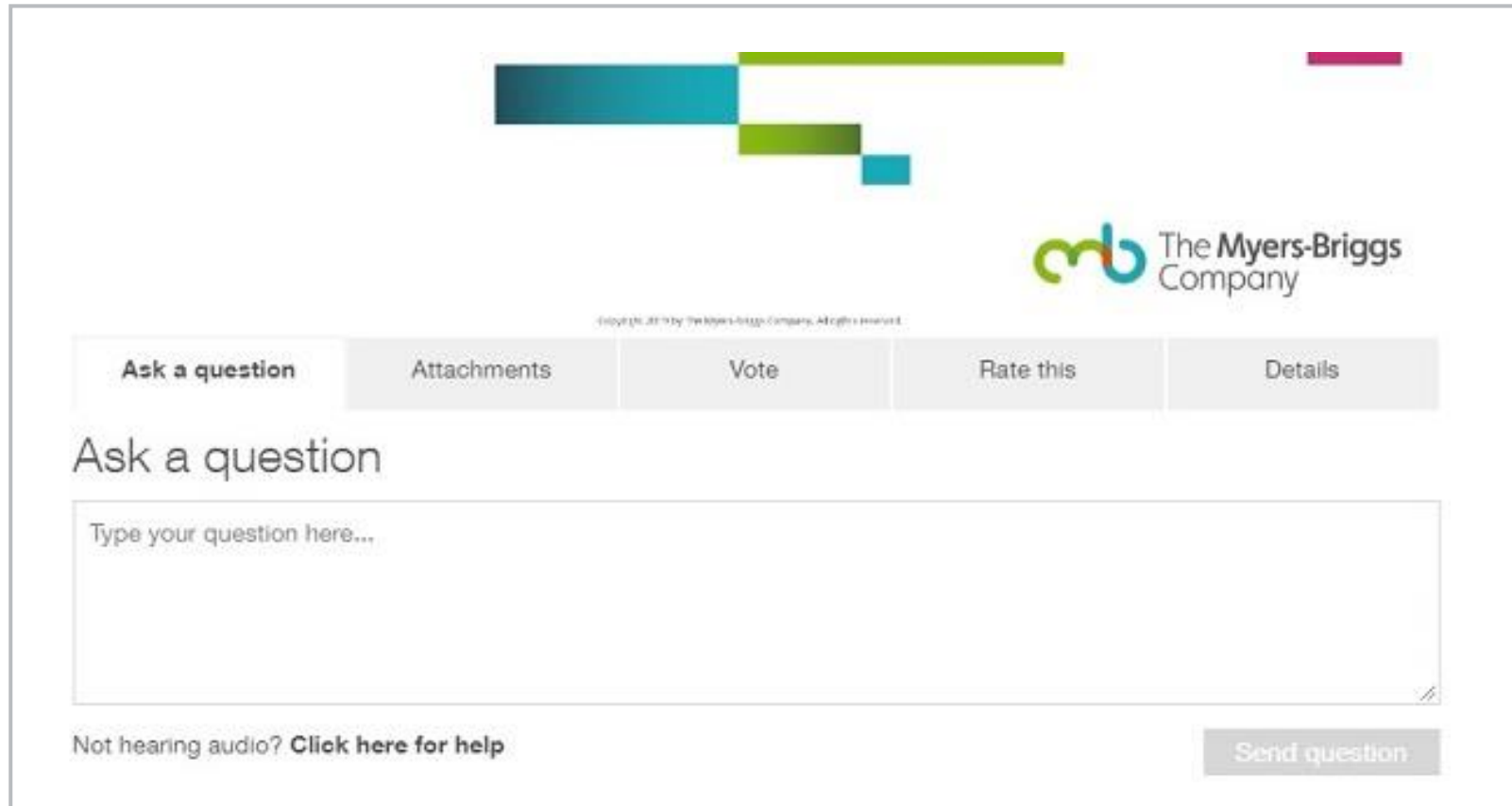


Why workplace
well-being is
key to company
performance



Interact with us



The screenshot shows a web interface for asking a question. At the top right, there is a logo for 'The Myers-Briggs Company' with the letters 'mb' in a stylized, colorful font. Below the logo, there is a horizontal navigation bar with five buttons: 'Ask a question' (highlighted in dark grey), 'Attachments', 'Vote', 'Rate this', and 'Details'. Below the navigation bar, the text 'Ask a question' is displayed in a large font. Underneath, there is a large text input field with the placeholder text 'Type your question here...'. At the bottom left of the input field, there is a link: 'Not hearing audio? [Click here for help](#)'. At the bottom right, there is a 'Send question' button.



Our mission is...

...to inspire everyone to lead more successful and fulfilling lives

Our world-leading assessments

MBTI® understand **personality** types

FIRO® improve interpersonal **relations**

TKI® resolve **conflict**

CPI™ inspire **leadership**

Strong give **career** advice to adults


VitaNavis® give **career and education** advice to students



Your presenter – Rich Thompson

- Senior Director of Global Research, The Myers-Briggs Company
- Joined business in 2000, working across all tools
- Responsible for the global development, maintenance, revision, extension and translation/adaptation of gold standard personality assessments.
- Doctor of Philosophy – PhD, Industrial and Organizational Psychology



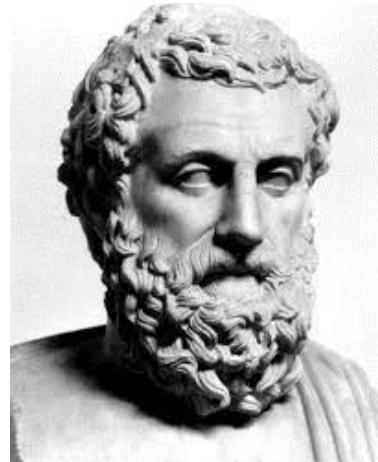


“ To inspire everyone to
lead more successful and
fulfilling lives. ”

Our mission,
The Myers-Briggs Company



Pursuing well-being



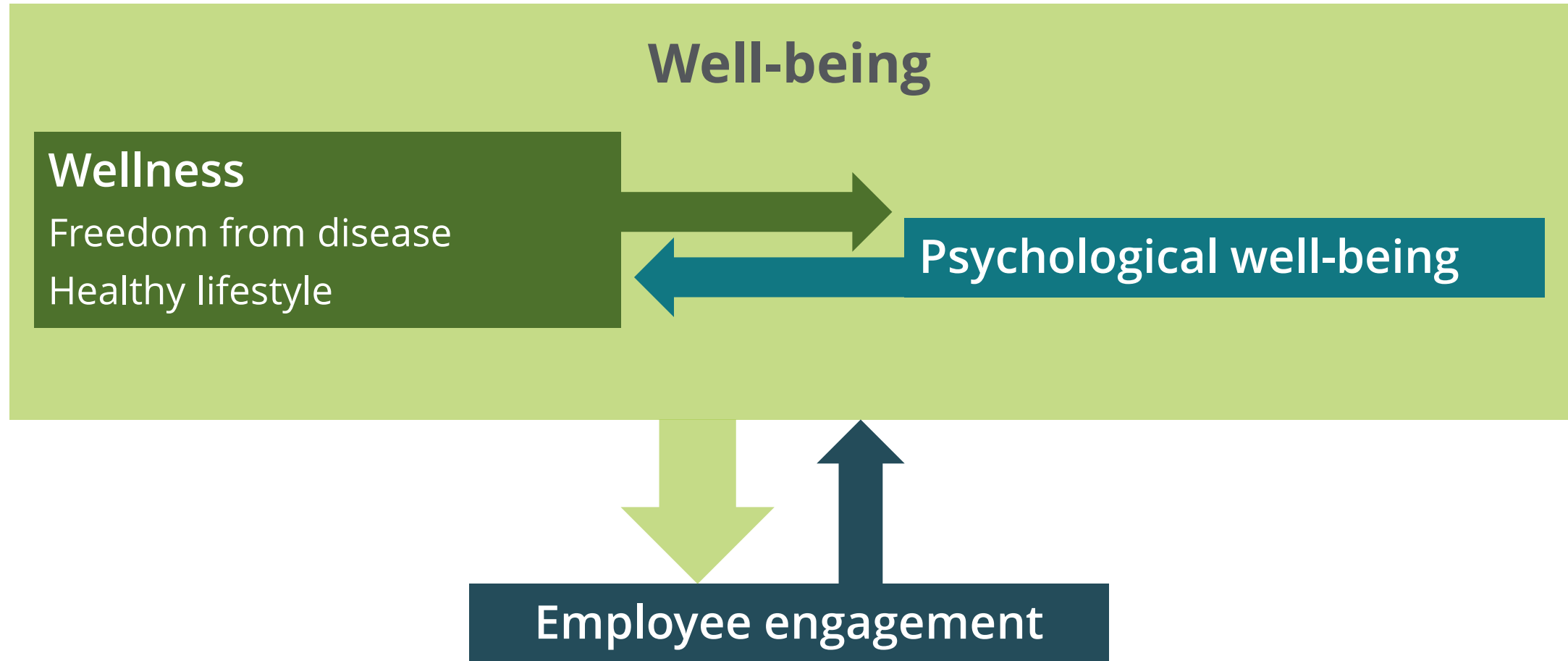
Seligman, M. (2011) Flourish. A visionary new understanding of happiness and well-being.



Persistent HR challenges and the role of workplace well-being

- Satisfaction with job and supervisors
- Stress and burnout
- Individual Performance and Retention

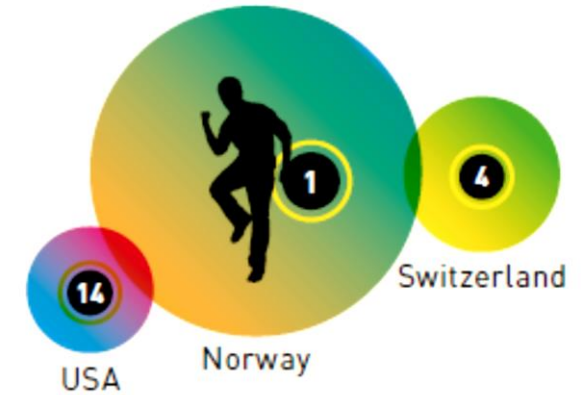
Wellness and well-being



Well-being boom

1. “Happiness” has become a **goal** that can be **measured**
2. Moved from “**treating illness**” to “**self-optimizing**”
3. Workplace well-being market = **\$40 billion** for 9% of global workforce
4. Employers supporting well-being of staff is becoming **the norm** not the exception

Global Wellness Institute (2016) “The future of wellness at work”.
Global Wellness Institute (2018) “Wellness 2030: The new techniques of happiness”.



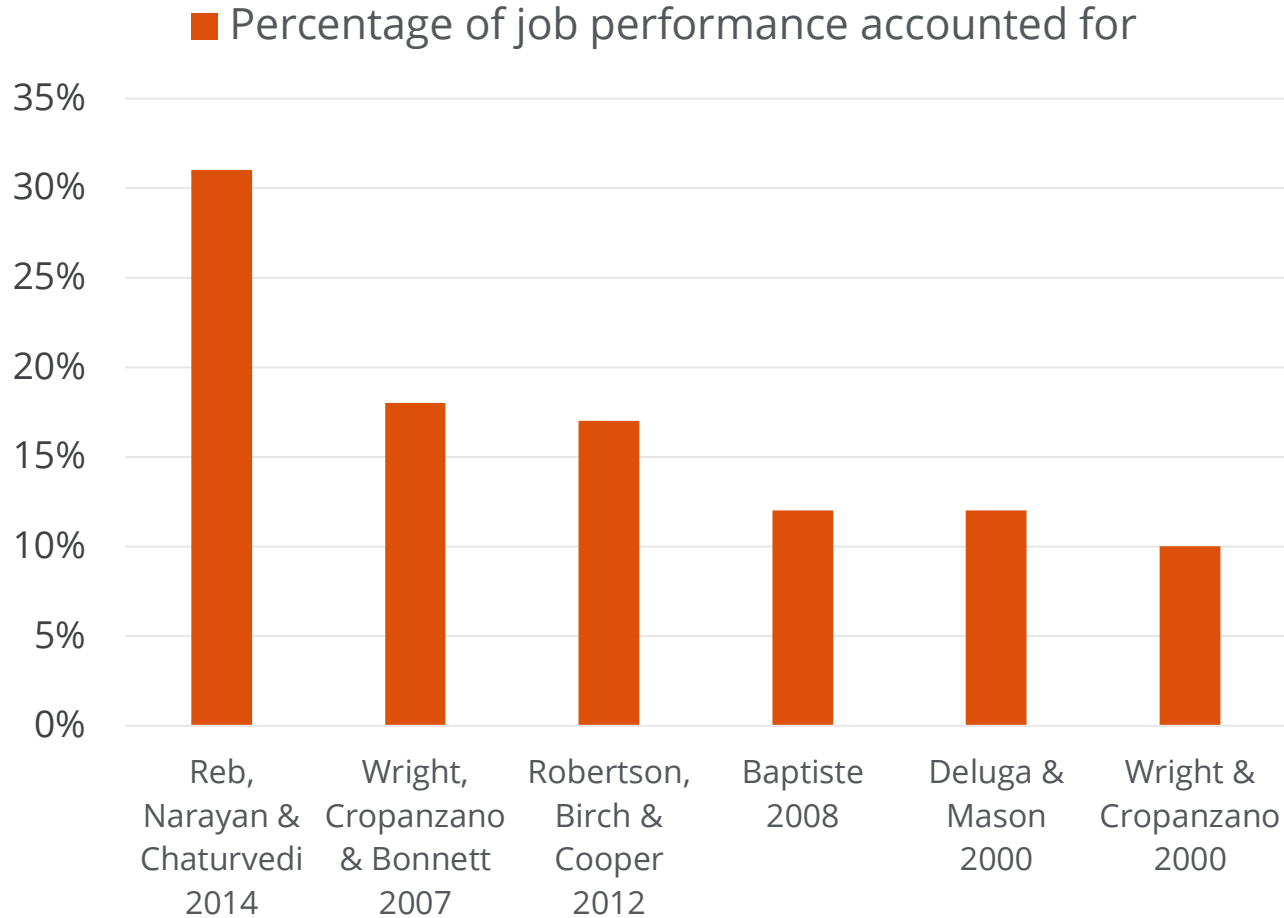
WORLD HAPPINESS REPORT 2017

The report is based on factors such as income, employment figures, social factors such as education and family situation, as well as mental and physical health.²



STRESS IN THE WORKPLACE
Although people are working less on average, 38% of the global working population feel stressed at work.⁸

Higher well-being means better job performance



Study authors and date

When people have a **good day at work** they are:

28%



More productive

31%



More creative

70%



More likely to recommend their organization as a good place to work

Source: Good Day at Work, Robertson Cooper



Measuring
well-being

How are you feeling today?



1



2



3



4



5

Self-reflection exercise

- Think of the last situation you felt **sustained positive emotion** at work (joy, cheerful, happiness, amusement, awe). How did this affect your work?
- Think of a person you have a **positive relationship** with at work. What makes it positive for you?
- Think of a time when you thoroughly enjoyed a work activity that **used your strengths or talents**. What was that like for you?
- Think of a role or activity you undertake at work that gives you a **sense of meaning** and purpose. How does it help you and others?
- Think of something you do that gives you a **sense of achievement** at work. How does this achievement make you feel?
- When did you last feel a **strong negative emotion** at work (angry, depressed, anxious, dejected)? How did it affect your work?

Well-being defined: the PREMAN model

- ★ Positive Emotions
- 👥 Relationships
- 🤝 Engagement
- 💡 Meaning
- 🏆 Accomplishment
- ⚡ Negative Emotions



The Myers-Briggs Company



Well-being in the workplace
Why it matters for organizational performance and how to improve it



The Myers-Briggs Company



Positive Emotions



Engagement



Relationships



Meaning



Accomplishment









**Negative
Emotions (low)**

Which aspect of well-being is highest for you?

	Positive Emotions	1-----10
	Relationships	1-----10
	Engagement	1-----10
	Meaning	1-----10
	Accomplishment	1-----10
	Negative Emotions	1-----10

Global Well-being at Work Inventory® (GWWI®)

28 questions, measuring:

PREMAN factor	Reliability (alpha)
 Positive emotions	0.87
 Relationships	0.82
 Engagement	0.83
 Meaning	0.93
 Accomplishment	0.82
 Negative emotions	0.81
Overall workplace well-being	0.88

The survey



17,929
people

Time span
2016-20



Female 67%
Male 33%

Age 18-86
(average 43)



The survey



17,929
people

Time span
2016-20

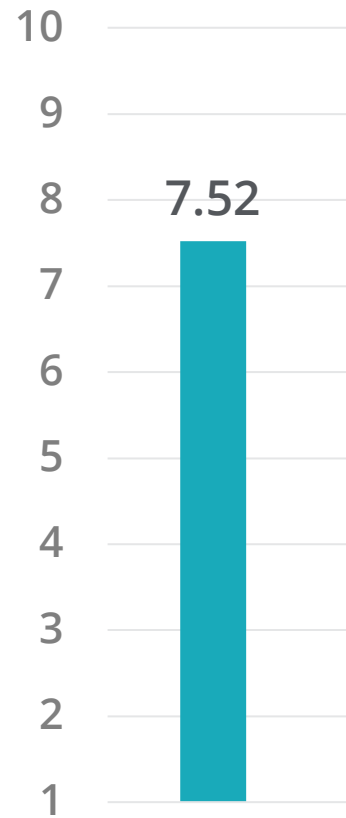


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Male 33%

Age 18-86
(average 43)



Overall results 2016-2020



Overall Well-being

The survey

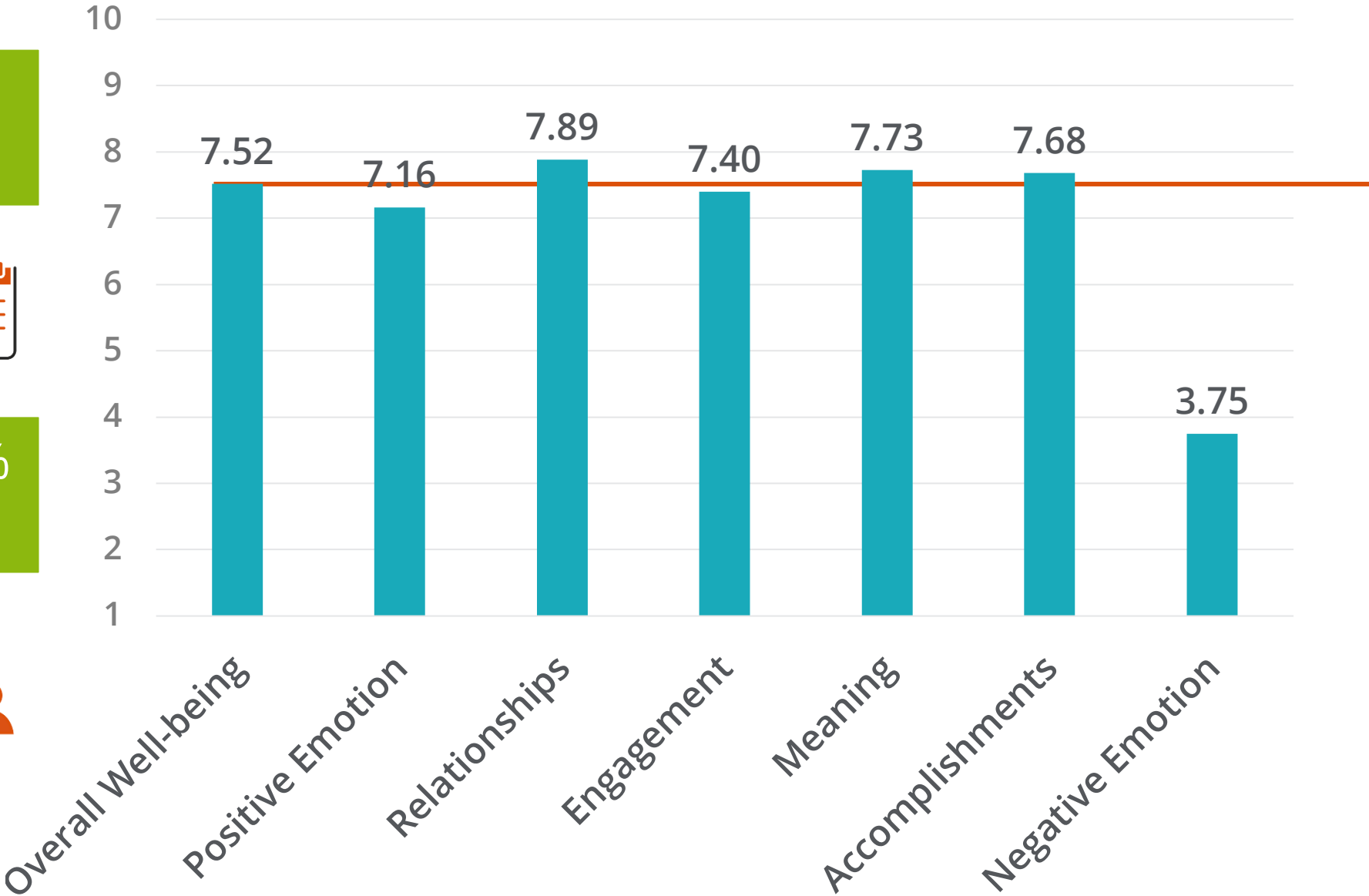
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Time span 2016-20 

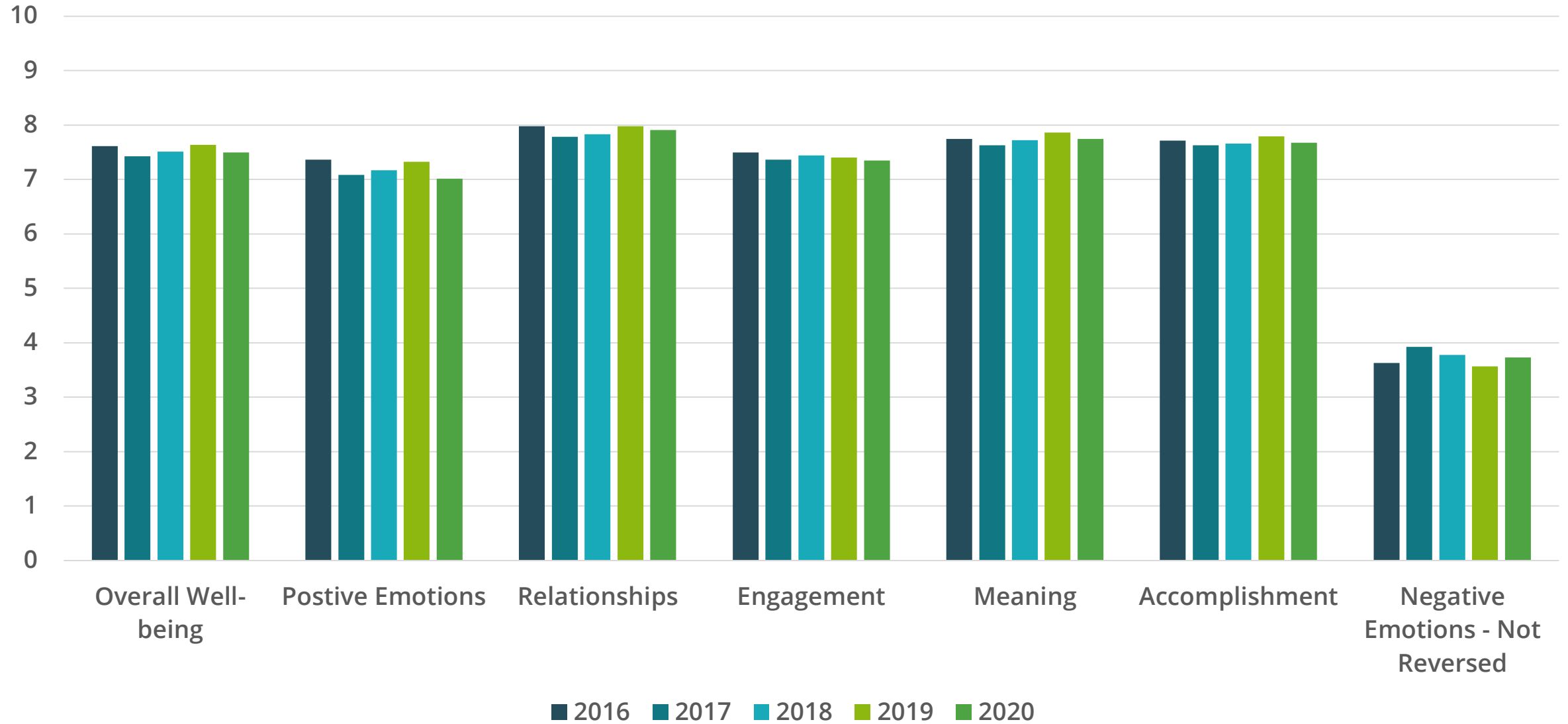
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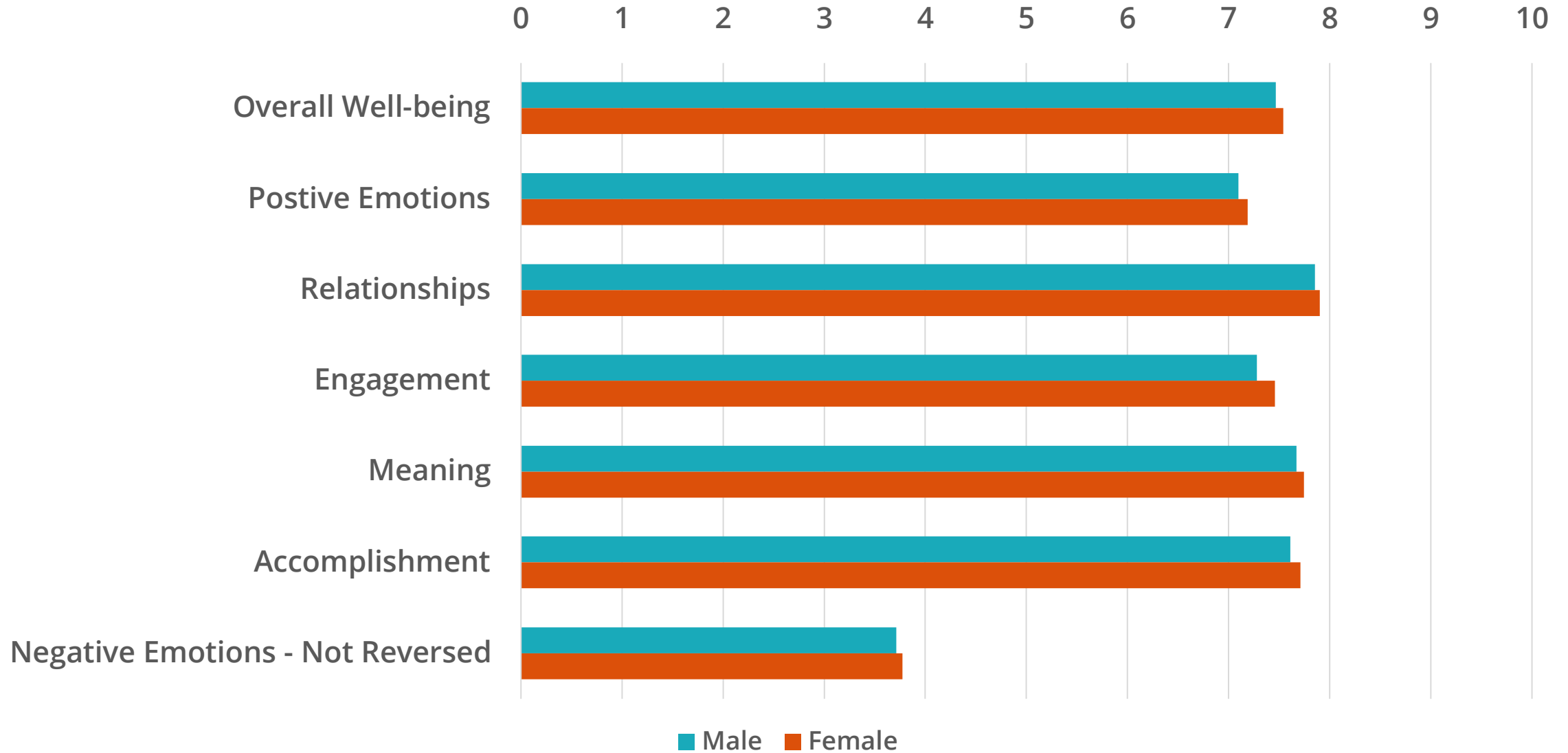
Overall results 2016-2020



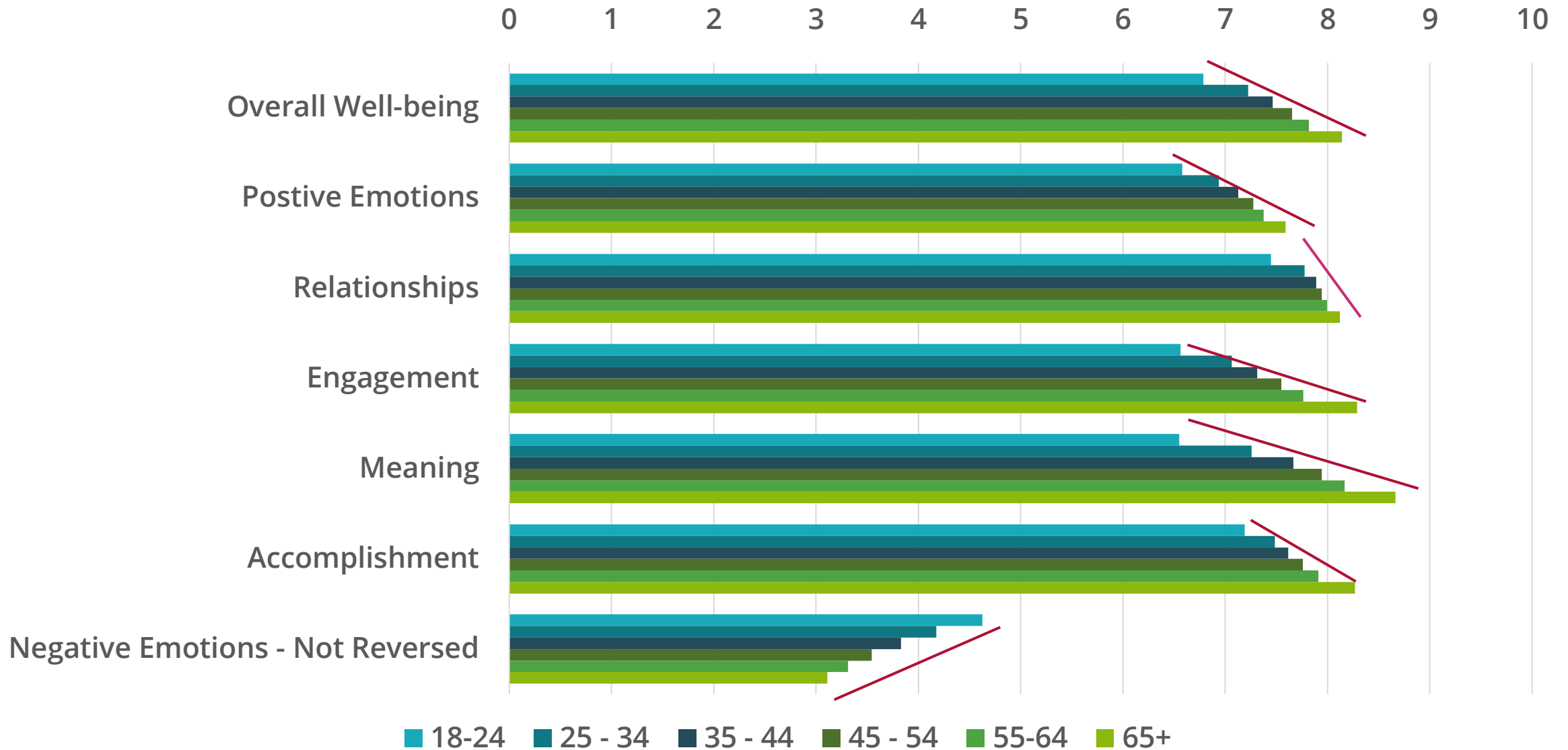
2016 to 2020 workplace well-being trends



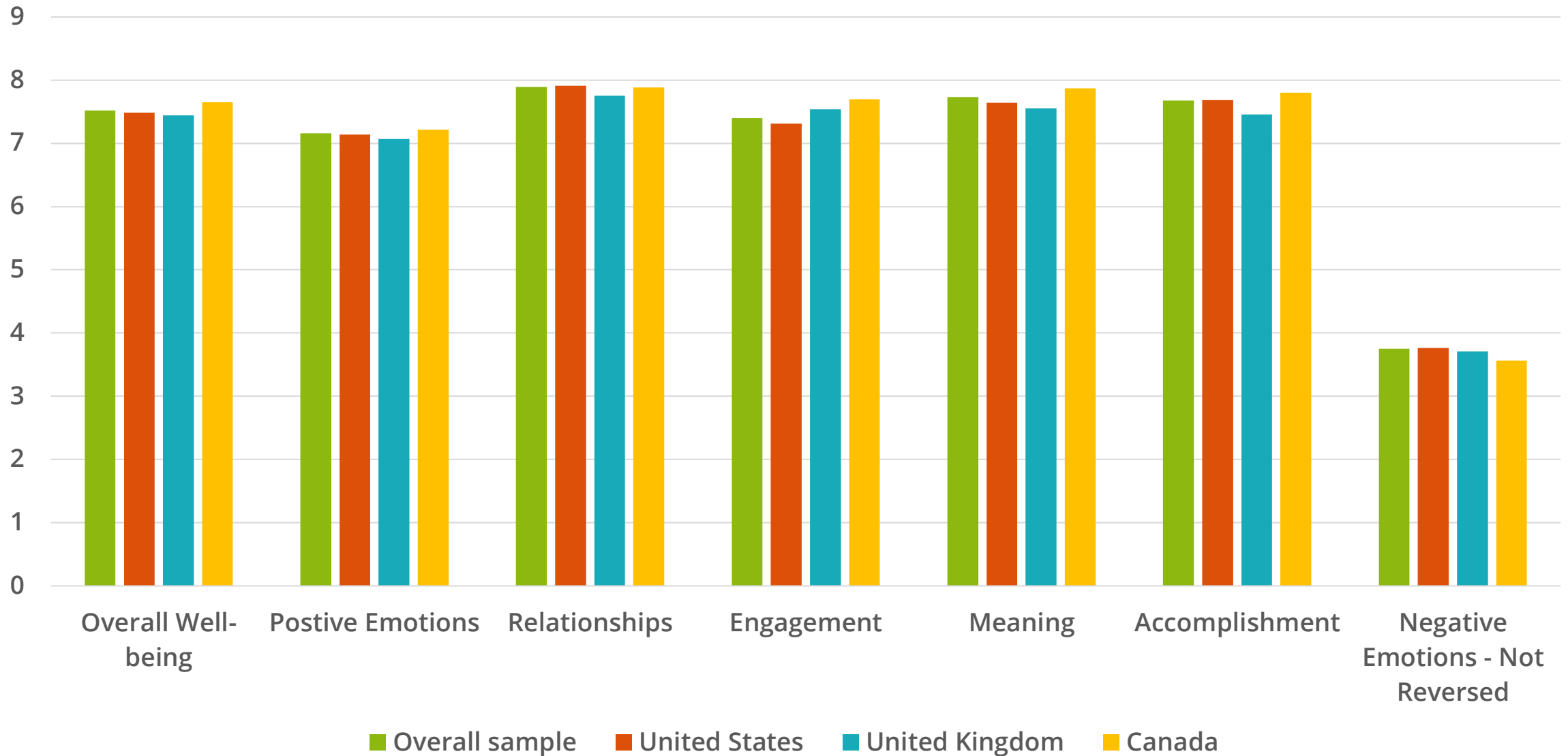
Global workplace well-being by gender



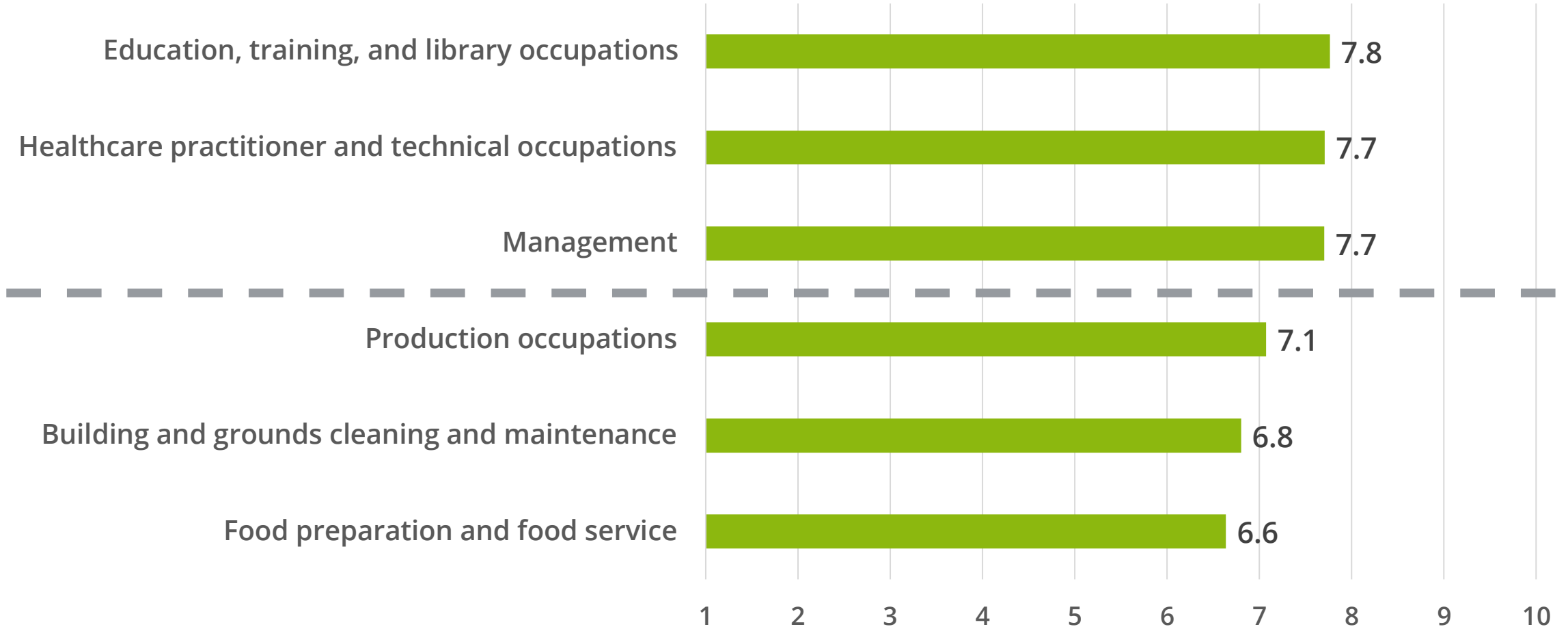
Workplace well-being based on age



Workplace well-being based on country



Workplace well-being based on occupation categories



Workplace well-being correlations

Positive outcome—positive correlation

Satisfaction

Supervisor satisfaction .54
Supervisor support .49
Job satisfaction .78

Stress and burnout

Stress—relationships -.46
Stress—workload -.35
Burnout -.72

Negative outcome—negative correlation

Key organizational outcomes

Emotional attachment to their organization .60

Sense of commitment to organization .35

Doing things to help colleagues .31

Doing things to help the organization .31

Obligation to stay in organization -.29

Turnover intention -.41

Active job search -.41

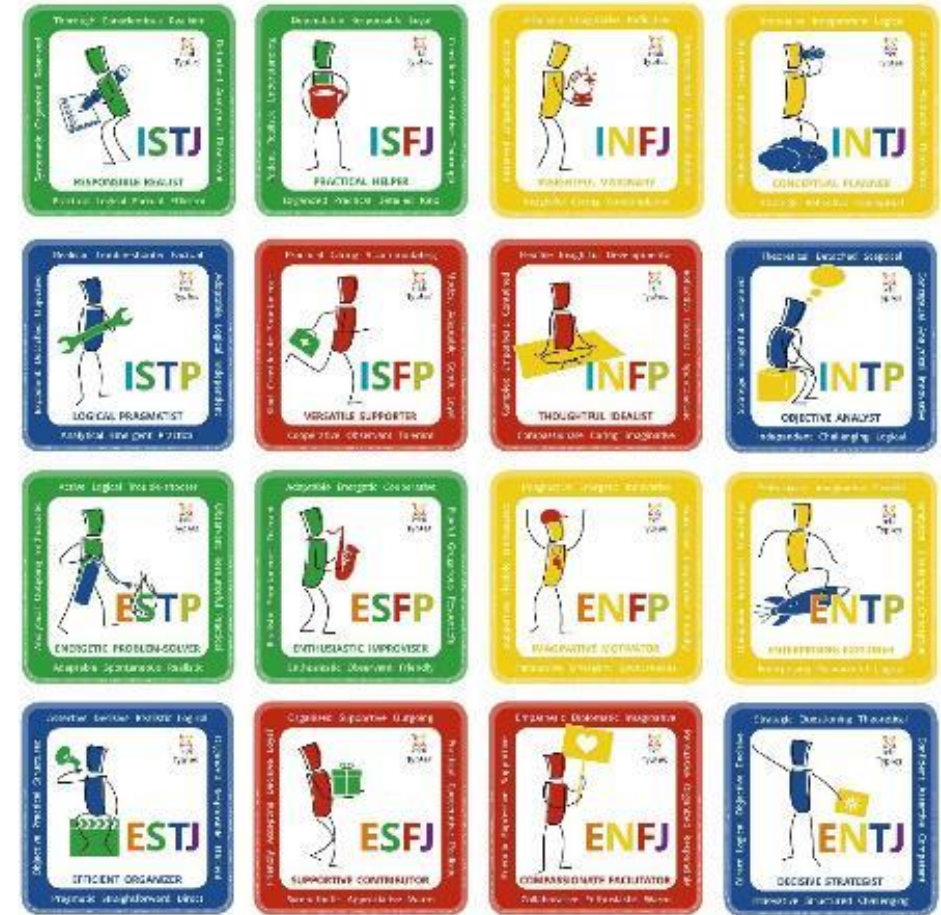
The story so far...

- Average well-being is fairly high, especially relationships
- No overall gender differences
- Older people report higher levels
- There are differences in average well-being between different occupations
- Increased well-being has positive effects for both individuals and organizations

But what about personality?



Type: the Myers-Briggs Type Indicator® (MBTI®) model



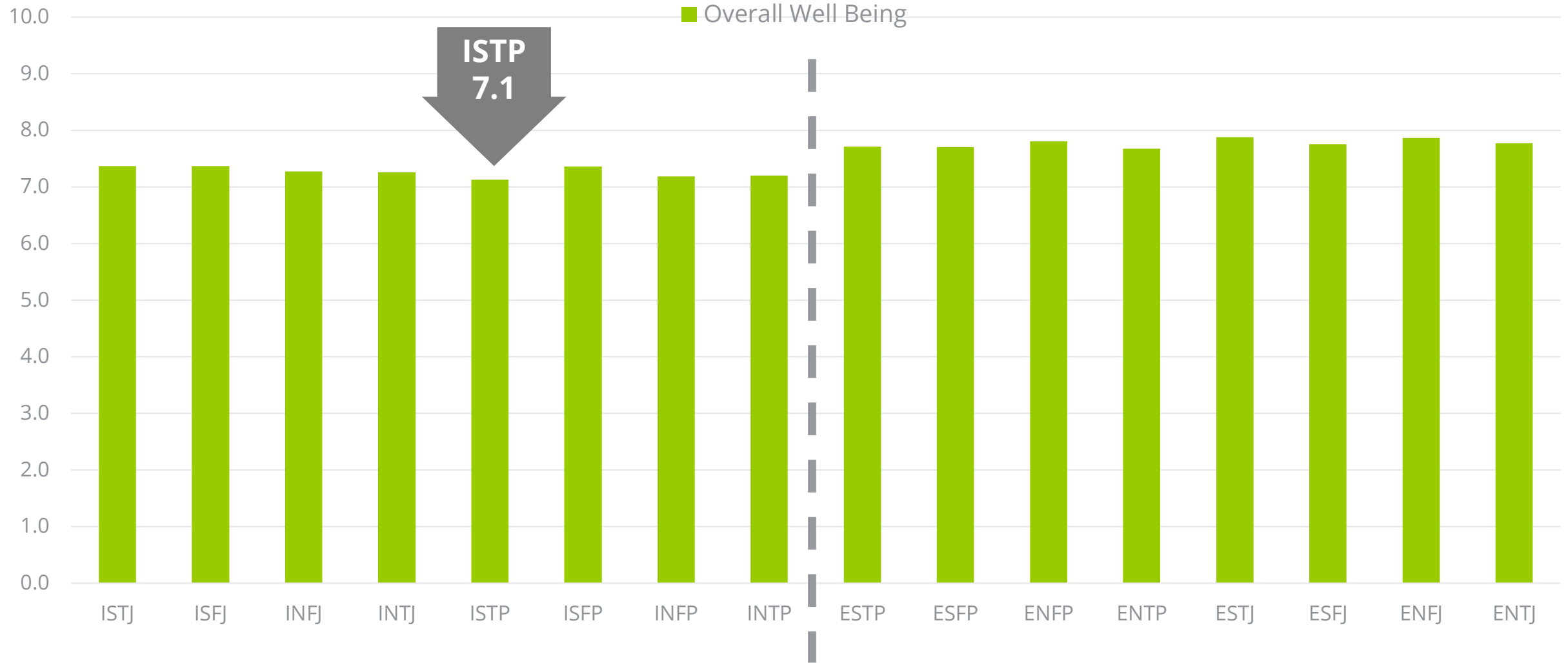
Workplace well-being varies by MBTI type

Workplace Well-being based on MBTI Type



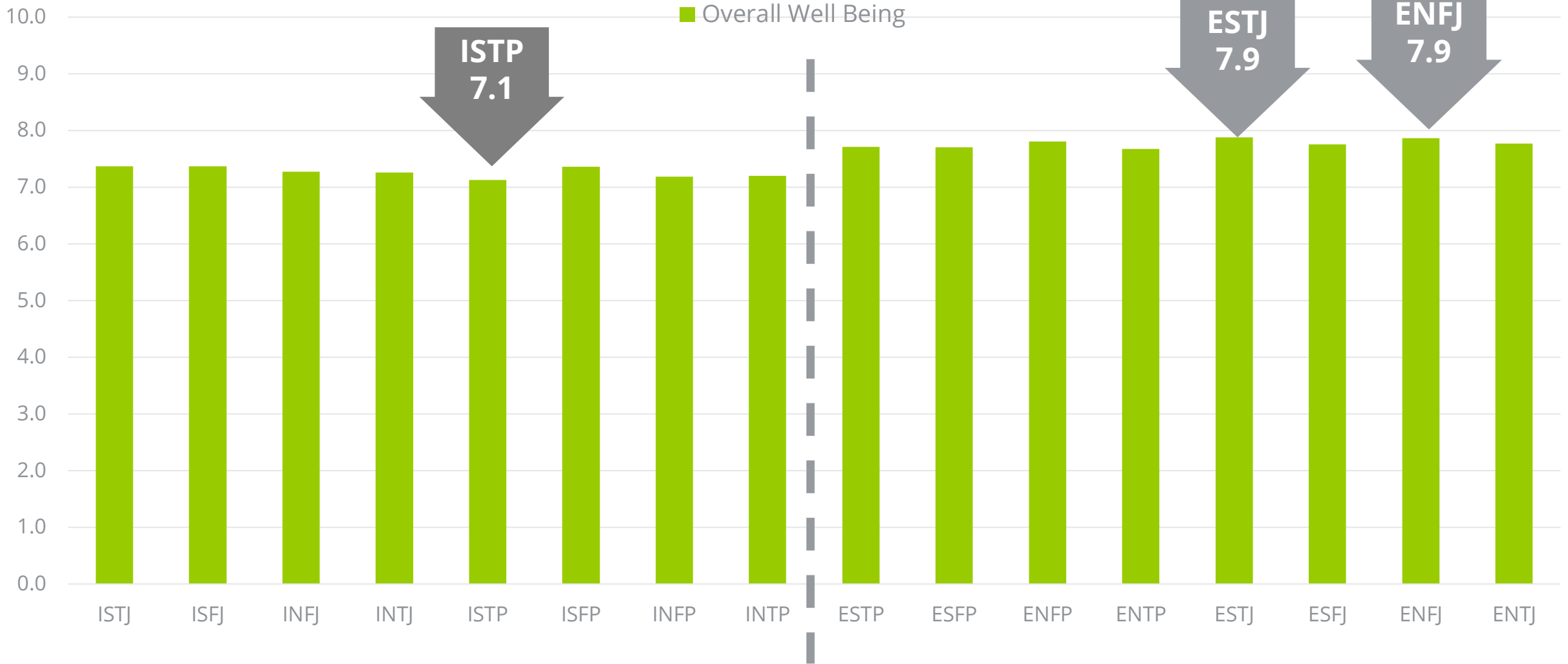
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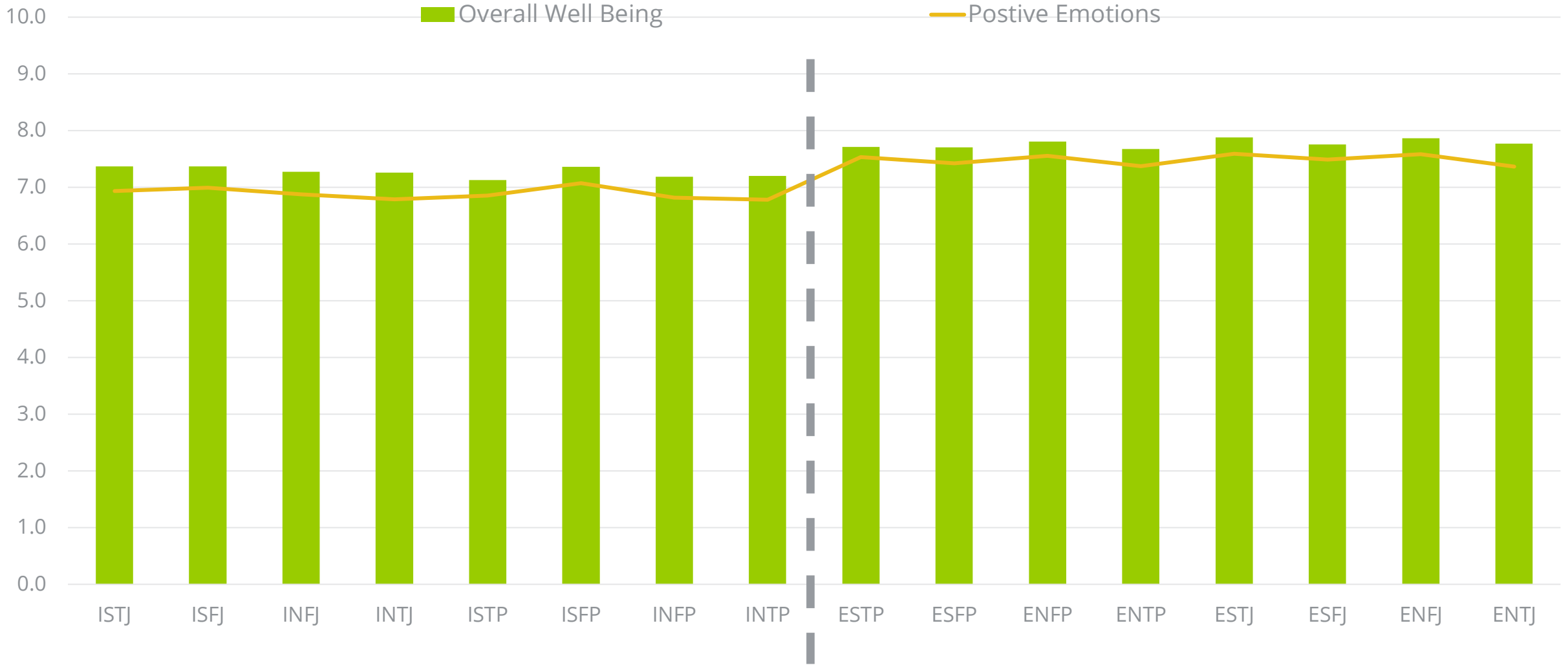
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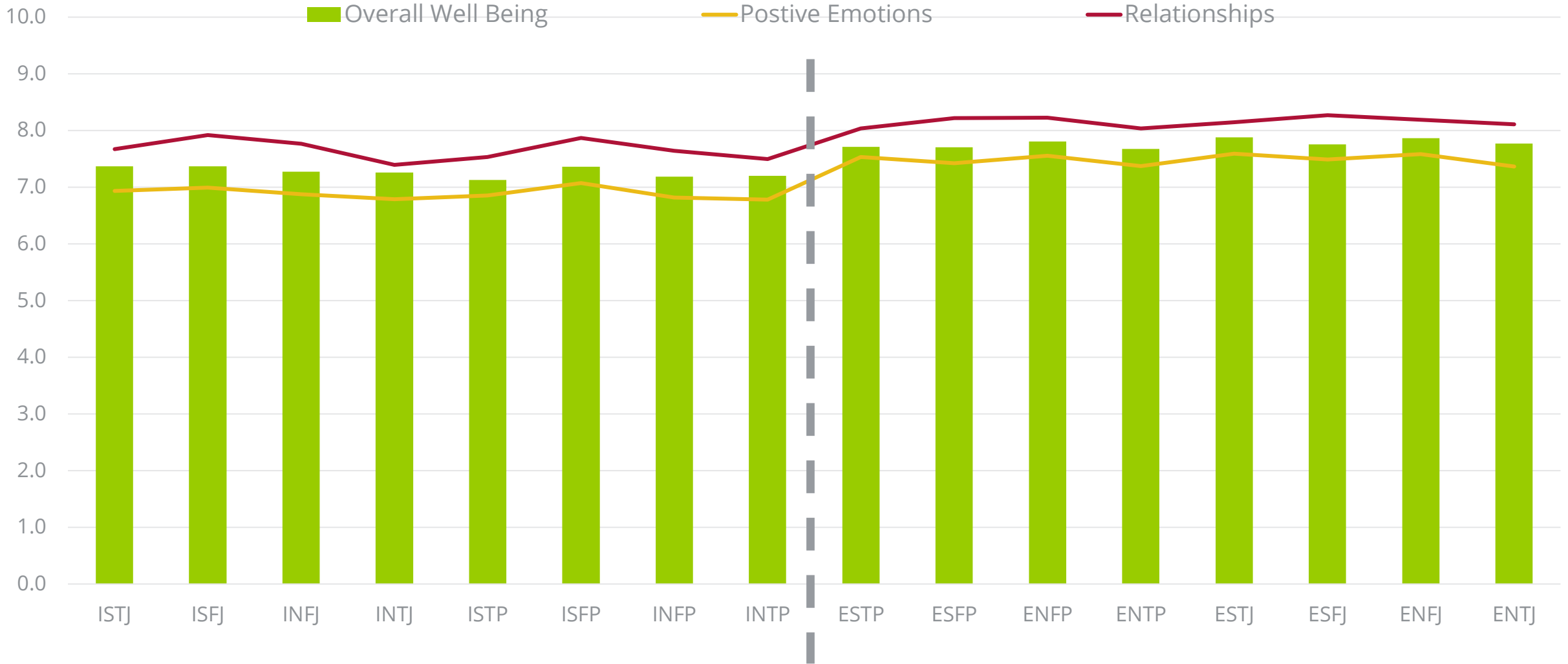
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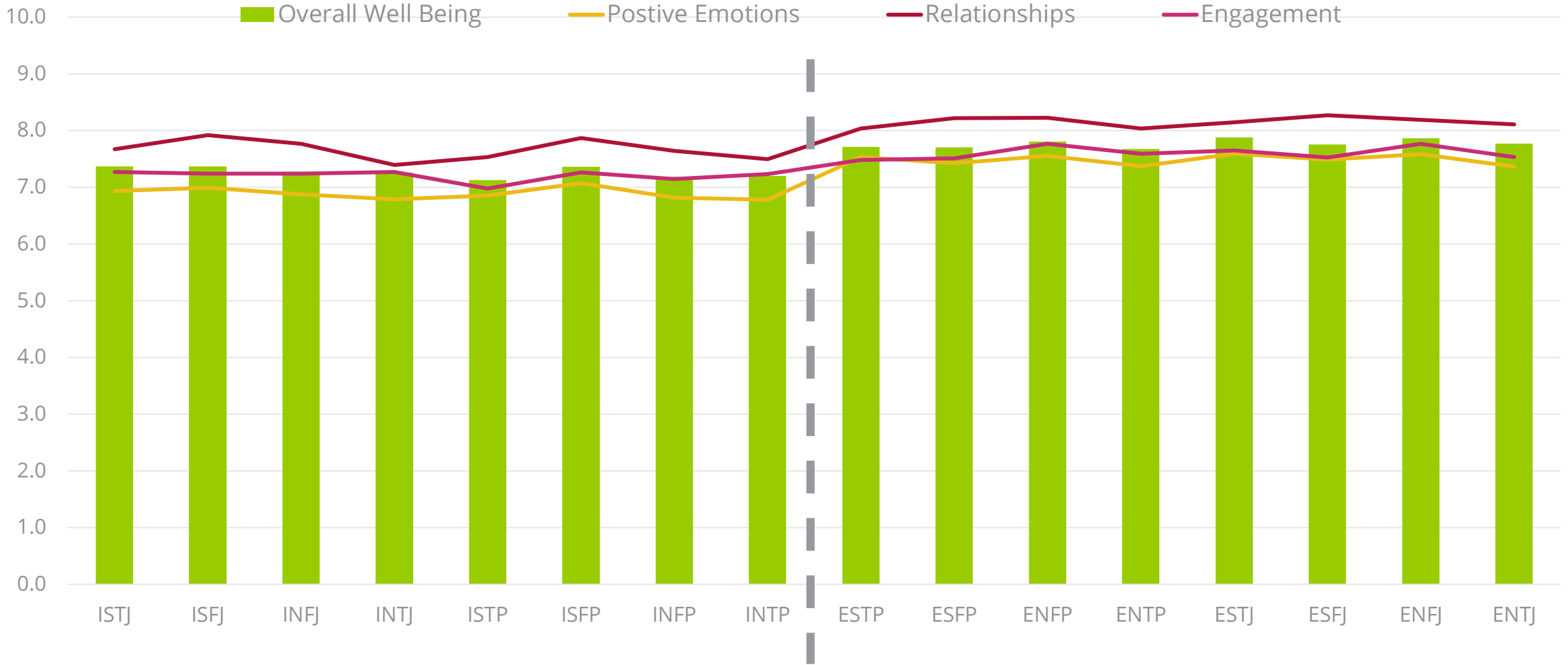
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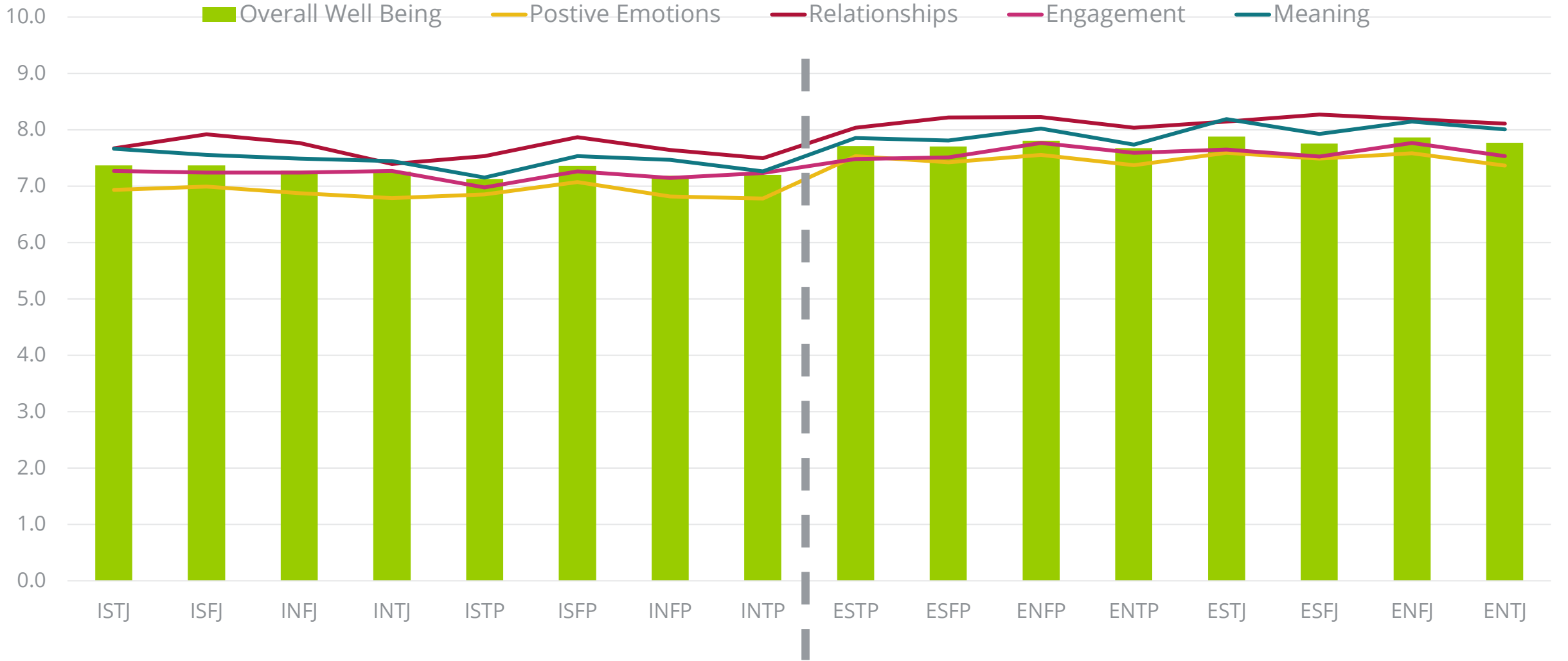
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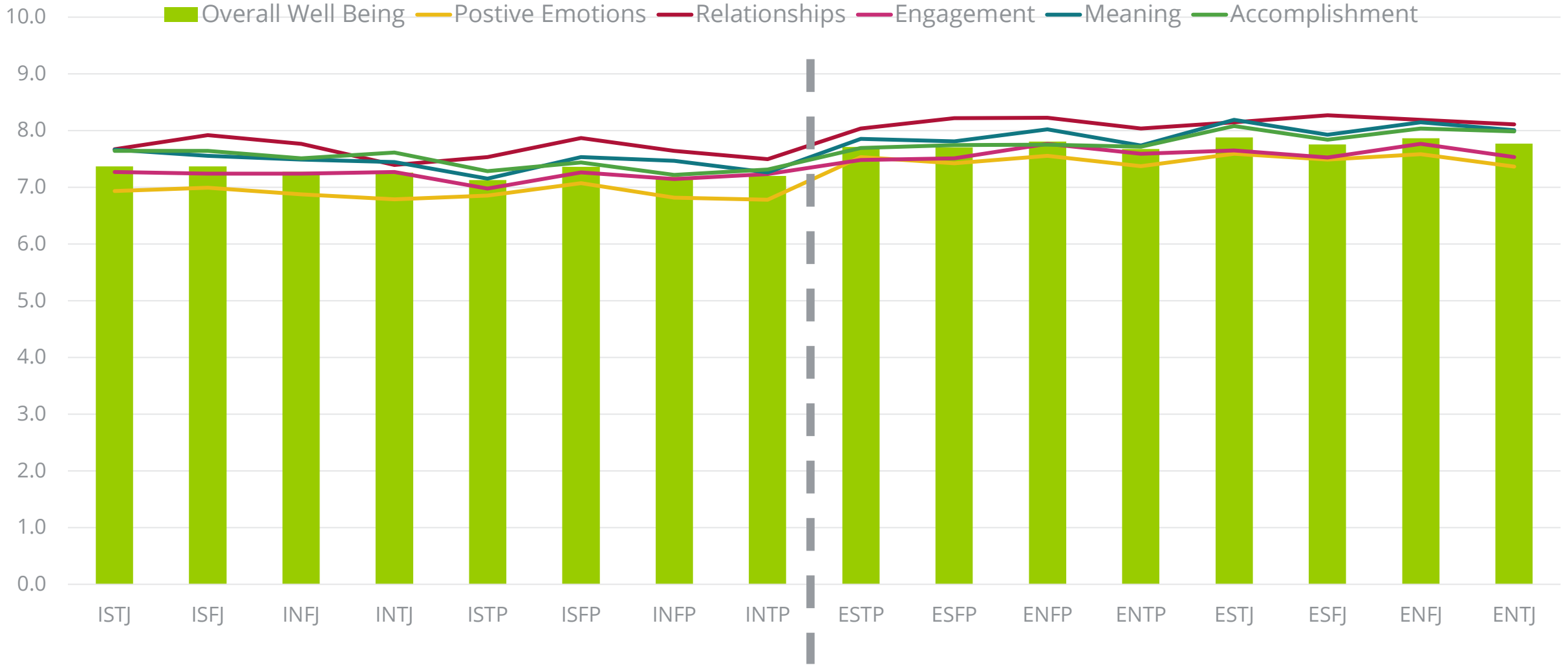
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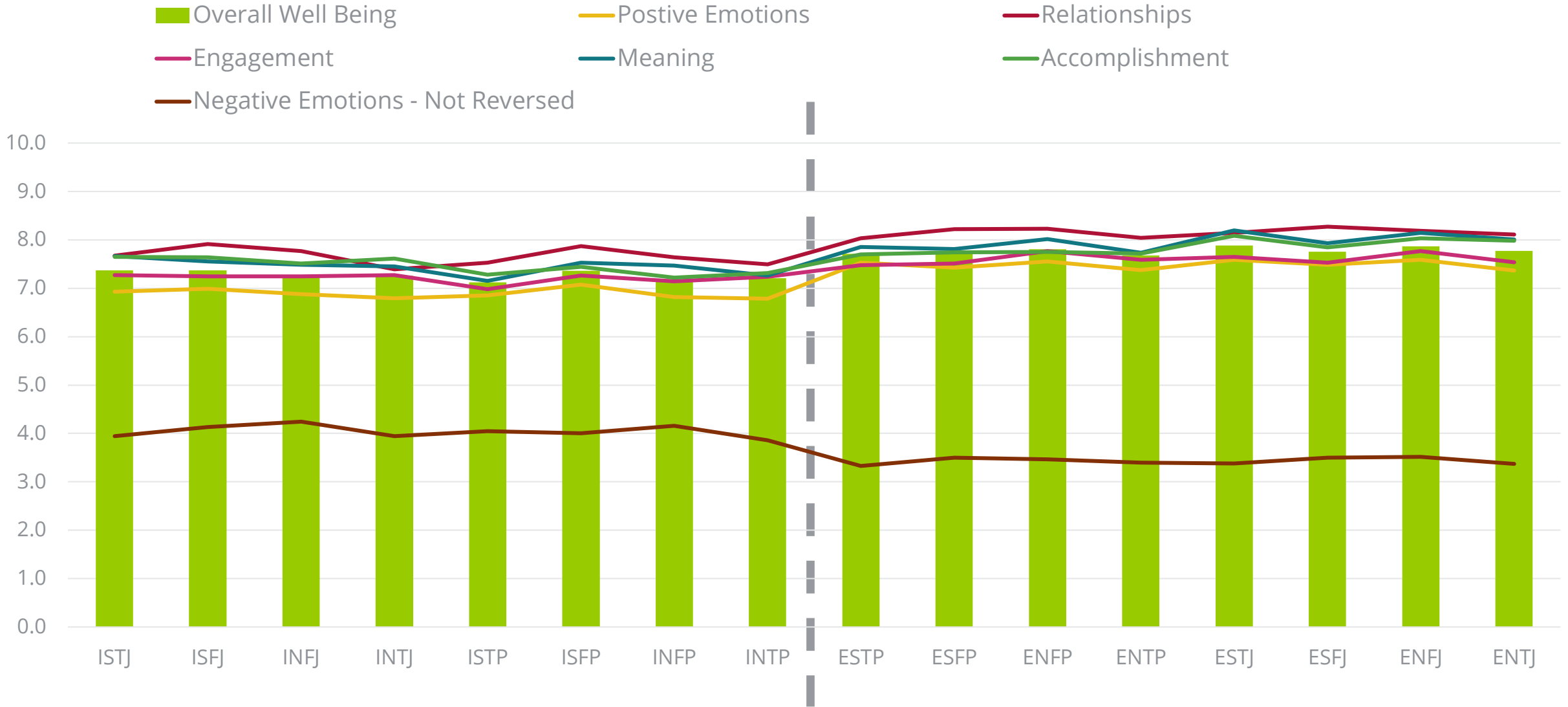
Workplace well-being varies by MBTI type

Workplace Well-being based on MBTI Type



Workplace well-being varies by MBTI type

Workplace Well-being based on MBTI Type



Type-based advice for enhancing well-being

Personality Type and Workplace Well-being

- Not one size fits all
- Type tips
- Ongoing research to add more depth to these tips

Type tips for well-being

We research how different MBTI types can help improve their well-being. Here are some tips based on the activities people with a preference for **Extroversion** found useful. Turn over for the introversion preferences.

ESTP
General well-being tips:

- Eat meals with other people
- Read spiritual literature
- Attend parties

Work well-being tips:

- Avoid help from your coworkers
- Take a break when you need to rest
- Work on tasks that give you a sense of purpose

ESFP
General well-being tips:

- Participate in religious group
- Listen to or play music
- Exercise

Work well-being tips:

- Get to know your coworkers
- Discuss problems things about your work
- Manage your workload so that you have break time

Type tips for well-being

We research how different MBTI types can help improve their well-being. Here are some of the activities people with a preference for **Introversion** found useful. Turn over for the Extroversion preferences.

ISTJ
General well-being tips:

- Reconsider your expectations
- Exercise
- Read

Work well-being tips:

- Help your coworkers
- Try to learn new things at work
- Align your daily tasks with your career goals

ISFJ
General well-being tips:

- Reconsider your expectations
- Eat meals with other people
- Read

Work well-being tips:

- Plan to have flexible working hours
- Align your daily goals with your career goals
- Work on tasks that give you a sense of success

INTJ
General well-being tips:

- Reconsider your expectations
- Use mindfulness techniques
- Read

Work well-being tips:

- Try to learn new things at work
- Remember why your work is important
- Work on tasks that give you a sense of purpose

INTP
General well-being tips:

- Use time management techniques
- Participate in religious groups
- Exercise

How to enhance well-being at work

- What is one thing you can you do *at work* to enhance work well-being?
- What can you do *outside of work* to enhance work well-being?



Enhance your well-being at work

Work activities

1. Focus on work tasks that interest you
2. Focus on a task that makes you feel positive
3. Take on work where you learn something new
4. Take breaks when needed
5. Take on challenging work that adds to your skills and knowledge

Activities outside of work

1. Spend time with family or friends
2. Listen to or play music
3. Read
4. Focus on positives
5. Exercise, play sports, or go for walks

Enhancing well-being in your workplace



The importance of leadership and relationships

- As part of the strategy consider **leadership development for relationship management** (up, down, and across)
 - Understand people and what they need to enhance their well being
 - Understand how to communicate effectively
 - Understand strategies to increase inclusion in work teams
 - Understand and draw on people's natural strengths

These activities should increase positive emotions, decrease negative emotions, improve relationships, and make work more meaningful and engaging and increase the sense of accomplishment.

Well-being summary

- Positive effects for individuals, organizations—and society
- Several aspects—PREMAN
- Affected by age, location, job type —and personality
- Introverts tend to report lower well-being than Extraverts
- We've identified the best ways to enhance workplace well-being
 - In general
 - For each personality type
- Research and projects ongoing





Next steps...

Next steps



MBTI® Certification

Certify a team-building expert



MBTI® Insights Virtual Workshop

Facilitated, virtual team building



Get in touch

Find out how our team can help you

MBTI® virtual certification

Upcoming dates

- 24-26 May
 - 08-10 June
 - 14-16 June
 - More dates on the website
-
- Ask about our in-house courses at a time a date that suits your team



Next steps



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MBTI Insights Virtual Workshop

Workshop features

120-minute virtual session

Arrange a time and date that works for you

Interactive dialogue, exercises, and Q&A

Participants can join individually from their computer or as a group from the same location

Available for groups and teams

Workshop benefits

Confirm participants' best-fit MBTI® type

Increase self-awareness by understanding one's natural source of energy, motivations, frustrations, and blind spots

Apply MBTI® type to appreciate differences in how people communicate and make decisions

Create an individual action plan to leverage learnings



Building Resilience

When you feel stressed, it can get in the way of dealing effectively with life's demands, and it can affect everything you do. Participants gain

- Understanding their personal stress triggers
- Identifying strategies for coping with and reducing stress
- Insights to prepare them to build their resilience at work and home

Managing Change

In this session, participants will explore the process of navigating change by first understanding the role of personality type. Participants gain

- Understanding of personal change style and preferences
- Deeper appreciation for how change can be more successfully navigated through psychological insights
- Actions for increasing one's personal effectiveness during times of change

Enhancing Communication

Effective communication is at the heart of successful teams and thriving organizations. Participants gain

- Understanding of personal communication style and preferences
- Deeper appreciation for diversity of communication styles and preferences
- Actions for increasing one's personal communication effectiveness

Next steps



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Find out how our team can help you



Questions?

Well-being in the workplace

Why it matters for organizational
performance and how to improve it



Thank you! Any questions?

www.themyersbriggs.com

