

Measures of Adult Wellbeing at Work

Tools to Measure Adult Wellbeing Specific to Workplaces

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	<p>Measured outcomes related to specific work benefits</p> <p>Widely used</p> <p>Available in different languages</p>	<p>Requires purchase: Online calculator to estimate school's cost.</p> <p>Focuses only on engagement—one factor of the PERMA model of wellbeing</p>
The PERMAH Workplace Survey	2-3 minutes	<p>Scores returned in real time through online dashboard</p> <p>Widely used</p> <p>Comprehensive view of wellbeing</p> <p>Individual use can continue after license period has ended</p>	<p>Requires purchase of 3, 6, or 12 month license at \$497, \$797, or \$997 respectively</p> <p>Unlimited use during license period</p>
Psychological Capital Questionnaire (PCQ)	12 items 24 items	<p>Overview of wellbeing</p> <p>Outcomes related to specific work benefits</p> <p>Available in multiple languages</p>	<p>Priced according to use and services</p> <p>\$2 per person (minimum 50) to produce paper copies</p> <p>Free qualified research permission with form</p> <p>Click here for more payment options.</p>
Maslach Burnout Inventory: Educator's Survey (MBI-ES)	22 items or 10-15 minutes	<p>Available in different languages</p> <p>Specific to educators in workplaces</p>	<p>Priced according to use and services</p> <p>\$2.50 per person to reproduce paper copies or use Mind Garden's Transform System (minimum purchase 50 or 20 respectively).</p> <p>More options click here</p> <p>Focuses more on burnout than wellbeing</p> <p>Click here for more payment options.</p>

ASSESSING
WELLBEING
IN SCHOOLS

*An Educator's Practical Guide to
Measuring Wellbeing*

MEGAN BATES AND DAVID BOREN



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



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