



# Engagement and Well - Being

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LEADING MINDS LTD

# PURPOSE

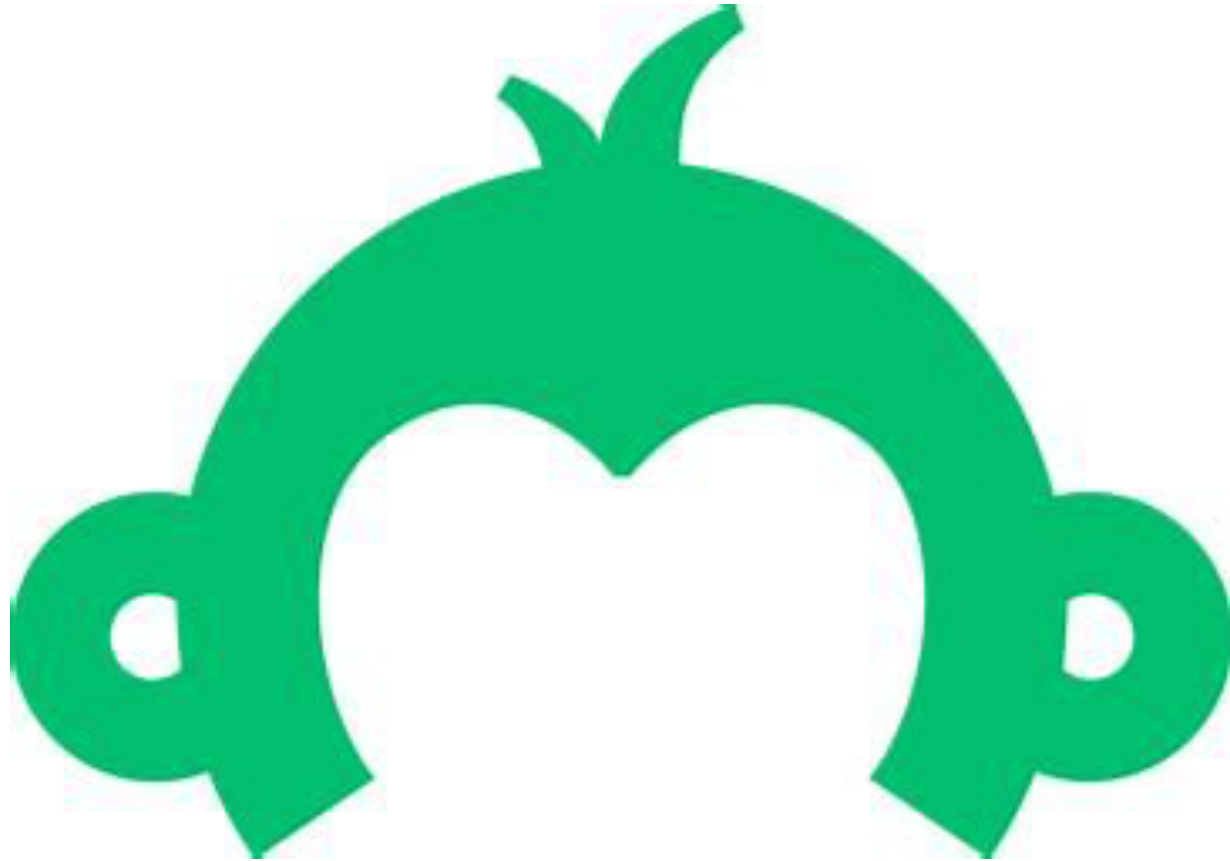
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To INTRODUCE you to:

- ✓ Approaches for measuring engagement and initial well-being
- ✓ Collating some qualitative data
- ✓ Inviting respondents to decide on key areas to focus on + Action Planning (At Cause)
- ✓ Specific simple interventions and tools

# **CASE STUDY**

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SURVEY MONKEY

Q1



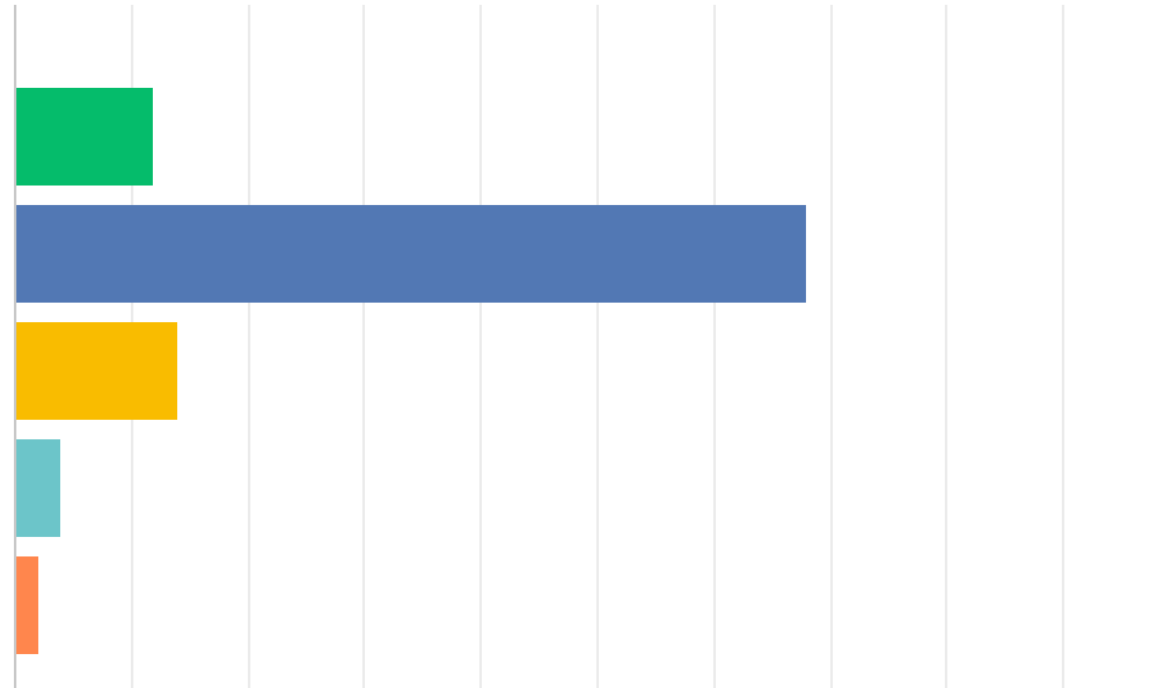
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# At work, my opinions seem to count

Answered: 50   Skipped: 2

Answer:



Q2

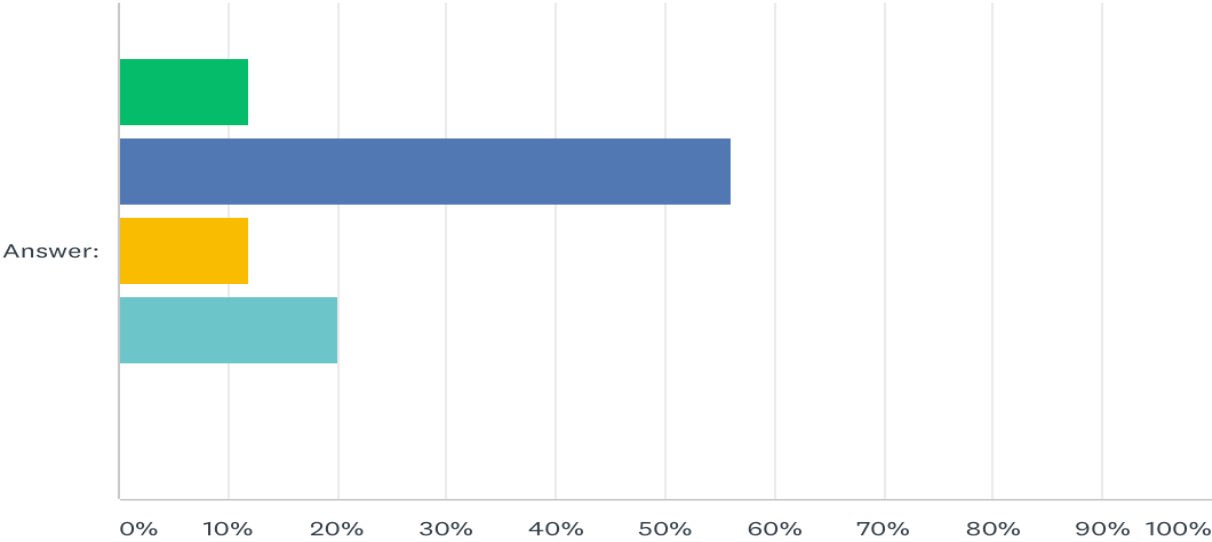


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I regularly receive recognition or praise at school for doing good work  
(Approximately every 7-10 days)

Answered: 50   Skipped: 2



Strongly agree   Agree   Not sure   Disagree   Strongly disagree

	STRONGLY AGREE ▾	AGREE ▾	NOT SURE ▾	DISAGREE ▾	STRONGLY DISAGREE ▾	TOTAL ▾
▾ Answer:	12.00% 6	56.00% 28	12.00% 6	20.00% 10	0.00% 0	50

Help!

Feedback



Q3

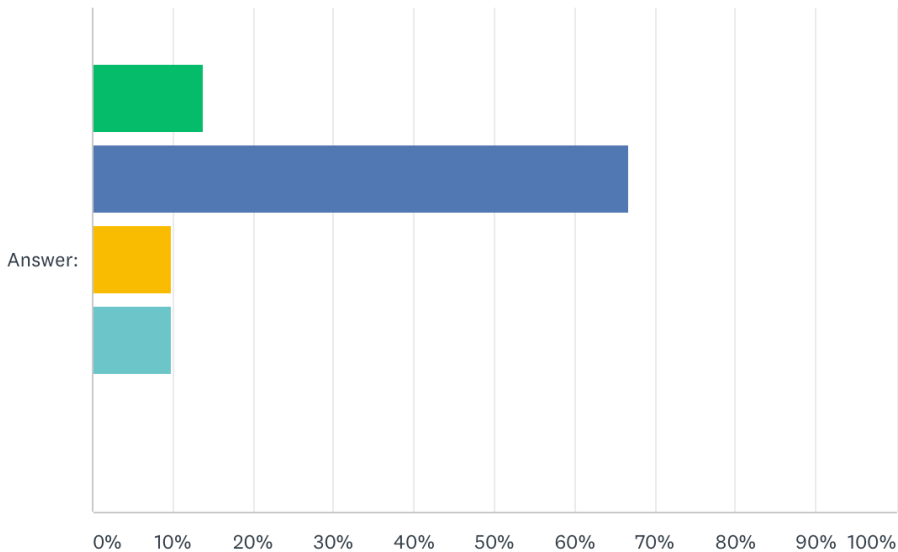


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# At work there is someone who encourages my development

Answered: 51   Skipped: 1



Strongly agree   Agree   Not sure   Disagree   Strongly disagree

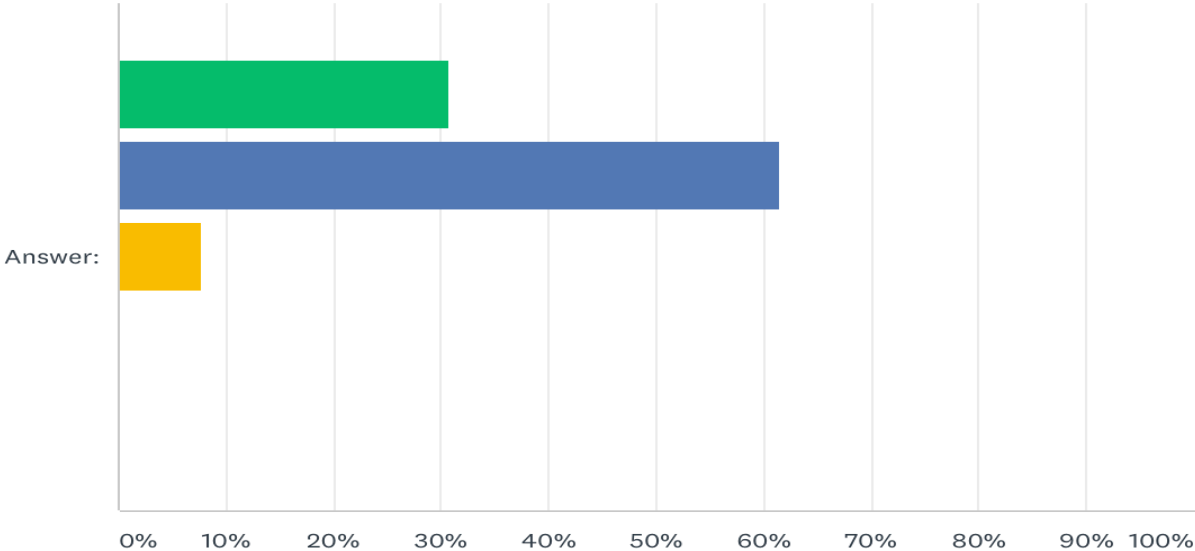
	STRONGLY AGREE	AGREE	NOT SURE	DISAGREE	STRONGLY DISAGREE	TOTAL
Answer:	13.73% 7	66.67% 34	9.80% 5	9.80% 5	0.00% 0	51



My colleagues are committed to doing quality work

Answered: 52    Skipped: 0

My colleagues are committed to doing quality work



Strongly agree    Agree    Not sure    Disagree    Strongly disagree

	STRONGLY AGREE	AGREE	NOT SURE	DISAGREE	STRONGLY DISAGREE	TOTAL
Answer:	30.77% 16	61.54% 32	7.69% 4	0.00% 0	0.00% 0	52



Q5

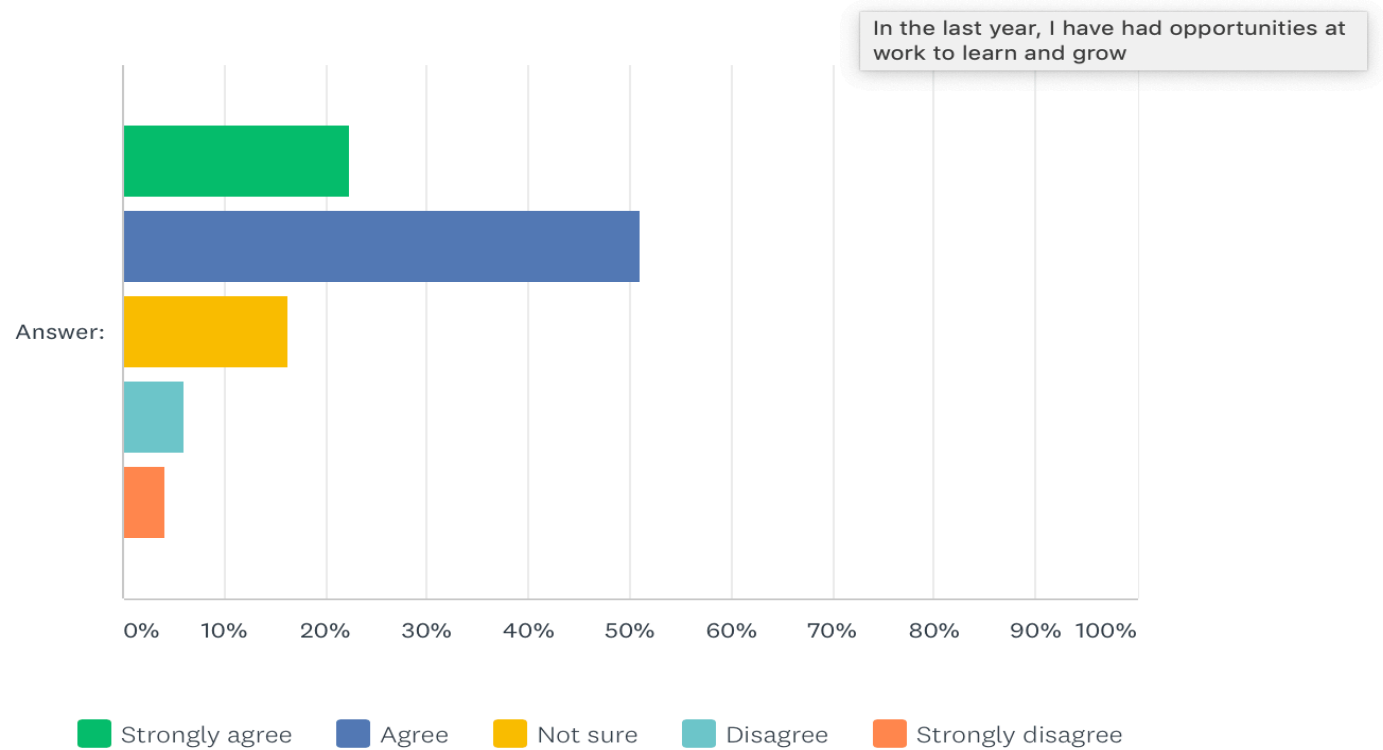


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In the last year, I have had opportunities at work to learn and grow

Answered: 49   Skipped: 3



▼	STRONGLY AGREE ▼	AGREE ▼	NOT SURE ▼	DISAGREE ▼	STRONGLY DISAGREE ▼	TOTAL ▼
▼ Answer:	22.45% 11	51.02% 25	16.33% 8	6.12% 3	4.08% 2	49

# Further questions



6. At work someone seems to care about me as a person



7. I have someone at work who I trust and confide in about challenges at work



8. In the last six months someone at work has talked to me about my progress



9. I feel confident to have challenging conversations with colleagues if needed



10. What is working well at the school that you value and enjoy? What is working less well at the school that we could improve on? (Open free form responses)



THANK YOU VERY MUCH FOR YOUR IMPORTANT FEEDBACK AND INPUTS

# THEMES IDENTIFIED

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# RESULTS AND NEXT STEPS

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**1.Challenges**

**2.Success criteria**

**3.Actions to be taken**

# INTERVENTIONS / PRACTICES

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1. At Cause / At Effect
2. Thought – Feeling – Behaviour
3. Giving and Receiving Feedback (Positive Intent)
4. Reality is a Construction

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**NEXT STEPS**

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