



Ministry  
of Justice

# Evaluating Workplace Wellbeing

**Becky Thoseby**  
**Head of Workplace Wellbeing**

# Overview

The challenges of measuring  
wellbeing

How to do a workplace wellbeing  
survey

Our plans for a data informed  
approach

Making the case and getting  
started

# The challenges of measuring workplace wellbeing



- Measuring impact is our greatest challenge
- Newness of the field means a lack of existing evidence
- 3 standard evaluation methods:
  - Existing data such as sickness absence and EAP usage
  - Subjective wellbeing measures
  - Outcome based measures such as retention or employee engagement



We want to avoid being held to account for factors outside our control

# Measuring workplace wellbeing



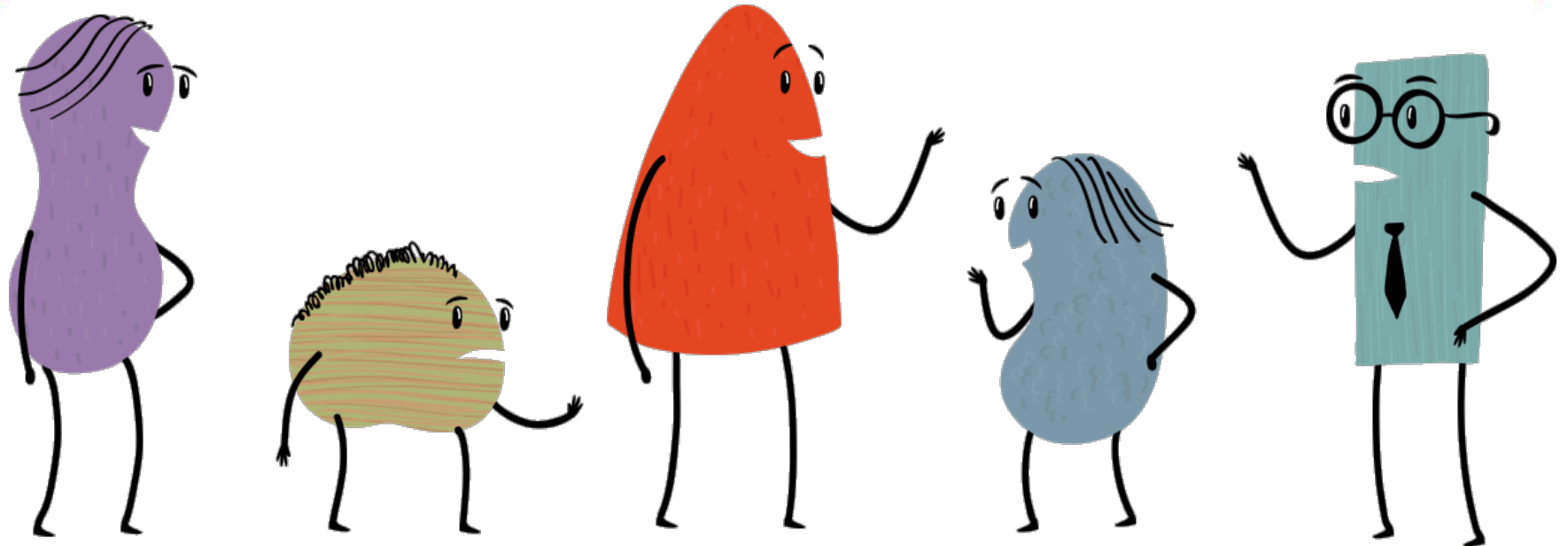
# Back to basics

- 1. What does wellbeing mean in your organisation?*
- 2. What is your wellbeing strategy looking to achieve?*
- 3. What means of data collection and analysis do you have at your disposal?*
- 4. Who is the audience for this data and how do they like to receive information?*

# Our plans for a data informed approach at MoJ

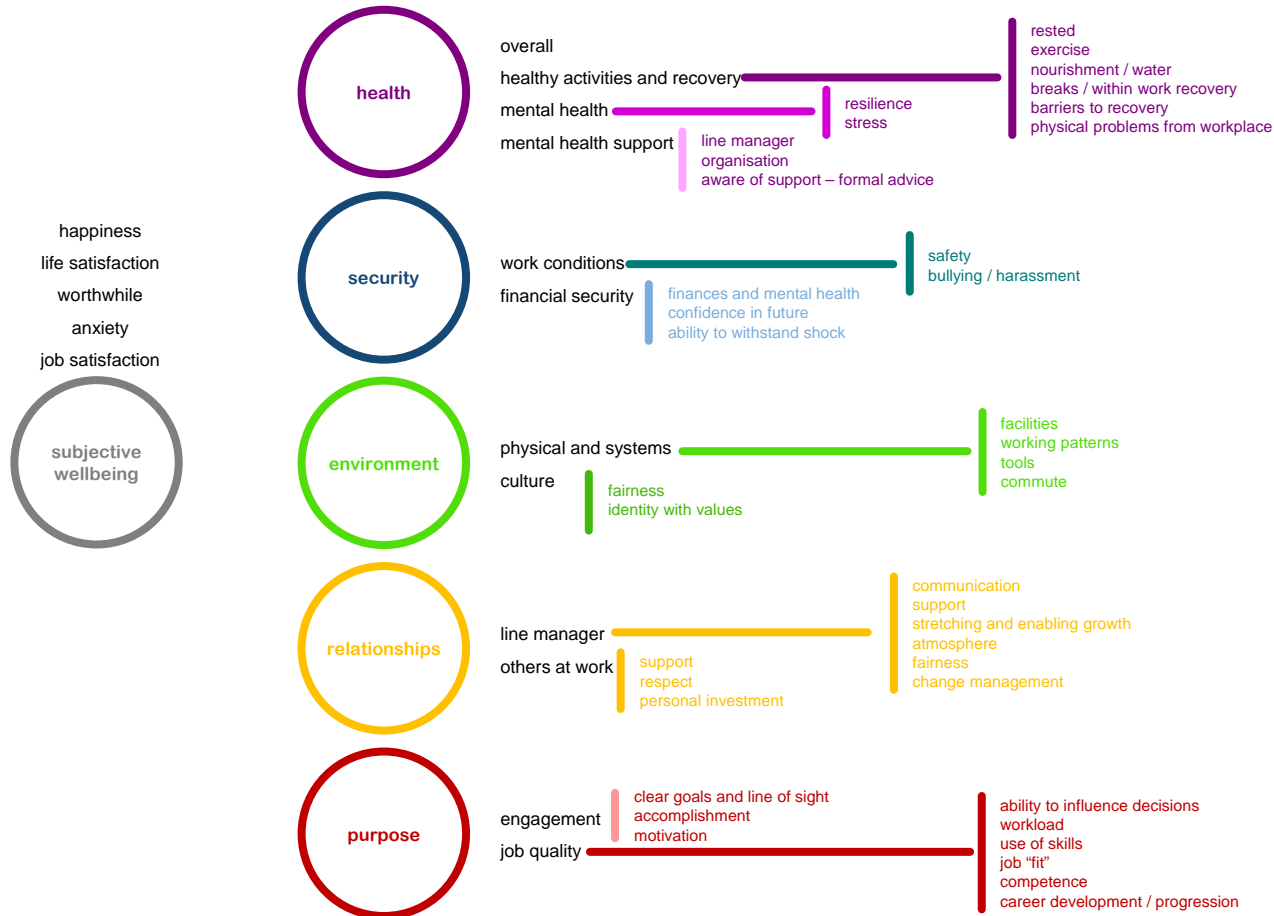






MoJ takes a person centred approach to wellbeing

# Drivers of workplace wellbeing



# Next steps

- 1. Data gathering through pulse surveys, existing focus groups and stakeholders*
- 2. Presentation of data in an eye catching, user friendly format*
- 3. Taking feedback from stakeholders and further refinement*

**Making the case and getting buy in**



# Wellbeing has an image problem







# Link to your organisation's values

## MoJ value of Humanity

*“We treat others as we would like to be treated.  
We value everyone, supporting and encouraging  
them to be the best they can be.”*

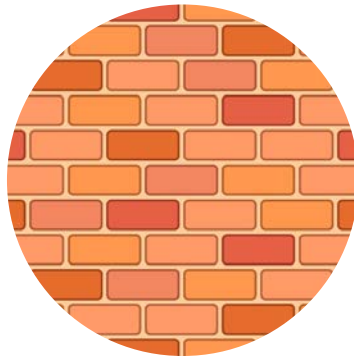
## MoJ value of Purpose – link with drivers of wellbeing



# Sell the organisational benefits



Talent attraction



Provides a foundation to meet the challenges of change and uncertainty



Creates a reservoir of goodwill



Optimising individual performance

# Summary

Measuring workplace wellbeing  
not impossible

What gets measured gets done  
you are measuring the right things

Try and avoid measuring things  
out of your control

Focus on measuring factors  
you can influence





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