00%	56.25%	12.50%	-	-	-	-	-
I trust my boss.	4.13	0.60	-	-	12.50%	62.50%	25.00%	-	-	-	-	-
I am treated by my colleagues in the way I want to be treated.	4.19	0.53	-	-	6.25%	68.75%	25.00%	-	-	-	-	-
I experience toxic working relationships.*	4.13	0.70	-	-	18.75%	50.00%	31.25%	-	-	-	-	-
The politics I experience in my work life detract from my wellbeing.*	3.56	1.17	6.25%	12.50%	25.00%	31.25%	25.00%	-	-	-	-	-
I go out of my way to show empathy for colleagues' feelings and needs.	3.31	0.77	-	12.50%	50.00%	31.25%	6.25%	-	-	-	-	-
My work is acknowledged and appreciated.	3.94	0.43	-	-	12.50%	81.25%	6.25%	-	-	-	-	-
I know where I stand with regard to my work performance.	3.94	0.83	-	6.25%	18.75%	50.00%	25.00%	-	-	-	-	-
I feel stress out on building relationships with colleagues because of the demands of my personal life.*	3.94	0.75	-	-	31.25%	43.75%	25.00%	-	-	-	-	-

Statements with * denote negatively worded questions which the GLWS system automatically inverts scores. This means higher scores are positive, and the double green flag and single green flag icons respectively represent the percentage of the group who 'Never' or 'Rarely' experience this negative aspect.

Team Change and Resilience Program © ECK & SENSE Partners 2023

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NEXT STEPS

GUIDANCE FOR REFLECTION

Individuals undertake the GLWS for various reasons; consider which of these apply to you at this moment.

Self-awareness	Gain a deeper understanding of your wellbeing.
Personal growth	Identify strengths and vulnerabilities for targeted improvement.
Enhanced performance	Boost focus, productivity, and job satisfaction.
Stress management	Develop effective strategies.
Work-life balance	Better balance professional and personal lives.
Role modelling	Set a positive example and promote a culture of wellbeing.
Informed decision-making	Better personal and team wellbeing decisions.

Use GLWS as a starting point to establish a habit of reflecting on your wellbeing. With your report in hand, you have a unique opportunity to assess your wellbeing and identify areas for improvement for your benefit and those around you (family, colleagues, employees, friends).

Treat wellbeing as a personal priority, influenced by countless daily choices. Others (e.g., your organisation, your boss, your family) can support your actions but cannot provide wellbeing for you. It's not a one-time task but a project requiring lifelong attention and adaptability. Be intentional.

Consider your response style. Have you been lenient, focusing on positives, or too self-critical? Research shows self-deception affects self-assessments. If no wellbeing priorities stand out, ask if you were truly honest. If yes, committed yourself to your high wellbeing standards. If not, reassess with honesty. If your profile is mostly negative, consider being less critical and focus on taking in the good before setting priorities and making a plan.

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TIPS ON COACHING YOURSELF

► **Reflect on what you are most fed up with.** Identify the energy-drainers in how you are leading your life. What changes would make the most significant difference to your wellbeing? Identify 2-3 priorities for action – those aspects of your profile that trouble you most, where you feel you have the most to gain by addressing them and where your motivation is highest.

► **Picture what 'success' means to you.** Envision living and working with better wellbeing. What's new in this picture? Set goals for these priorities. Ask yourself – how would I prefer things to be? What would make a difference to my wellbeing in this area? Try writing down a sentence to summarise what you want to achieve.

► **For each goal, develop 2 or 3 actions you can take straight away.** Ask those closest to you for ideas. What will be your very first steps towards each goal? Note these down – procrastination is the enemy. No matter how small a step, get started, and when complete, add some more.

► **Keep it simple.** Be realistic about time commitments and set achievable goals. Subtle, small changes are often more sustainable.

► **Do it for yourself.** Do it because you want to, do it because it matters to you.

► **Seek professional input.** An executive coach, doctor, nutritionist, psychologist or counsellor can provide valuable knowledge. Don't assume you know best.

► **Ask for help from others.** Colleagues can assist with work actions, while family and friends can support personal actions. For instance, having an exercise buddy or a mentor can help address work challenges.

► **Set a time to review your progress.** Evaluate how you are advancing against your plan and discuss it with someone you trust to provide honest, objective, and supportive feedback.

Taylor Hope

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Cohort risk reporting frames the stakeholder conversation.

Individual next steps keep momentum after the debrief.

THE RESULTS

A win-win for leaders and organisations

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

91%

recommend GLWS® to their peers

89%

make at least one wellbeing improvement

86%

better understand what affects their wellbeing

93%

feel positive about the investment in GLWS®

WHAT LEADERS SAY

"Brilliant timing for me. 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 actions within their control to build a sustainable and successful career."

Louise Ferris — Chief People Officer, McCullough Robertson Lawyers

"A game changer for anyone implementing a wellbeing framework or providing wellbeing coaching. As with any change management, it starts at the top."

Joelle Blackburn — GM Talent & Culture

"Demand for executive wellness keeps rising. For the conversations I have with clients, the GLWS® is invaluable."

Dr Órla NicDomhnaill — CEO & Psychologist

CONTACT US TO LEARN MORE

The only system proven to measurably support and improve workplace wellbeing

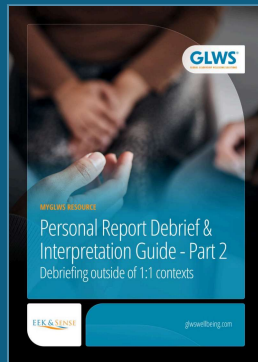
Support your teams and leaders to be their best – identify and minimise wellbeing risks, prevent harm, eliminate avoidable burnout and promote thriving. Contact us today for an obligation-free trial.

WEB

glswellbeing.com

EMAIL

support@glswellbeing.com



Accredited practitioner guides and companion development resources support every step of the system.

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