

Wellbeing Monitor

Happy and healthy workers are key to the success of a company. Employees' wellbeing complements employee attitudes and productivity, which enhance organizational effectiveness (Renee Baptiste, 2008). Job satisfaction, commitment and work-life balance satisfaction have shown to have important effects on engagement levels, intention to quit and performance (Renee Baptiste, 2008).

Our Company

PK² Selfmanagement is a company with a focus on organizational development which is led by this notion that employees' wellbeing is highly important for their performance. PK² Selfmanagement's goal is to enhance employees' wellbeing in order to enhance productivity and effectivity. When noticing that there was no business model that incorporated the parameter 'feeling', PK² Selfmanagement decided to develop a holistic 'wellbeing monitor', which is a web-based questionnaire consisting of 160 questions that is indeed

capable of monitoring feelings. To accomplish the goal of enhancing productivity and effectivity by enhancing wellbeing, PK² Selfmanagement monitors the present development of employees and identifies the growing potential of individuals by interpreting the results of the Wellbeing Monitor. Subsequently, these results can serve as a guideline for the self-management training 'De Kortste Klap naar Meesterschap' (Shortcut to Mastery).

Scientific research

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We examined the validity of the Wellbeing Monitor and the effectiveness of the PK² selfmanagement training "De Kortste Klap naar Meesterschap" (Shortcut to Mastery). We performed a literature study to explain the relations between the layers of the wellbeing monitor

Monitoring personal development

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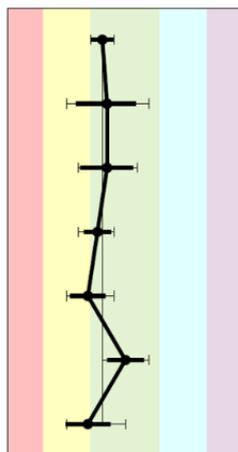
Case:

Absenteeisme high.

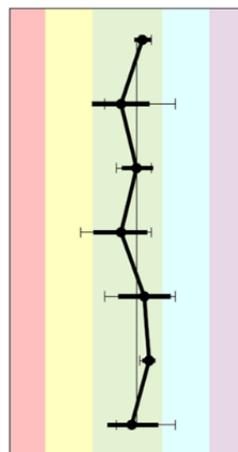
Result after interventions:

No more sick-leave since december 2013. Increased Intrinsic motivation

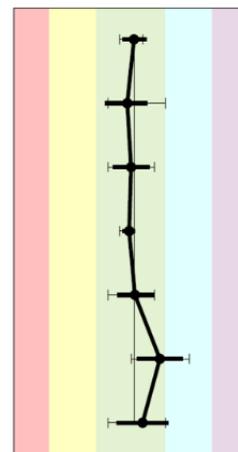
Welzijnsmonitor
 Naam: Constance
 Datum: maandag 21 oktober 2013



Welzijnsmonitor
 Naam: Constance
 Datum: dinsdag 3 december 2013

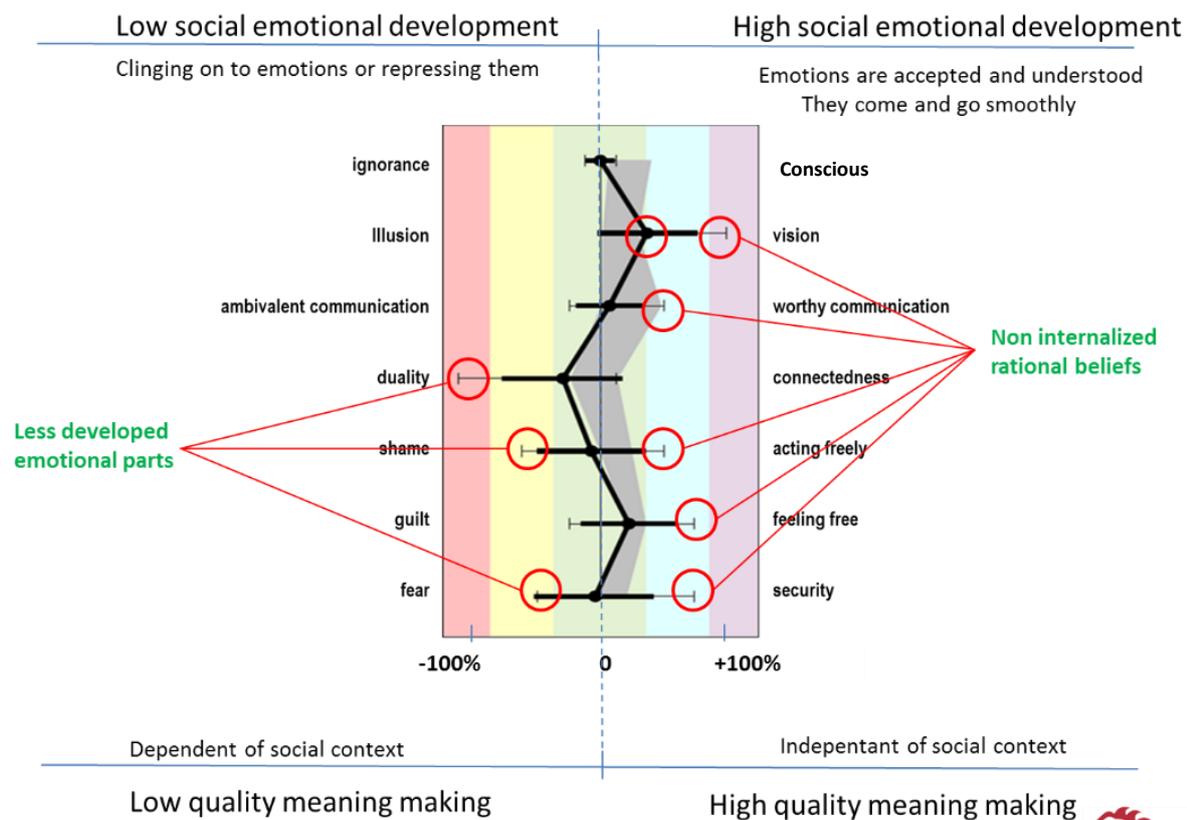


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and burnout, engagement, coping, motivation and absenteeism. Secondly, we examined if the model of the seven layers corresponds with the data by means of a factor analysis. Furthermore, a paired samples t-test was performed to investigate the effectiveness of the self-management training for improved participants' wellbeing monitor scores. Lastly, a cross-validation was performed to measure the predictive validity of the wellbeing monitor concerning the concepts burnout, engagement, absenteeism, motivation and coping.

Lastly, the paired samples t-test indicated that the total wellbeing monitor score was improved tremendously after the self-management training. The effect size was 1.28, which is a very large effect. We can combine this result with the finding from the cross validation study, which provided evidence that the wellbeing monitor was capable of predicting burnout, engagement, motivation, coping scores and absenteeism. Since the wellbeing monitor score was improved after the training with a great effect size, and the wellbeing monitor score was



Our studies on the Wellbeing monitor provided new evidence that the concept wellbeing is a broad concept that consists of many different subscales. Furthermore, the cross-validation study contributes to the existing literature by providing additional evidence of the relation between wellbeing and the concepts burnout, engagement, motivation, coping and absenteeism.

clearly correlated to a great extent with the concepts of interest, this implies that the training is also very effective in lowering burnout scores, improving engagement, stimulating effective coping styles and lowering the use of ineffective coping styles. Furthermore, the training can enhance intrinsic motivation, while lowering extrinsic motivation.

Tremendous results

The Wellbeing Monitor

The wellbeing monitor was developed, because of an identified need for a monitoring technique that could map the rational and emotional development of people. Such a monitoring technique was necessary to subsequently develop a method to transform an individual's consciousness development. The wellbeing monitor pictures the growing potential of an individual's wellbeing and moral- and conscious development. The goal of the monitor is to picture people's state of moral development and to get insights on how their level of moral consciousness can be improved. This higher moral consciousness is necessary to achieve higher learning efficiency, better quality problem definitions, higher quality decision making, better employability, better health, lower absence levels, marital happiness, better education- and nurture capacities and better self-care.

The wellbeing monitor is created to monitor feelings over and above measuring thoughts. Feelings lead to actual behavior. This is congruent with the Feeling-Is-For-Doing perspective of Zeelenberg and Pieters (2006), which states that emotions are the primary motivational system for goal-directed behavior, in which each specific emotion serves a different motivational function in goal striving. Emotions do not automatically lead to a specific action or behavior; they indicate that a concern is potentially served (positive emotions) or threatened (negative emotions). The emotions then promote behavior that is aimed at closing the gap between the goal strived for and the current situation (Zeelenberg & Doorn, 2012). Since feelings can be measured by the Wellbeing Monitor, behavior is indirectly measured.

The wellbeing monitor originated from many different theories and experiences. The most important theories that were used as inspiration for the development of the wellbeing monitor are the Chakra-theory, Kohlberg's stages of moral development (1971), Aristotle's *Ethica Nicomachea* and Robert Kegan's *Constructive Developmental Theory* (1994). The wellbeing monitor is based on the belief that fear, guilt and shame are necessary, but that people with lower consciousness

development will be held back in their actions due to these emotions. It is therefore important to get beyond this fear, guilt and shame to feel and act free. When one accepts his/her emotions, a state of peace is created. In this peaceful state, social and personal learning and innovation can be achieved.

Foresee problems before they occur

Above mentioned scientific studies had great consequences for the use of the wellbeing monitor. Instead of only using it before and after Selfmanagement training we now use the Wellbeing Monitor also to foresee problems concerning these concepts long before they occur. To do this we need multiple times of measurement over time.

A question that can be raised is how unique the wellbeing monitor is in measuring wellbeing and predicting burnout, engagement, motivation, coping and absenteeism. Several wellbeing questionnaires exist using somewhat similar concepts as the Wellbeing Monitor. Besides a notable difference, the wellbeing monitor provides a more complete overview of one's wellbeing, the Wellbeing Monitor is also a Holistic instrument with multiple connections between its seven layers and predictive capability on the total score as well as on the separate layers and their subscales. This makes the Wellbeing Monitor an unique instrument that metaphorically speaking can be compared with an MRI-scan. Consequently it is a great instrument for companies to grow the capabilities, consciousness and performance of their employees.

Additionally, when the Wellbeing Monitor is used on a frequent basis, it is an unique instrument that can foresee problems concerning these concepts long before they occur.