



Global Wellbeing Framework Sprint
24 Leaders
Barilla
9/20/2023

Private & Confidential
Use for personal & group development

ABOUT THIS TOOL

Be Well Lead Well Pulse® brings together key factors that facilitate personal wellbeing and leadership transformation—life vision and purpose, mindfulness and flow, stress coping, emotional capacity, energy management, resilience, and wisdom. It works by asking questions in six interrelated areas:



The assessment findings of your group, along with a structured debrief with a Be Well Lead Well Pulse®-Certified Guide, will help your group explore ways to empower its capacity to thrive—by choice, not just by chance.

WHAT’S HAPPENING IN LIFE & WORK TODAY?

Your group results in the six dimensions of Be Well Lead Well Pulse® are influenced by this period of time. Here is what your group reported about the organization and stress in life and work.

YOUR ORGANIZATION

This includes how each leader in the group rated different qualities of your organization and themselves within it.

	Not at All	A Small Amount	Moderately	Very Much	Enormously
ORGANIZATIONAL CHANGE: The degree of organizational change that affected their area in the last year.	0%	25%	21%	29%	25%

	Very Inaccurate	Slightly Inaccurate	Uncertain	Accurate	Very Accurate
PERSONAL AUTONOMY: The opportunity for independence and personal initiative in their job.	0%	3%	17%	62%	17%

	Mechanistic Chain of Command	Organic Participative
ORGANIZATIONAL CULTURE: Your organization's culture, ways of communicating, and management styles.	38%	46%
		17%

WHAT’S HAPPENING IN LIFE & WORK TODAY? (CONTINUED)

STRESS IN LIFE & WORK

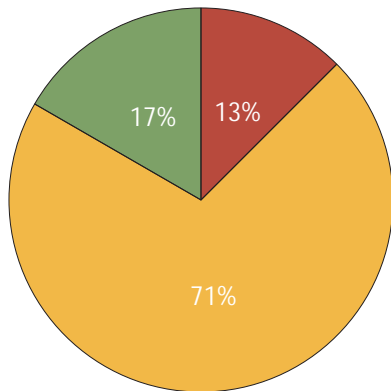
This includes the degree to which the following aspects of life cause leaders in your group to feel stressed.

	Not at All	A Small Amount	Moderately	Very Much	Extremely
Coworkers	8%	33%	25%	33%	0%
Management	8%	25%	46%	17%	4%
Job	4%	33%	42%	17%	4%
Significant Others	29%	29%	17%	25%	0%
Children	46%	8%	33%	8%	4%
Relatives	12%	54%	25%	8%	0%
Social life & friends	71%	29%	0%	0%	0%
Personal finances	38%	33%	21%	8%	0%
Physical health	25%	46%	25%	0%	4%
Spirituality or faith	83%	8%	8%	0%	0%

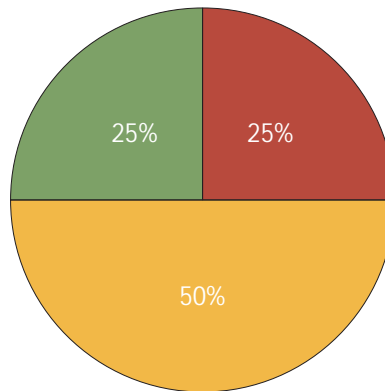
AN OVERVIEW OF THE SIX DIMENSIONS

Based on the survey responses from leaders in your group, here is an overview of the percentages of leaders scoring High, Moderate, or Low in each of the Be Well Lead Well Pulse® dimensions.

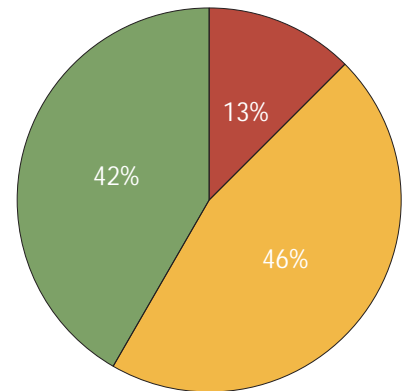
■ High ■ Moderate ■ Low



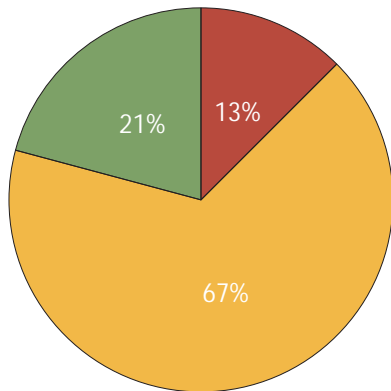
THRIVING



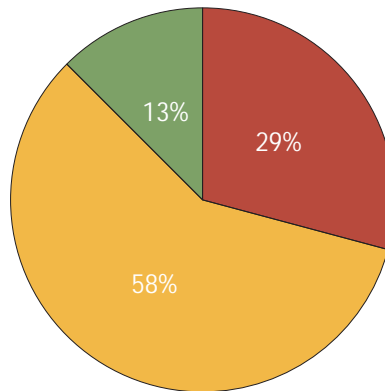
FUEL



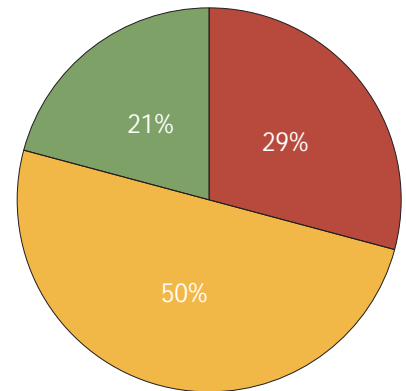
FLOW



WONDER



WISDOM



**THRIVING
AMPLIFIED**

DETAILS IN THE SIX DIMENSIONS

Based on the survey responses from leaders in your group, here are the percentages of leaders scoring High, Moderate, or Low in each of the Be Well Lead Well Pulse® dimensions, along with the subcategories of each dimension.

DIMENSION: THRIVING

		Low	Moderate	High
Thriving		12%	71%	17%
		Low	Moderate	High
Subcategory	Today & Tomorrow	12%	58%	29%
Subcategory	Flourishing	21%	58%	21%
Subcategory	Resilience	17%	50%	33%

DESCRIPTIONS

- Thriving** Thriving addresses your overall evaluation of wellbeing in your life right now and in the future, as well as your ability to restore your wellbeing when you face difficulties. This dimension includes three subcategories: Today & Tomorrow, Flourishing, and Resilience.
- Today & Tomorrow** Today & Tomorrow measures the extent to which you perceive yourself as thriving today, as well as your optimism about thriving in the next five years.
- Flourishing** Flourishing measures the extent to which you perceive meaning and purpose in your life, as well as your interest, engagement, and competence in your daily activities. It also addresses the extent to which you perceive that your social relationships are supportive and rewarding, you are respected by others, and you contribute to others' happiness.
- Resilience** Resilience assesses your ability to bounce back or recover from the daily stresses and difficulties which are an inherent part of life and work.

DIMENSION: FUEL

		Low	Moderate	High
Fuel		25%	50%	25%
		Low	Moderate	High
Subcategory	Eating as Fuel	17%	42%	42%
Subcategory	Moving as Fuel	25%	21%	54%
Subcategory	Resting as Fuel	17%	25%	58%
Subcategory	Breathing as Fuel	46%	46%	8%

DESCRIPTIONS

- Fuel** Fuel is about using diet, movement, breath, and rest as tools for a sustained, balanced source of physical, emotional, and mental energy. The Fuel dimension includes four subcategories: Eating as Fuel, Moving as Fuel, Resting as Fuel, and Breathing as Fuel.
- Eating as Fuel** Eating as Fuel addresses the extent to which you use your eating habits to positively manage stress, manage your energy, and perform at your best.
- Moving as Fuel** Moving as Fuel addresses the extent to which you use physical activity to positively manage stress, manage your energy, and perform at your best.
- Resting as Fuel** Resting as Fuel addresses the extent to which you use sleep and rest to positively manage stress, manage your energy, and perform at your best.
- Breathing as Fuel** Breathing as Fuel addresses the extent to which you use your breath to positively manage stress, manage your energy, and perform at your best.

DIMENSION: FLOW

		Low	Moderate	High
Flow		12%	46%	42%
		Low	Moderate	High
Subcategory	Engagement at Work	46%	42%	12%
Subcategory	Self-Esteem at Work	25%	54%	21%
Subcategory	Mindfulness	0%	38%	62%

DESCRIPTIONS

Flow Flow means being in the zone—those times when you bring mindfulness and full presence to the activities of life and work. You are intrinsically rewarded with energy, enjoyment, and a richer sense of how life unfolds with effortlessness and ease. The Flow dimension includes three subcategories: Engagement at Work, Self-Esteem at Work, and Mindfulness.

Engagement at Work Engagement at Work measures the extent to which you get immersed in your work, you feel happy and inspired by your work, and you experience inherent satisfaction and pleasure in work itself.

Self-Esteem at Work Self-Esteem at Work measures the extent to which you perceive yourself as important, meaningful, worthwhile, effective, and valuable to your organization—an internal sense that you make a difference at work.

Mindfulness Mindfulness measures the extent to which you pay attention to the present moment, refrain from evaluating your inner experiences as good or bad, and act with awareness, rather than behave mechanically or absent-mindedly.

DIMENSION: WONDER

		Low	Moderate	High
Wonder		12%	67%	21%
		Low	Moderate	High
Subcategory	Appreciation & Awe	29%	46%	25%
Subcategory	Seeking New Perspectives	4%	62%	33%
Subcategory	Learning & Growing	50%	33%	17%

DESCRIPTIONS

- Wonder** Wonder means evolving your worldviews through engaging in new experiences and challenges, embracing differences, and perceiving the beauty around you. The Wonder dimension has three subcategories: Appreciation & Awe, Seeking New Perspectives, and Learning & Growing.
- Appreciation & Awe** Appreciation & Awe measures the extent to which you experience beauty and wonder in your daily life.
- Seeking New Perspectives** Seeking New Perspectives measures the extent to which you look for opportunities to expand your viewpoints and beliefs.
- Learning & Growing** Learning & Growing measures the extent to which you evolve through life’s constant fluctuations and change.

DIMENSION: WISDOM

		Low	Moderate	High
Wisdom		29%	58%	12%
		Low	Moderate	High
Subcategory	Vision & Purpose	29%	46%	25%
Subcategory	Wholeness	33%	42%	25%
Subcategory	Emotional Capacity	38%	54%	8%

DESCRIPTIONS

- Wisdom** Wisdom is about tapping into your inner greatness—the worthwhile purpose, higher vision, and innate genius you can use to guide yourself and others toward inspired impact. The Wisdom dimension has three subcategories: Vision & Purpose, Wholeness, and Emotional Capacity.
- Vision & Purpose** Vision & Purpose measures the extent to which you create a meaningful purpose and holistic personal vision and use these to guide your life and leadership.
- Wholeness** Wholeness measures the extent to which you experience a sense of personal integration, even with the differing, sometimes conflicting, facets of life.
- Emotional Capacity** Emotional Capacity measures the extent to which you bring equanimity and lightness to your life and relationships, along with an ability to tune into others.

DIMENSION: THRIVING AMPLIFIED

		Low	Moderate	High
Thriving Amplified		29%	50%	21%
		Low	Moderate	High
Subcategory	Energizing Others	38%	33%	29%
Subcategory	Maximizing Others	21%	67%	12%
Subcategory	Cultivating Care in Others	29%	54%	17%

DESCRIPTIONS

- Thriving Amplified** Thriving Amplified means bringing forth more of your leadership potential to empower thriving within others. The Thriving Amplified dimension has three subcategories: Energizing Others, Maximizing Others, and Cultivating Care in Others.
- Energizing Others** Energizing Others measures your perception of how invigorated and energized people feel through interacting with you.
- Maximizing Others** Maximizing Others measures your perception of how much clarity, effectiveness, meaningful impact, and growth people experience through interacting with you.
- Cultivating Care in Others** Cultivating Care in Others measures your perception of the gratitude, kind acts, and collaborative relationships people are likely to demonstrate with others through interacting with you.

THE RESEARCH BEHIND Be Well Lead Well Pulse®

Our team at Wisdom Works is delighted you chose Be Well Lead Well Pulse® to support you. Be Well Lead Well Pulse® was born through three decades of coaching, training, and facilitating the transformation of leaders and leadership teams around the world. Our aim was to create a survey that not only helps leaders elevate their wellbeing, growth, and effectiveness, but also contributes new scientific insights about healthier, more conscious, and sustainable models of leadership globally. To achieve this aim, we are grateful for our collaboration with Dr. Tom Duening and Dr. Don Gardner from the Positive Organization department of the College of Business, University of Colorado at Colorado Springs.

Producing a high-quality, well-grounded, and integrative survey takes grit! Be Well Lead Well Pulse® questions were designed through our extensive work with leaders, plus drawn from the host of incredible scholars listed below. We hope you find their work and Be Well Lead Well Pulse® instrumental in your journey to advance leadership for thriving organizations and a healthier world.

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