



wraw[®]

Workplace resilience
and wellbeing



Wraw Snapshot Report

Individual Name

LOGO

Assessment completed on 19 Oct 2018

Confidential

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What is Wraw?

Wraw is a psychometric measure of resilience and its impact on wellbeing for working people. It stands for 'Workplace resilience and wellbeing', describing a subject that is of increasing importance in the workplace. A snapshot of where you are now is provided by Wraw to help raise your awareness, with a view to enhancing your behaviours and approaches going forward.

Why is Wraw important?

Our work environment is constantly evolving, with increased use of technology, more complex regulation and compliance, and fast-moving, highly competitive markets. Work can often spill over into personal time, leaving little respite for busy lifestyles and a real risk that our resilience and wellbeing are compromised. It is crucial that we have strategies to keep this in check, get the necessary down-time and maintain a healthy work/life balance.

There are things you can do personally to help with this, and depending on your circumstances, there may also be things your organisation can do. Where possible, we recommend a two-pronged approach:

 **Educate and empower** individuals to take ownership of their own resilience and wellbeing.

 **Educate and enable** managers and leaders to build a safe and supportive working environment.

Wraw has been built with this ambition in mind, to increase awareness of the importance of resilience and wellbeing for individuals, and to put it at the heart of every organisation. The aim is to help shape and guide an organisation's wellbeing strategy and to embed Wraw in everyday approaches.

For individuals, completing Wraw and using the report it generates can help to:

- Create greater awareness of first signs or symptoms when personal resilience and wellbeing dip.
- Step in early, be proactive and minimise the risk of physical or mental wellbeing declining.
- Identify personal strategies to habitually enable resilience and wellbeing.
- Harness the opportunity to develop high performance in a healthy way.

Introduction to your Wraw report

Thank you for completing Wraw. Your Snapshot report reflects the way you personally responded to the questionnaire and you are advised to reflect on the accuracy and relevance of your results in your current situation. Gaining an awareness of your Wraw results is a first step to developing strategies to enhance your resilience going forward. If you would like to explore your scores in more detail and how your resilience is currently impacting your wellbeing, please refer to the more in-depth Wraw Individual report.

The pillars defined

The 5 pillars of resilience underpin Wraw and are defined in the overview below.

Energy	Sustaining and renewing physical energy to have the capacity to keep going through challenging times.
Future Focus	Having a clear sense of purpose and direction to help to move forwards without getting stuck or feeling held back.
Inner Drive	Sustaining self-belief when times get tough, displaying confidence, motivation and perseverance.
Flexible Thinking	Having an open and optimistic mindset, enabling a positive and adaptive response to change and challenges.
Strong Relationships	Building open and trusting relationships and being willing to call on these for help and support if facing a challenge.

It is well established that life’s ongoing challenges have an influence on our physical and psychological wellbeing. Our resilience and wellbeing can have an impact on the degree to which these challenges affect us. Resilience does not mean we are immune to what life throws at us - physical and mental health challenges may lead to outcomes that affect us regardless of our resilience.

However, evidence suggests that developing a high level of resilience leads to positive outcomes, such as experiencing a sense of challenge and achievement, which are important for high levels of psychological wellbeing¹. It is therefore worthwhile developing our resilience. In particular, this can help protect against situations where pressures become too difficult or numerous to cope with.

¹BPS Division of Occupational Psychology White Paper on Psychological Wellbeing at Work.

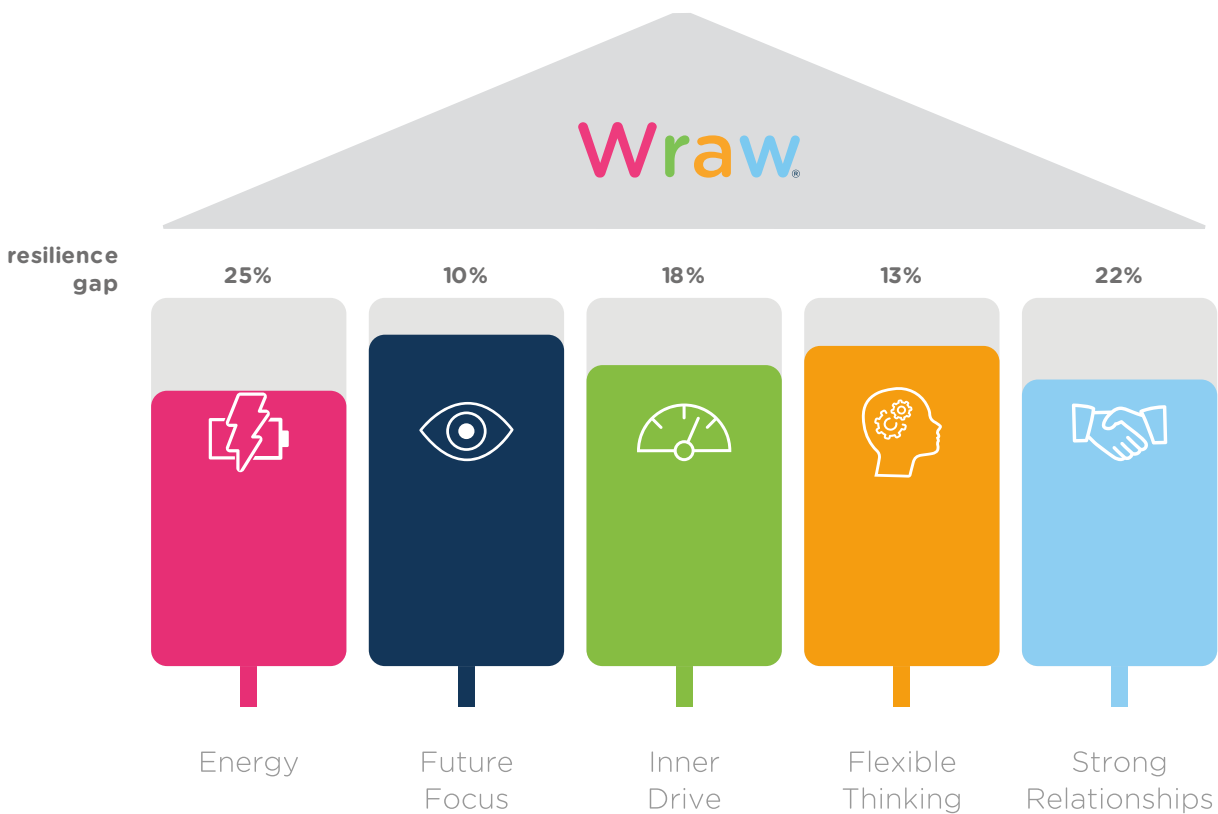
The diagram below demonstrates the role of resilience and its impact on wellbeing.



Your results - The pillars summative scores

The Pillars

In the chart below you will see how you have responded to each of the pillar scales of Wraw (summative scores). These pillar scores are simply a combined sum of your responses and they do not take into account any comparison to the scores of others. For any one pillar, the resilience gap indicates the extent to which there is scope to develop your resilience. The maximum resilience shown on any one scale is 100%, so your percentage gives an indication of how much room for development you have. You are encouraged to reflect on your goals for each of the pillars and how much you might ideally like to reduce the gap by.



The Energy pillar has the biggest resilience gap and the Future Focus pillar has the smallest resilience gap. This indicates that there is greatest scope for developing your resilience strategies by looking at the Energy pillar, although other sizeable gaps may also warrant attention.

Enhancing the pillars

Energy

Energy is the foundation of physical, mental and emotional resilience. This pillar is about sustaining and renewing physical energy to feel energised throughout the whole day. Having regular intervals of self-care, restoration and recovery helps to re-energise from high-paced or intense periods.



Strategies to enhance

- Taking regular exercise to help enhance your overall health can help increase your resilience. Plan at least 30 minutes of moderate exercise five times a week or 75 minutes of vigorous exercise weekly.
- Ensure you create enough time for sleep – ideally at least 7-8 hours a night.
- Build regular periods of rest and relaxation into your diary to help restore energy.
- Reduce intake of processed food, caffeine and sugary drinks and aim to drink 1.5 litres of water a day.

Future Focus

This is about having a sense of purpose and direction. It makes it much easier to feel resilient when we know where we want to go and have ideas of how we're going to get there. Having a clear future focus helps us move forward whether in a work or home environment.



Strategies to enhance

- Take time to consider what your core values are - what is most important to you that you won't compromise on.
- Aim to align your personal and professional goals with these values.
- When facing a worry or setback, distinguish between the things you can control and those that you can't.

Inner Drive

Inner drive is about sustaining motivation and self-belief despite what may be going on. Those with inner drive navigate through and around challenges with confidence. They show self-compassion in thinking about their own approaches.



Strategies to enhance

- Make a list of what drives and motivates you and schedule time regularly to do at least one of these things.
- Be aware of your 'inner chatter' and whether this helps you or holds you back.
- Consider the things that you have achieved that you are proudest of and reflect on why.

Flexible Thinking

Flexible thinking is the ability to see things from different perspectives and find alternatives and options to the challenges and changes we face. Having a flexible and open mindset helps to prevent us from making snap judgements and assumptions about people and situations.



Strategies to enhance

- Think about others' perspectives and alternative views.
- Take an element of your daily routine and flex your creative side by doing it differently.
- View setbacks and challenges as learning opportunities that can help you to grow and develop.

Strong Relationships

Strong relationships are a key enabler in achieving resilience. People who build open, honest and trustworthy relationships with others, and are able to share their challenges and ask for help, have a strong network and support system that enables them to be highly resilient and achieve their goals.



Strategies to enhance

- Make quality time for other people as meaningful relationships are crucial to our resilience and wellbeing. Also spend time with people who make you laugh and feel good about yourself.
- Work on your communication skills, especially active listening.
- Being resilient doesn't mean you need to do everything yourself. Seek support from others when you need it.

Next steps, development plan and personal actions

It is important to reflect on how you might take forward any insights you have gained from your Wraw report. Completing the personal action sheet below and integrating this into your personal development plan can help you to get closer to achieving your goals. This action sheet can be completed on your own or with support, such as from your Wraw practitioner or coach.

Development goal What is your goal? What can you realistically achieve and by when?	
Reality What are the key elements or takeaways that have been highlighted from Wraw for you?	
Options What are your options going forward? What are the likely obstacles along the way? How will you overcome them?	
Actions What actions will you take and by when? Will you need support to achieve your goal? Who will you ask to support you?	

The resources overleaf may help you to complete your personal action sheet, as well as provide more general support to enhance your resilience and wellbeing.

Resources



General Resources

This Snapshot report provides a high-level view of your resilience based on your responses to the Wraw questionnaire. Further information about your current levels of resilience and the impact on wellbeing is available in the Wraw Individual report. This includes the extent to which you are currently likely to be feeling the effects of challenges, pressures and adversities, how your scores compare with a large group of respondents, sub-scales for each of the 5 pillars and more in-depth strategies for development. Please contact your Wraw practitioner for more information on how to upgrade to this report.

Please visit www.wrawindex.com for further information about the Wraw tool, learn more about its development and the team of experts who have been involved in the design and build.

The Wraw tool is powered by The Wellbeing Project, www.thewellbeingproject.co.uk, a global wellbeing consultancy supporting public, private and charity organisations using an engaging selection of resources and support.

You may also find the following public resources helpful to build and maintain your resilience and wellbeing:

NHS Live Well - information on healthy living, including a library of apps to help manage your health www.nhs.uk/livewell/Pages/Livewellhub.aspx

British Nutrition Foundation - provides impartial advice on food and nutrition www.nutrition.org.uk, call 020 7557 7930

Your local GP - access to healthcare, services, therapy, medication

Mind - advice and support for anyone experiencing a mental health problem. www.mind.org.uk, call 0300 123 3393 or text 86463

Samaritans - a round-the-clock service that offers a safe place to talk and provides emotional support, www.samaritans.org, call 116 123

Notes



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