



GLWS[®]

GLOBAL LEADERSHIP WELLBEING SOLUTIONS

Achieving positive mental health, wellbeing and sustainable high performance—for individuals *and* organisations.

About GLWS®

The Global Leadership Wellbeing Solution (GLWS®) is a unique psychometric assessment and development system. It has been specifically developed to deliver powerful insights into the wellbeing of executives, managers and professionals, enabling them and their organisations to achieve mutually important health and performance goals.

Developed by business psychologists with deep expertise and firsthand experience in supporting leaders, teams and organisations to succeed, GLWS® is a meticulously crafted intervention from EEK & SENSE that ensures leaders and teams at every level have easy access to an affordable and effective wellbeing system that they can trust to scientifically and sensitively address their varied, dynamic and multifaceted needs.

With various options to support learning, development and change, GLWS® addresses a complete view of the unique combination of individual, role, team, organisational and lifestyle factors that drive health *and* performance outcomes for individual *and* organisational success.

GLWS® for Individuals.

By focusing on the whole person in both their work and personal contexts, the GLWS® goes further than other wellbeing solutions in ways experienced executives find efficient, respectful and credible, regardless of whether they are currently thriving, striving, struggling or languishing. **91% of leaders recommend the GLWS to their peers.**

GLWS® for Organisations.

Digital, societal, health-related, political, environmental, economic and legislative shifts are reshaping organisations and propelling leaders at all levels into an uncharted era of escalating pressure. The imperatives for reskilling, agility and speed against a backdrop of persistent resource constraints are driving stress levels to alarming and unproductive heights.

Employers' desire to show sincere compassion and offer meaningful support, along with a raft of other commercial drivers, warrant a new way to address wellbeing as an employee, leadership and organisational priority. Chief among these drivers is the growing spectre of legal responsibilities, at a time when performance is spiralling due to deteriorating health, energy, skills and operational effectiveness.

But there's a limit to how much change one person can realise alone, even as a senior leader. And there's a limit to how much responsibility lies with the individual rather than the organisation and its collective leadership dynamics.

GLWS® is the new way—a flexible, all-in-one solution for creating positive change, leader by leader, team by team, and across entire organisations.

The true power of the GLWS® comes from an approach that detects and diagnoses what must happen within the organisational and leadership system *collectively* to improve work design, culture, processes and practices while simultaneously enabling and promoting positive change *individually*.

The GLWS® enables organisations to collaborate proactively with their leaders and critical talent cohorts to identify and target specific wellbeing priorities. It helps mitigate burnout risks and enhances factors that promote thriving, with a solution that reflects today's psychosocial regulatory and compliance requirements.

**THE
GLWS®**
GLOBAL LEADERSHIP WELLBEING SOLUTIONS
**WELLBEING
FRAMEWORK**



WORKING WELL

Aspects of Wellbeing affected by our professional lives



LIVING WELL

Aspects of Wellbeing affected by our home, social and personal lives



AUTHENTIC RELATIONSHIPS

The human side of living and leading – investing in your relational energy to sustain genuine, respectful, inclusive, kind and reciprocally rewarding connections with others.



MEANING, PURPOSE & DIRECTION

Leading a purpose-driven life – finding and unleashing the forces to move and inspire your overall sense of leading a good and full life.



RESILIENCE & EQUANIMITY

Navigating your emotional life with outer composure and inner calm – facing internal and external challenges with adaptability, acceptance and evenness.



VITALITY & ENERGY

Being fit to lead your best life – exercising due care over the key pillars of your health and lifestyle that enhance body-gut-brain performance.



BALANCE & BOUNDARIES

Sustainably outsmarting the work-life balance paradox – responding productively and purposefully to competing demands for your attention and energy.



INTELLECTUAL ENGAGEMENT & FLOW

Feeling intrinsically interested and cerebrally active – enjoying a variety of mentally absorbing and creative pursuits with intense focus and deep concentration.

EEK & SENSE Partners 2023 © All rights reserved. This publication must not, by way of trade or otherwise, be re-purposed, reproduced, modified, sold, licensed or otherwise circulated without a valid license from EEK & SENSE Partners. The GLWS® Wellbeing Framework is the research basis of the GLWS® assessment system - a precision instrument which has been scientifically validated and designed exclusively for senior professionals and leaders at all organizational levels. The GLWS assessment pinpoints and assesses the interplay of individual, role, team, organizational and lifestyle factors that impact satisfaction, thriving, mental health, burnout risks and other key wellbeing outcomes. Please note that the Framework should always be used in conjunction with the GLWS assessment results.

Only GLWS® offers

- 1 A holistic, integrated, evidence-based, multi-dimensional approach to wellbeing and performance
- 2 Actionable steps, practical guidance and credible resources to improve wellbeing at work and home
- 3 A platform for meaningful and balanced conversations about what's holding an individual, team or group back from being their best
- 4 Personalised, scientific assessments that provide deeper educational insights to benefit individuals *and* organisations
- 5 Organisational benchmarking, monitoring and controls of changes for PSH, culture and OD

Personal wellbeing report.

Providing individuals with a comprehensive analysis and constructive and precise terminology to identify, understand, address, and discuss how the multitude of demands, challenges, and resources, both at work and home, impact their wellbeing—a scientifically reliable and valid psychometric assessment of burnout risks and predictor of positive mental health. Secure confidential reports with flexible delivery and debriefing options.

AUTHENTIC RELATIONSHIPS – AT WORK

Advance Leadership Program

WORKING WELL 3.64

I feel part of a close, supportive team	3.50
I feel respected at work and that other people take me seriously	4.05
I have fun and share light-hearted moments with my colleagues	3.47
I trust my boss	4.05
I am treated by my colleagues in the way I want to be treated	3.75

GROUPS WITH HIGHER WELLBEING SCORES FOR AUTHENTIC RELATIONSHIPS AT WORK MAY BE CHARACTERISED BY...

...a culture of trust and mutual respect, considerate and thoughtful relationships based on strong interpersonal bonds; a positive, supportive and collegial atmosphere, a sense of connection to their teams or organisational community, and a dynamic where honest conversations encourage constructive conflict that results in progress.

AUTHENTIC RELATIONSHIPS

WORKING WELL 3.91

- I always trust my boss
- At work, I usually/often go out of my way to show empathy for others' feelings and needs
- I am usually/often treated by my colleagues in the way I want to be treated
- I rarely experience toxic relationships at work
- I usually/often feel respected at work and that other people take me seriously
- I usually/often have fun and share light-hearted moments with my colleagues
- I usually/often know where I stand with regard to my performance at work
- My work is usually/often acknowledged and appreciated
- The politics at work rarely detract from my wellbeing
- I sometimes feel I miss out on building close relationships at work because of the demands of my personal life
- I sometimes feel part of a close, supportive team

AROHIT AUTHENTIC RELATIONSHIPS

WELLBEING SNAPSHOT

WORKING WELL EVALUATION
Reflecting generally on the questions you answered in Section 1 of the GLWS, you rated your overall wellbeing at work at this time in your career as:

Very low Fairly low **Neither high nor low** Fairly high Very high Not assessed

LIVING WELL EVALUATION
Reflecting generally on the questions in Section 2 of the GLWS, you rated your overall wellbeing outside of work at this stage in your life as:

Very low Fairly low **Neither high nor low** Fairly high Very high Not assessed

LIFE SATISFACTION EVALUATION
On the whole, you rated your satisfaction with your life as:

Very dissatisfied Fairly dissatisfied **Neither satisfied nor dissatisfied** Fairly satisfied Very satisfied Not assessed

Is there anything else you feel is currently affecting your wellbeing (negatively or positively) that is not covered in the survey?
Please give details:

YOUR WELLBEING PROFILE

WORKING WELL Aspects of wellbeing affected by our professional lives

LIVING WELL Aspects of wellbeing affected by our home, social and personal lives

3.91	AUTHENTIC RELATIONSHIPS Our relationships with our family, friends, colleagues and community	3.91
3.82	MEANING, PURPOSE & DIRECTION Our overall sense of whether we are leading a good and fit life which holds meaning and purpose for us	3.09
3.27	RESILIENCE & EQUANIMITY Our inner strength and emotional stability	3.36
2.91	VITALITY & ENERGY Our physical health, vitality, stamina and sleep	2.45
2.64	BALANCE & BOUNDARIES Our success in balancing the various demands placed on us in all aspects of our life	2.64
3.73	INTELLECTUAL ENGAGEMENT & FLOW Our intrinsic interest and focus in the work we do	

Legend:
 ■ Indicates an aspect that may be significantly detracting from your wellbeing (None (-), Almost (-), Slightly (-))
 ■ Indicates an aspect that may be detracting from your wellbeing (None (-), Slightly (-), Fairly (-))
 ■ Indicates an aspect that may be neither detracting nor enhancing your wellbeing (None (-), Slightly (-), Fairly (-))
 ■ Indicates an aspect that may be enhancing your wellbeing (Slightly (+), Fairly (+), Almost (+), None (+))
 ■ Indicates an aspect that may be significantly enhancing your wellbeing (Slightly (+), Fairly (+), Almost (+), None (+))

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YOUR REFLECTIONS AND COMMITMENTS

Having reviewed your GLWS Personal Wellbeing Report, take a moment to reflect on the key messages for you and to make a commitment to responding to the insights you have gained.

WELLBEING STRENGTHS What or who is sustaining you and contributing to your wellbeing at this time?	WELLBEING PRIORITIES What are the wellbeing detractors that you feel are important for you to address?
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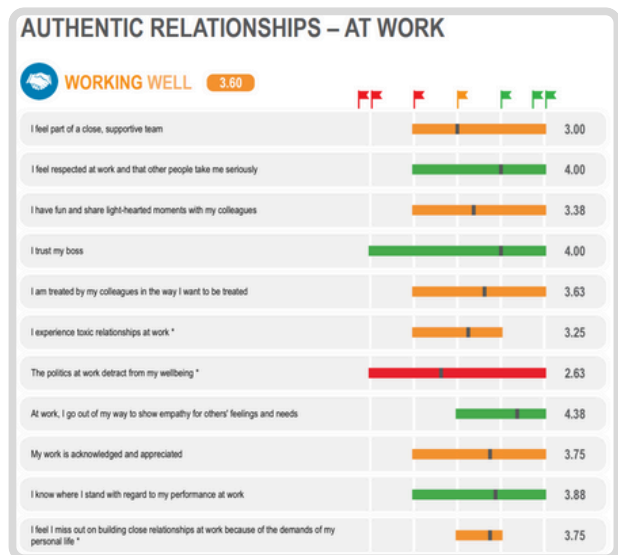
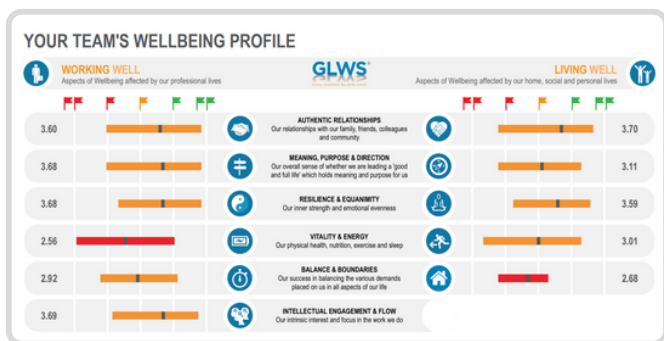
AREAS OF DIFFERENCE IN THE GROUP

UNDERSTANDING THE GROUP DIFFERENCES

As you know, some 'averages' are not 'true averages' – when we examine the underlying data we may see that in context, this means we need to be wary of leaping to the conclusion that an average score of 3 or more means feelings and experiences within the group, some of which may be decidedly not so.

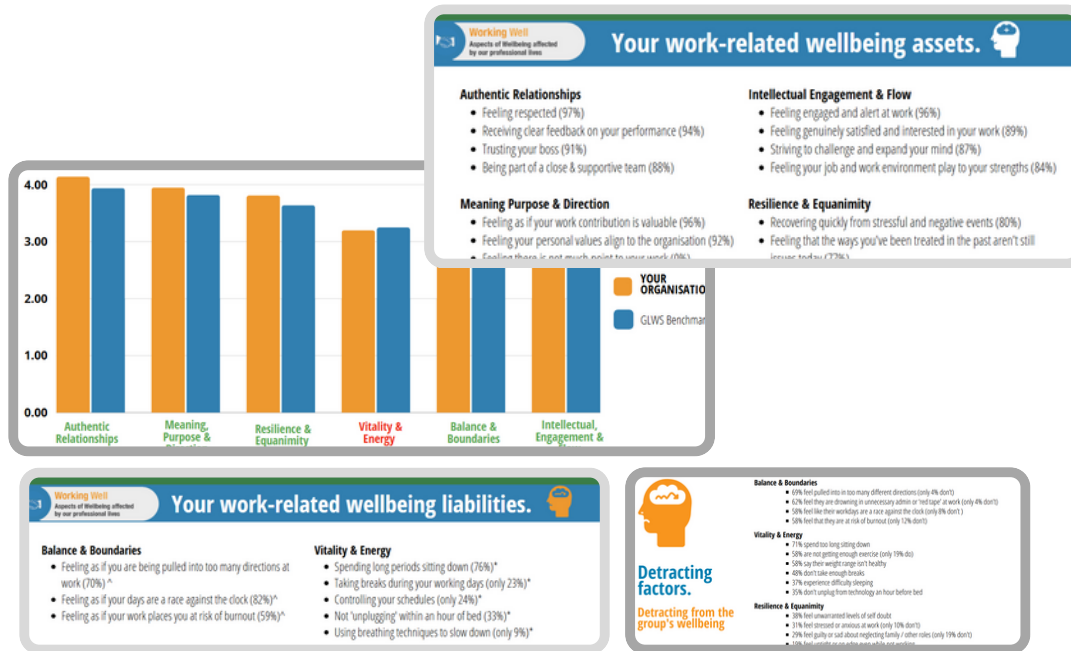
Team wellbeing report.

Confidential de-identified data yields powerful and detailed insights into what shapes, sustains and detracts from a team's combined wellbeing, energy and capacity to thrive. Reveals an intact, extended or matrixed team's shared assets, positive protective factors and frequently experienced risks, common stressors, demands and imbalances. Pinpoints the areas where collective action will be most effective and beneficial.



Group wellbeing report.

Key themes and insights via the GLWS Wellbeing Dashboard. Overall evaluations of work-related and outside-of-work wellbeing, happiness, job/life satisfaction. Analysis of distributions across the Languishing to Thriving wellbeing continuum. Distributions for every question. Off-the-shelf, tailored reporting and benchmarking options, aligned to organisational and culture change objectives for critical talent cohorts, gender, regions, etc., benchmarked where required and appropriate, including psychosocial risk experiences.



The result?

Greater organisational and personal wellbeing. Enhanced resilience. Sustained high performance. Increased engagement. Improved productivity.



GLOBAL LEADERSHIP WELLBEING SOLUTIONS

It's a win-win for individuals and organisations.

Discover how GLWS® can help futureproof your organisation with a proven and powerful way that optimises wellbeing and performance, based on a unique system that identifies and minimises risks, prevents harm and promotes thriving for individuals *and* organisations.

- 91%** Senior leaders recommend GLWS to their peers
- 89%** Make at least one improvement to their wellbeing
- 86%** Develop a better understanding of wellbeing and the specific factors that affect it
- 89%** Feel positive about their organisation investing in GLWS

*We invited 120 Australian senior leaders from top Infrastructure, Professional Services, Finance & Banking and Science & Technology organisations to objectively evaluate their experience of participating in a wellbeing program where GLWS was at the foundation.

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