

Measures of Adult Wellbeing at Work

Tools to Measure Adult Wellbeing Specific to Workplaces

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Measures are listed from short to long in administration time (based on the shortest form). Each title is hyperlinked to a corresponding section with more information. All measures are reliable and valid, and they are intended for adults.

Free Measures of Adult Wellbeing in a Work Setting



Name of Measure	Length	Pros	Cons
Teacher Subjective Wellbeing Questionnaire (TSWQ)	8 items	Short holistic overview of wellbeing Can be utilized with Student Subjective Wellbeing Questionnaire (Renshaw, n.d.) for greater continuity across populations	Few, if any, available translations
Job-related Affective Well-being Scale (JAWS)	20 items 30 items	Widely used outside field of education Multiple translations	Measures only one domain of wellbeing
The Workplace PERMA-Profiler	23 items	Follows PERMA construct and provides overview of wellbeing Translated and validated in Japanese	

[Job Satisfaction Survey \(JSS\)](#)

36 items

Widely used
Multiple translations

Measures only one domain of wellbeing

Priced Measures of Adult Wellbeing in a Work Setting



Name of Measure	Length	Pros	Cons/Price
The Gallup Q12 Employee Engagement Questionnaire	12 items	<ul style="list-style-type: none"> Measured outcomes related to specific work benefits Widely used Available in different languages 	<ul style="list-style-type: none"> Requires purchase: Online calculator to estimate school's cost. Focuses only on engagement—one factor of the PERMA model of wellbeing
The PERMAH Workplace Survey	2-3 minutes	<ul style="list-style-type: none"> Scores returned in real time through online dashboard Widely used Comprehensive view of wellbeing Individual use can continue after license period has ended 	<ul style="list-style-type: none"> Requires purchase of 3, 6, or 12 month license at \$497, \$797, or \$997 respectively Unlimited use during license period
Psychological Capital Questionnaire (PCQ)	12 items 24 items	<ul style="list-style-type: none"> Overview of wellbeing Outcomes related to specific work benefits Available in multiple languages 	<ul style="list-style-type: none"> Priced according to use and services \$2 per person (minimum 50) to produce paper copies Free qualified research permission with form Click here for more payment options.

[Maslach Burnout Inventory: Educator's Survey \(MBI-ES\)](#) 22 items or 10-15 minutes

Available in different languages Specific to educators in workplaces

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Focuses more on burnout than wellbeing
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ASSESSING
WELLBEING
IN SCHOOLS

*An Educator's Practical Guide to
Measuring Wellbeing*



Bates, M. & Boren, D. M. (2019). *Assessing Wellbeing in Schools*. EdTech Books. Retrieved from <https://edtechbooks.org/wellbeing>



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