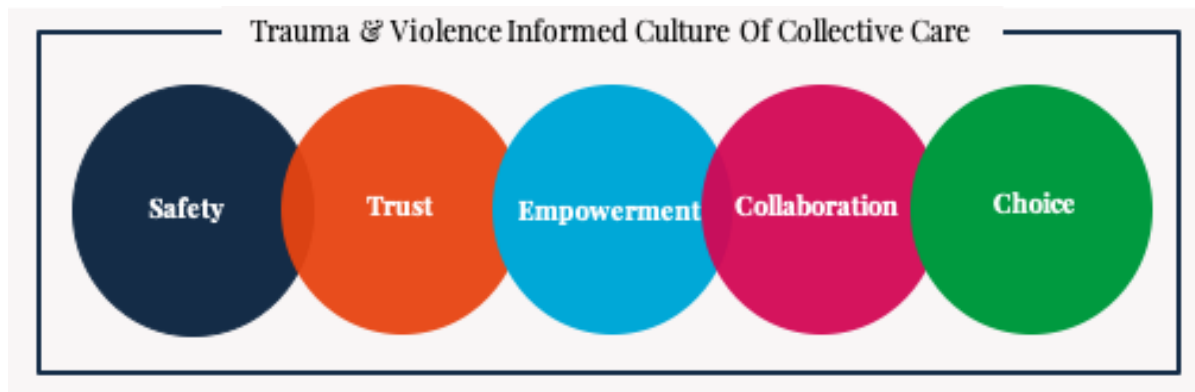


## THE PERMAH WELLBEING SURVEY FSV TRAUMA INFORMED QUESTIONS

### *Additional Sector Questions*

Our HSW Guide fuses these twenty years of research on trauma informed care (Harris & Fallot, 2001) to suggest the following five guiding principles for building trauma and violence informed cultures of collective care:



- **Safety** – Foster physical and psychological safety in all interactions.
- **Trust** – Invest in inclusive relationships that are focused on respect and dignity and transparent and clear communication.
- **Empowerment** – Discover and develop individual and collective strengths by providing acknowledgement of each other's contributions and feedback for learning.
- **Collaboration** – Share power and work in solidarity to support sustainability at a team, organisation, funding bodies and sector level.
- **Choice** – Provide the freedom for people to align their approaches with their values and ethics.

Based on this we would suggest the following 10 questions be added to the PERMAH Wellbeing Survey for our sector:

### *Leadership Support*

Take a moment and consider how well the leader you work most closely with has supported you over the past two weeks. Indicate the extent to which you agree with each of the following statements, ranging from 0 (not at all, 0%) to 10 (completely, 100%):

#### *Safety*

- My direct leader/manager made it safe to voice opinions and ideas that differed from their own.

#### *Trust*

- My direct leader/manager had honest feedback conversations that built my confidence.

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## *Empowerment*

- My direct leader/manager expressed appreciation for my work.

## *Collaboration*

- My direct leader/manager was always willing to help me out.

## *Choice*

- My direct leader/manager gave me the freedom to choose how I complete my work.

## *Organizational Support*

Take a moment and consider how well your organization has supported you over the past two weeks. Indicate the extent to which you agree with each of the following statements, ranging from 0 (not at all, 0%) to 10 (completely, 100%):

## *Safety*

- I have personally experienced or witnessed bullying or harassment in the form of unkind words or behavior in this organization.

## *Trust*

- I have been part of conversations about how our shared vision and values are guiding our actions across this organization.

## *Empowerment*

- I have been provided with the knowledge, skills and opportunities to perform well in this organization.

## *Collaboration*

- I have seen this organization encourage and recognize collaboration and teamwork.

## *Choice*

- I have been consulted about changes that are happening within this organization.

## THE PERMAH WELLBEING SURVEY WORKPLACE QUESTIONS

### *Demographic Questions*

- What is your gender?  
Female; Male; Non-Binary; Prefer Not To Answer.
- What is your age?  
Under 18 years; 18-24 years; 25-34 years; 35-44 years; 45-54 years; 55-65 years; 66+ years;  
Prefer Not To Answer.
- What is your work status?  
Employed Full Time (30+ hours/week); Employed Part Time; Self-Employed/Freelance;  
Other; Prefer Not To Answer.
- How do you describe your ethnicity?  
Indigenous; Asian; Black/African American; White/Caucasian; Hispanic/Latinex; Middle  
Eastern or North African; Pacific Islander; Bi-Racial/Multi-Racial; Other; Prefer Not To  
Answer.
- Which option best describes your workplace?\*
- Privately Funded; Publicly Listed; Government Funded; Not For Profit; Other; Prefer Not To  
Answer.
- What industry are you in?\*
- Advertising, Media & Publishing; Agriculture, Forestry, Fishing or Hunting; Arts,  
Entertainment or Recreation; Community & Social Services; Construction; Consulting &  
Professional Services; Education; Banking, Finance & Insurance; Government & Public  
Administration; Healthcare & Medical; Hospitality & Tourism; Information, Technology &  
Telecommunications; Manufacturing; Mining, Oil & Gas; Property & Real-Estate; Retail &  
Call Centres; Scientific & Technical Services; Wholesale; Other; Prefer Not To Answer.
- What is your job title?  
Free text
- Which option best describes your responsibilities?  
Responsible For Leading A Team; Not Responsible For Leading A Team, Prefer Not To  
Answer.
- Where is most of your work done?  
Always Worked At Home; Started Working At Home After COVID-19; Always Located At  
Work Premises; Returned To Work Premise After COVID-19; Hybrid Between Home And  
Work Premise; Mostly Travel For Work; Other; Prefer Not to Answer.

\*These questions can be pre-selected for your Survey respondents.

## General Questions

Take a moment and consider how well you have felt and functioned at work over the past two weeks. Indicate the extent to which you agree with each of the following statements, ranging from 0 (not at all, 0%) to 10 (completely, 100%):

- I was deeply engaged and interested in my work.
- My team was a positive group to work with.
- I set and achieved clear goals.
- I felt anxious at work.
- Physically, I felt strong and healthy.
- I felt strongly dedicated to my work.
- My team set and achieved clear goals.
- I felt a sense of choice and freedom in the things I undertook at work.
- My organization was a positive place to work.
- I felt like I was thriving.
- I was encouraging and supportive of others.
- My team did work that was valuable and worthwhile.
- I felt energized by my work.
- I felt strongly committed to my organization.
- I regularly sought feedback about my work.
- My organization was encouraging and supportive of its employees.
- My team was interesting and engaging to work with.
- I felt able to manage my own wellbeing.
- My organization did work that was valuable and worthwhile.
- I felt calm at work.
- My team helped me feel physically healthy.
- I often felt forced to do many tasks at work I wouldn't choose to do.
- I felt insecure about my ability to do my job well.
- I felt discriminated against in my workplace.
- My organization set and achieved clear goals.
- I felt worn out by my work.
- My team was a safe place to bring up problems and be honest about mistakes.
- I was satisfied with my organization.

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- I was able to change my behaviors in order to improve my wellbeing.
- I often felt alone and isolated at work.
- My organization was a high performer in our industry.
- I work in a team where diverse ideas, experiences, and people are valued.
- The work I did was valuable and worthwhile.
- I received help and support when I needed it.
- I prioritized daily habits that supported my wellbeing.
- My team was highly committed to health and safety.
- I was clear on why I did the work I did.
- I was satisfied with my team.
- I felt excited at work.
- My organization was an interesting and engaging place to work.
- I was satisfied with my job.
- My team was encouraging and supportive of one another.
- The work I did felt so important I found it hard to switch off.
- My organization was highly committed to health and safety.
- I felt like I was struggling.
- My organization demanded too much from me.
- I felt it was best to keep my struggles to myself at work.
- I had all the resources I needed to successfully do my work.
- I performed well in the organization.
- My organization made efforts to support my physical health.
- I felt connected with people at work.
- I felt motivated to care for my wellbeing.
- I felt overwhelmed by the tasks I had to do.
- I was judgemental and critical of myself.
- My team performed well in the organization.
- I felt safe at work to bring up problems and be honest about mistakes.
- I felt able to do my job well.
- Taking all things together, over the past two weeks I mostly felt like I was:  
Really struggling; Feeling on top of the world; Not feeling terrible, just getting by; Living well despite struggles.

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- The biggest cause of my struggles during the last two weeks has been...  
My physical health; My mental health; Dealing with people; Managing money; Navigating changes; Caring for others; Other
- When I'm struggling to care for my wellbeing at work the first person I reach out to is:  
Someone in my team; Someone outside of my team; My boss; The HR team; Employee assistance program; Coach or mentor; Friends or family; I would never tell anyone I was struggling.
- The biggest barrier to improving my wellbeing over the last two weeks was:  
Not enough time; Not enough money; Too much physical effort required; Too much mental energy required; Not sure how to start; Other.
- When it comes to caring for my wellbeing, the three most valuable supports my workplace could provide are:  
Wellness classes (i.e., yoga, nutrition, fitness, gym memberships or discounts); Health benefits (i.e., flu shots, mental health days, financial aid, etc.); Employee Assistance Program (EAP); Wellbeing Coaching; Wellbeing/resilience training; Mental first aid training; Nothing; Other (please specify).
- Anything else you'd like to share?