

A large, hand-painted pink circle with visible brushstrokes, framing the central text.

WOMEN in RESEARCH

Managing Your Work Well-being

Your unique identifier:



CENTRE FOR
**TRANSFORMATIVE
WORK DESIGN**



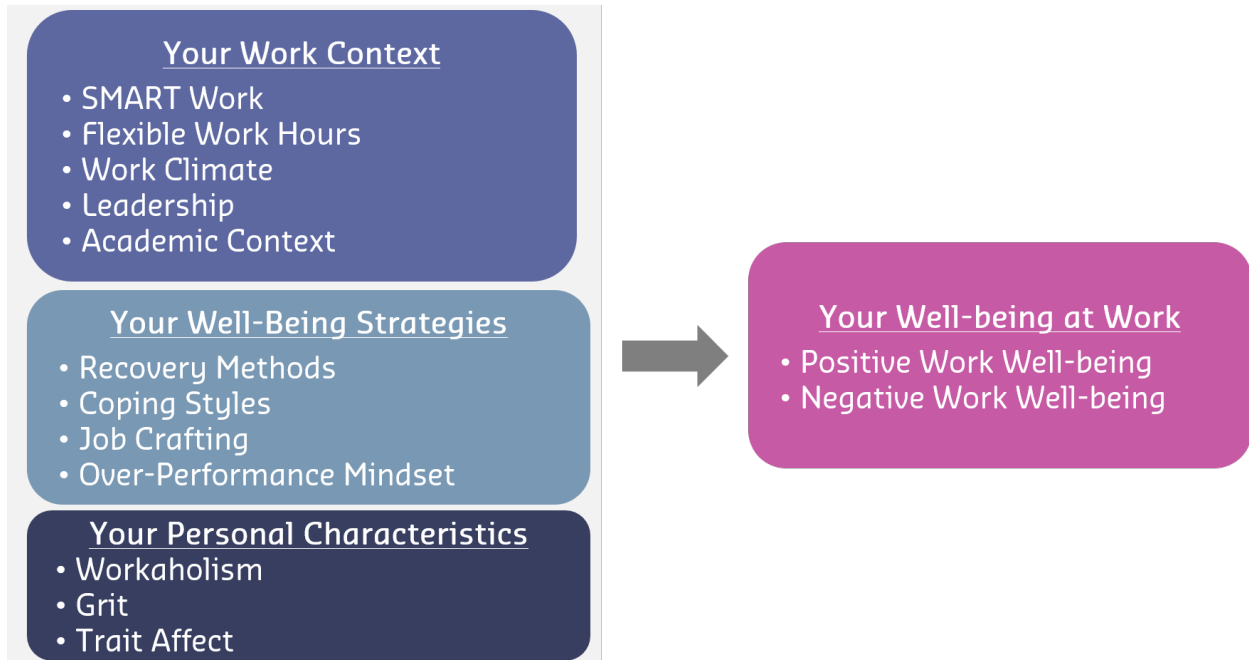
Curtin University

FUTURE OF WORK INSTITUTE

About this report

Managing Your Work Well-Being

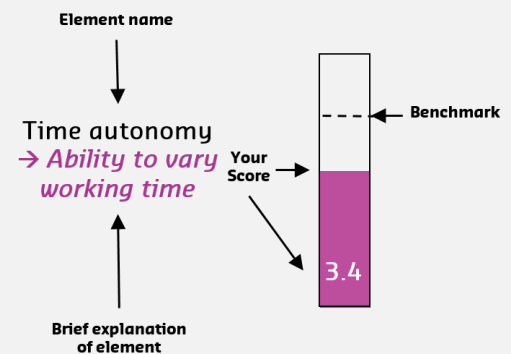
The *Managing Your Work Well-being* report provides feedback on *Your Work Context*, *Your Well-Being Strategies*, *Your Personal Characteristics*, and *Your Well-being at Work*. Research shows that well-being at work (e.g., your job satisfaction) is caused by the combination, and interaction of, your work context, your strategies for dealing with work demands, and your personal characteristics.



Interpreting your scores

In this feedback report, we show: (1) Your overall score for each key aspect in the survey, averaged across multiple items; and (2) A benchmark where available. More information about benchmarks is given on the [website](#).

You can use the benchmarks to compare your views against others, and this can be useful. But it is also important to compare your own scores on each aspect with other aspects to work out what you are doing well on versus your challenges.



Making the most of this report

We encourage you to spend some time actively reflecting on your feedback report, looking for patterns and thinking about the origin of your beliefs. We suggest you also discuss your report with your mentor/s, your manager and/or your peers. Also make use of the material on the website to fully understand your scores.

Remember that the score that you obtain on an aspect at any given time may be influenced by other factors (e.g., anxiety, mood). For example, you might have just had some bad news before filling out the survey, which would tend to lead you to respond more negatively to all items.

Integrating your reports

Besides this present *Managing Your Health and Well-being* survey, three other surveys are available to you: (1) [Managing You](#); (2) [Managing Your Career](#); (3) [Managing Others](#).

We encourage you to synthesise the feedback across all reports to generate a comprehensive understanding about you.

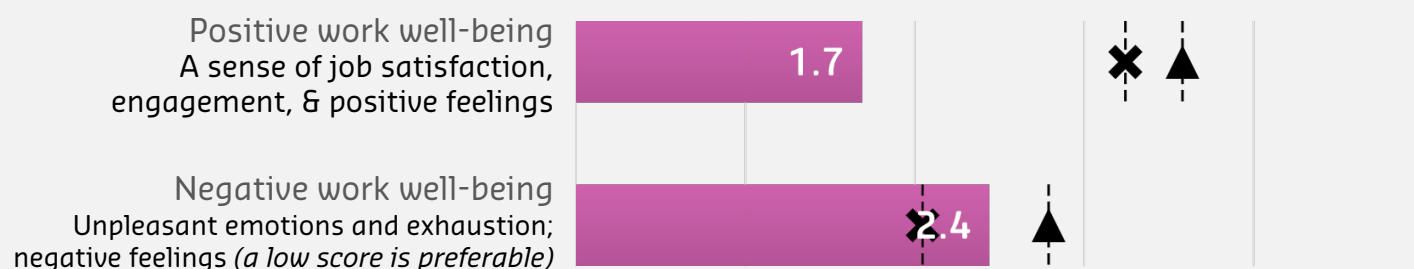
Overview of results

An overview of your scores on the key elements of the survey is shown below. The detailed breakdown of each of the elements are presented in the following pages.



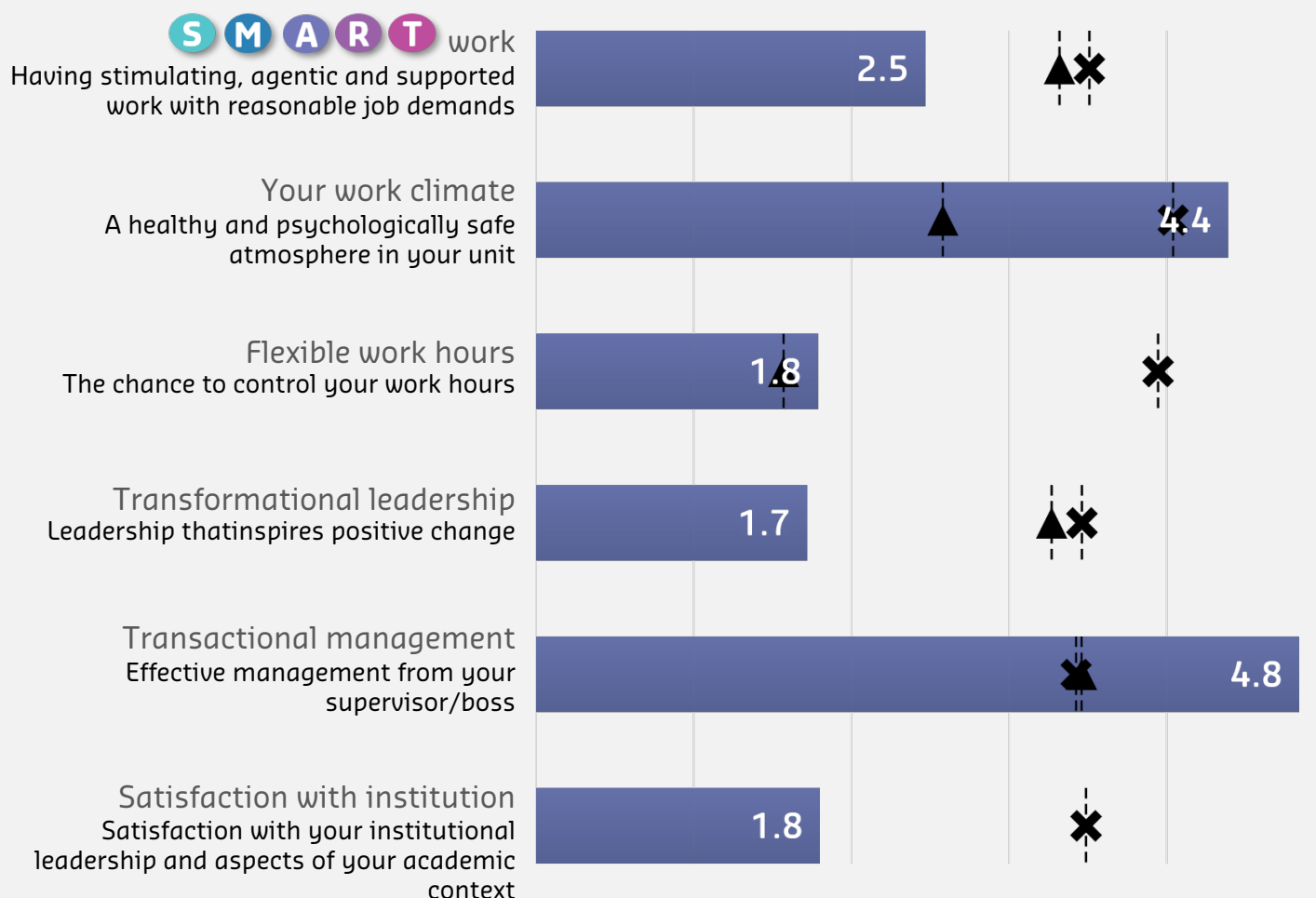
Your well-being at work

Your well-being refers to your feelings, emotions, and overall reactions to your work. If you have low scores for positive well-being, or high scores for negative well-being, we encourage you to pay particular attention to this report. See page 5 for a drill-down of your results.



Your work context

Your well-being is affected by the context within your work, including the demands of the role, the support that is afforded you through job design (SMART work) and from the organisation and individuals within it, and how motivating your role. See pages 6-8 for a drill-down of your results.



Legend: General benchmark. This benchmark includes both genders (provided where available)

Women in Research benchmark. This benchmark includes only other female academics who have also completed this survey

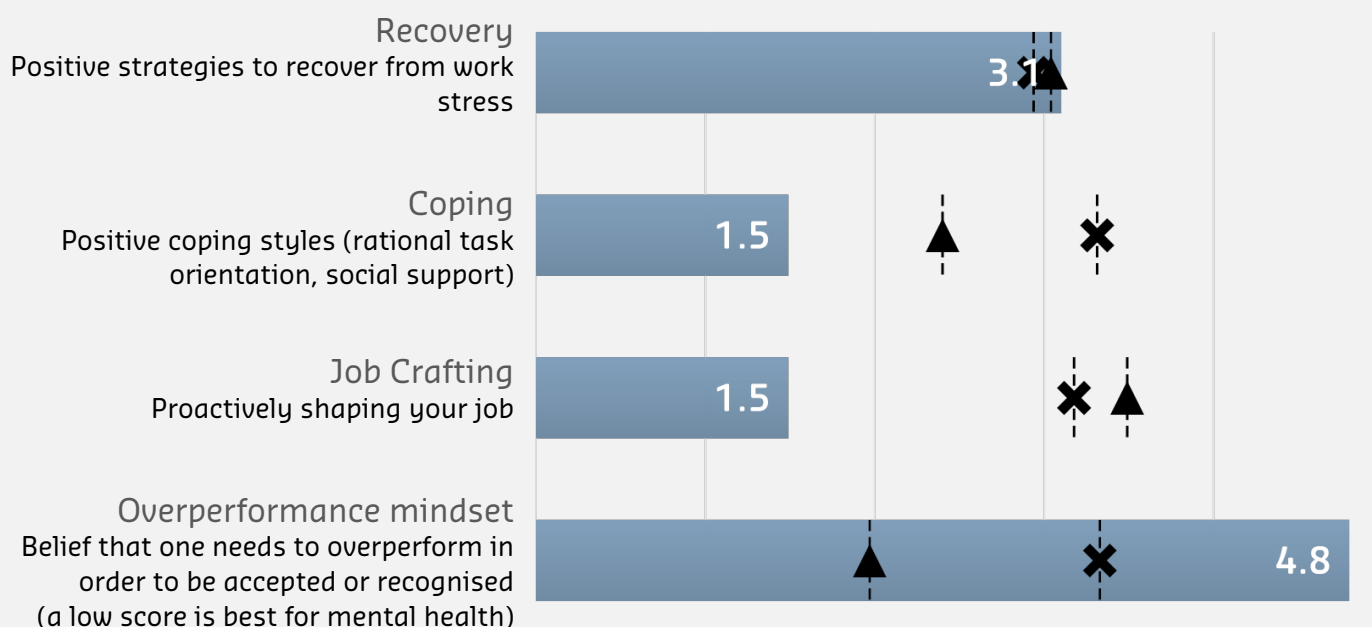
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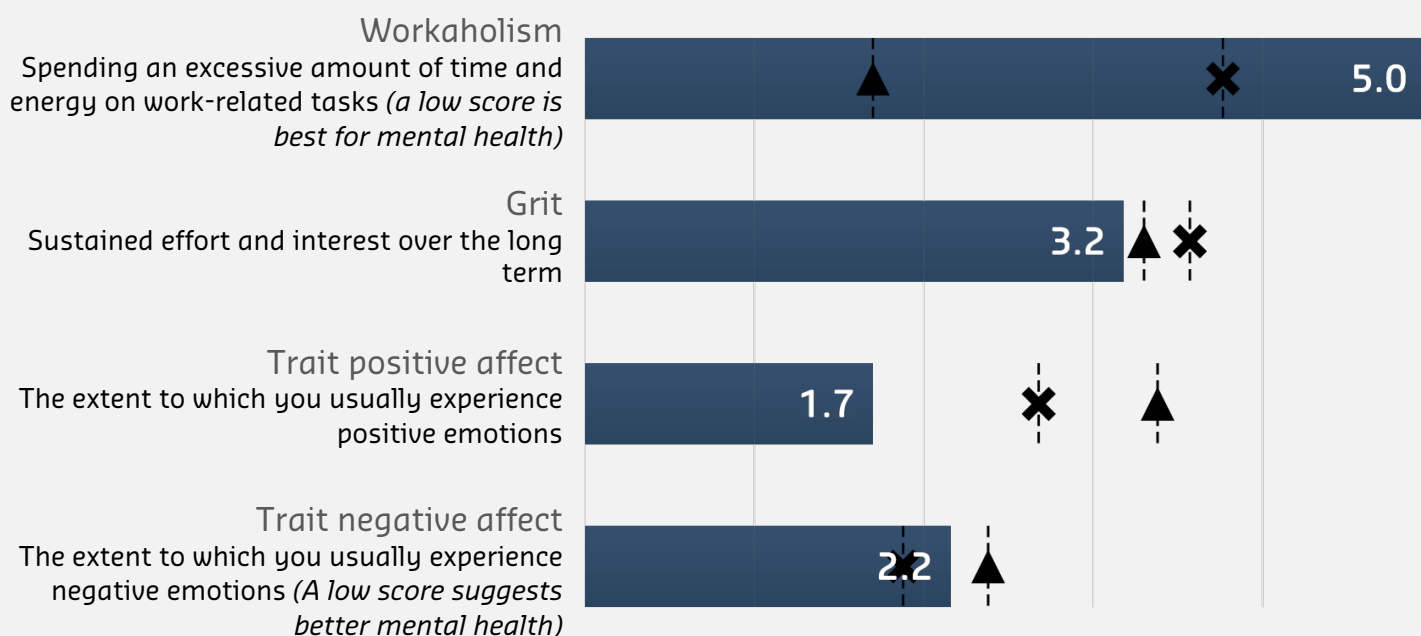
Your well-being strategies

Research suggests that how well you recover from, and cope with stressful events, is important and can help to explain why some people fare better than others when encountering stress. Job crafting can also improve well-being. See pages 9-10 for a drill-down of your results.



Your personal characteristics

Understanding your personal characteristics can help you to identify ways in which your personal characteristics affect other aspects of your work well-being. See page 11 for a drill-down of your results.



Legend: General benchmark. This benchmark includes both genders (provided where available)

Women in Research benchmark. This benchmark includes only other female academics who have also completed this survey

Your Work Well-being

Work Well-being

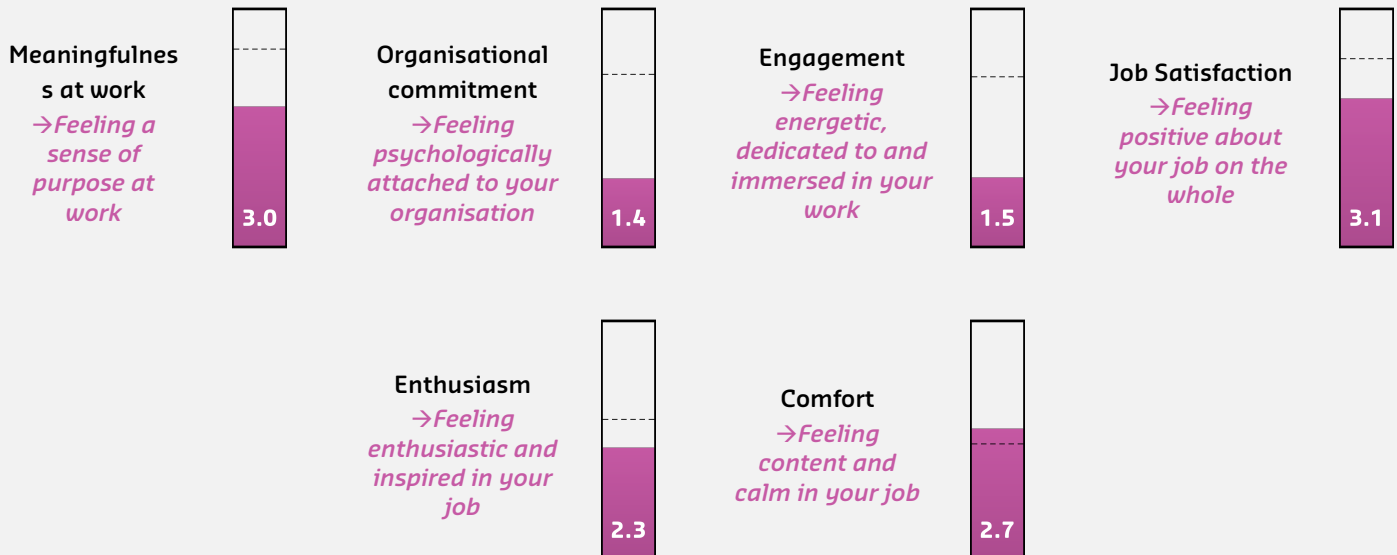
Work Context

Well-being Strategies

Personal Characteristics

Positive work well-being

Feeling engaged and satisfied at work as well as a sense of meaning for the work that you do and organisation that you work for.



Find out more

A high score on positive work well-being indicates that you find the work you do meaningful and satisfying. For tips on how to make your work more positive, visit the [Crafting Your Job](#) section of the website.

Visit the [Health and Well-being](#) section of the website to find out more about your well-being at work.

Negative work well-being

Feeling high levels of negative well-being suggests you might have difficulties with your work that should be addressed. Low scores on these dimensions are positive for your well-being.



Find out more

A high score on negative work well-being might be a signal that you should consult with a supervisor and/or counselling service to help you reduce your exhaustion and make work healthy for you. You can also try to improve how you deal with work pressures (see Your Well-Being Strategies). In extreme situations, you might consider changing jobs.

Visit the [Health and Well-being](#) section of the website to find out more about your well-being at work.

Your Work Context

Work Well-being

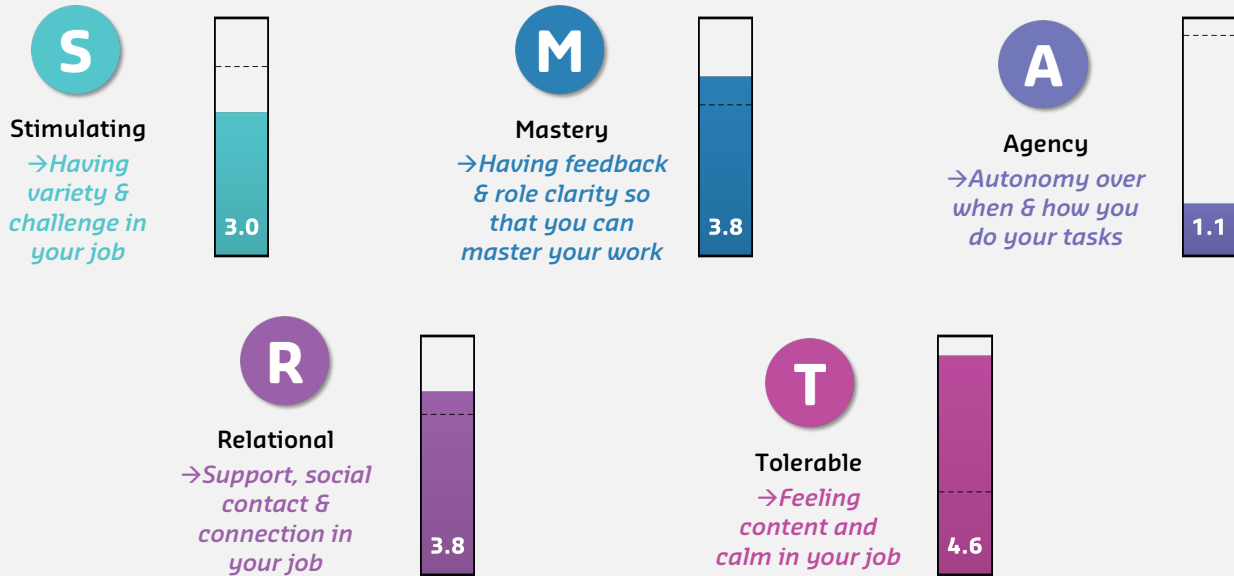
Work Context

Well-being Strategies

Personal Characteristics

Your SMART work

The design of your job, and whether it is “SMART”, can make a major difference to your work motivation and well-being. A high score on all measures below are best. The results below show how your job scores on each of the SMART elements compared to benchmarks:

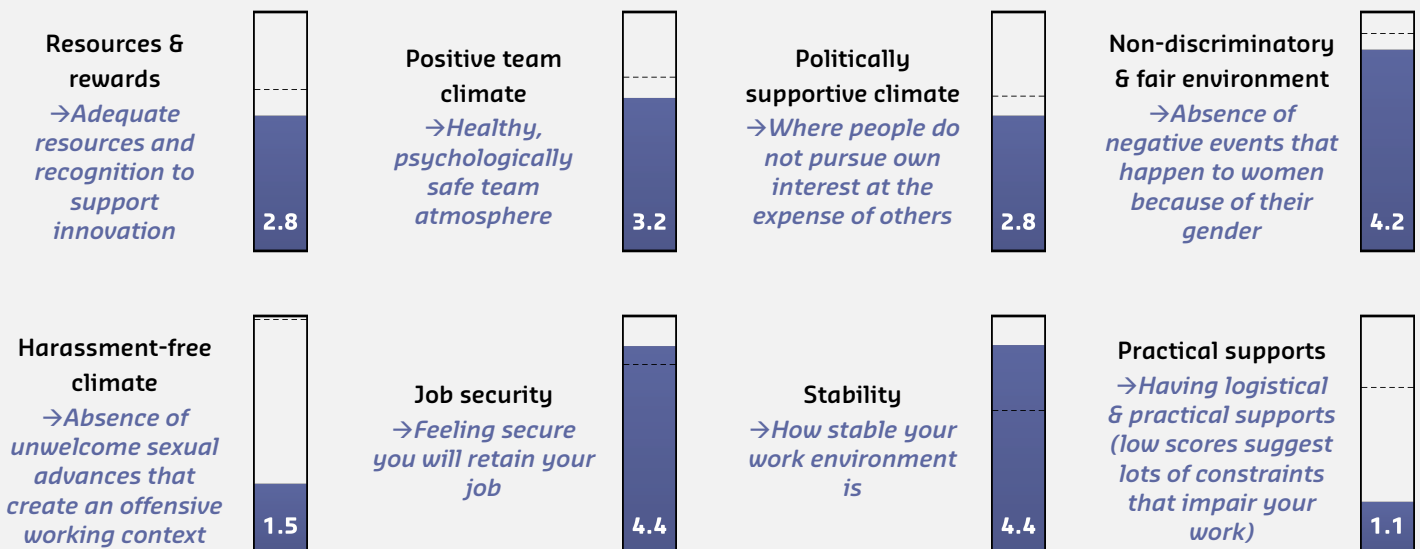


Find out more

A high score indicates you are likely to be thriving in your work and have a high level of engagement. For tips on how to make your job SMARTer, visit the [Crafting Your Job](#) section of the website; or see smartworkdesign.com

Your work climate

A positive work climate involves having a healthy and psychologically safe atmosphere in which you feel respected and supported. High scores on all measures below are best.



Find out more

For tips on managing negative experiences at work, visit the [Dealing With Harassment and Discrimination](#) section of the website.

Your Work Context

Work Well-being

Work Context

Well-being Strategies

Personal Characteristics

Flexible work hours

These measures assess your ability to vary your working time. High scores on all measures below are best.

Time autonomy
→ Ability to vary working time



Absence of time restriction
→ Absence of bureaucratic elements in your organisation's time-policy



Find out more

A high score indicates you are likely to be able to manage outside work demands more easily. For tips on managing work-family conflict, visit the [Managing Home-work Challenges](#) and [Flexible Work Arrangements](#) section of the website.

Transactional leadership of your supervisor

Transactional management refers to transactional aspects of management that help ensure staff deliver what is expected of them. These scores show how you see your manager/supervisor on these aspects.

Leader feedback
→ Your leader provides feedback & rewards good work



Leader goal setting
→ Your leader makes expectations & rewards clear



Transformational leadership of your supervisor

These aspects are about "leadership", and include behaviors that can inspire staff to go above and beyond what is expected. These scores show how you see your manager/supervisor on these aspects.

Vision
→ Your leader articulates a clear vision



Intellectual stimulation
→ Your leader stimulates you and encourages problem-solving



Inspirational communication
→ Your leader expresses positive and encouraging messages



Developmental leadership
→ Your leader is concerned about & provides support for staff's self-development



Ethical leadership
→ Your leader demonstrates appropriate conduct & is ethical



Find out more

Ideally, a combination of active transactional leadership and transformational leadership is best for achieving effective job performance from employees. High scores in both transactional and transformational leadership indicates that you report to an effective leader.

Institutional leadership

Institutional leadership refers to your perception of the institution you work for, and is a separate concept from job satisfaction. For example, one might be satisfied with their job due to the experiences of the job, but not the institution due to the culture, and *vice versa*. Research suggests that institutional satisfaction is related to outcomes such as intention to leave.

Institutional leadership
→ *Satisfaction with the leadership and culture of the institution*



Academic context

Some challenges to an academic's capacity to work well include constraints on research, teaching, and increasing bureaucratisation of higher education. For many academics, the balance between satisfaction with scholarly pursuits and the pressures of time and a paucity of funding impeding those pursuits, is weighted against the quality of research and teaching they aspire to achieve.

Teaching environment
→ *Manageability of classes*



Research environment
→ *Manageability of research pursuits, including funding, freedom and time*



Institutional environment
→ *Sentiment toward the internal environment of the institution*



Your Well-Being Strategies

Work Well-being

Work Context

Well-being Strategies

Personal Characteristics

Recovery

Recovery from the daily strains of work is an essential part of a healthy lifestyle.

Your preferred recovery method:

Control

Psychological detachment
→Mentally “switching off”

1.8

Relaxation
→Low activation associated with leisure activities

3.6

Mastery
→Challenges and learning in non-work domains

1.2

Control
→Ability to decide which leisure activity to pursue

4.1

Find out more

High scores across all recovery methods indicate that you are well equipped in the face of stressful events. Research shows that mastery is particularly important for successful recovery from daily strains. To find out more about the different recovery methods, visit the [Resilience and Bouncing Back](#) section of the website.

Coping Styles

There are different ways of coping with stress. The effectiveness of each coping style depends on the type of stressor, your characteristics, and the context.

Your preferred coping style:

Rational task orientation

Rational task orientation
→Steps to deal directly with the stressor (high scores tend to be best)

4.2

Emotional release
→Cathartic expression of negative feelings (low scores tend to be best)

2.2

Social support
→Involvement of the family for emotional support (high scores tend to be best)

1.0

Recovery and preparation
→Taking action to help deal with the problem at a later time (low scores tend to be best)

2.4

Postpone action
→Distraction by using pleasurable activities (low scores tend to be best)

1.6

Passive toleration
→Doing nothing apart from rationalisation (low scores tend to be best)

3.3

Find out more

Research shows that problem-focused coping styles (rational task orientation and social support), are generally more successful strategies in coping with stress.

Emotion-focused coping styles (emotional release and postpone action) and avoidance coping styles (passive toleration and recovery and preparation) may be less adaptive.

However, it may not always be possible to use problem-focused strategies. To find out more about the different coping styles, visit the [Resilience and Bouncing Back](#) section of the website.

Your Well-Being Strategies

Work Well-being

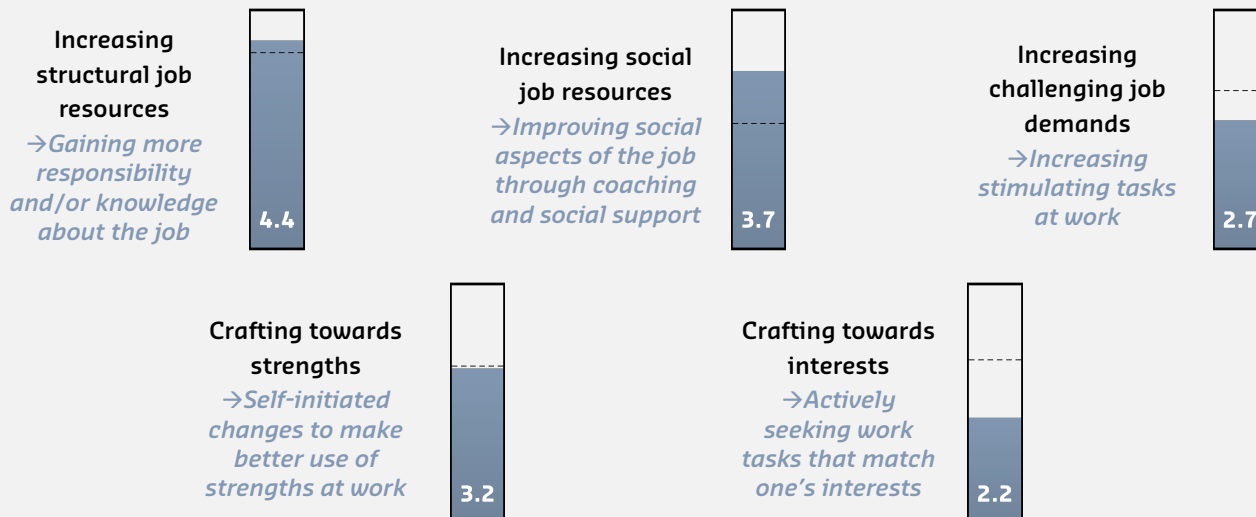
Work Context

Well-being Strategies

Personal Characteristics

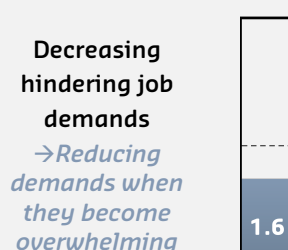
Job Crafting - Approach

Crafting means that you take steps to alter your job so that it better fits with your needs and preferences. As long as crafting is done wisely, crafting usually increases job meaning and well-being. High scores on all these dimensions tend to be best.



Job Crafting - Avoid

You can also craft your job to make it less intense. Research shows that such crafting can help your well-being, especially if you also engage in approach crafting. But if decreasing hindering demands is the ONLY type of crafting you engage in, this can suggest an overall avoidant approach to your work, which can be negative for you and your colleagues.



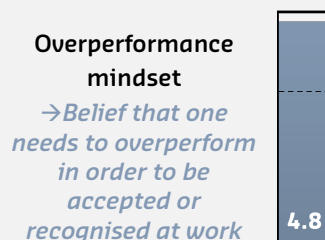
Find out more

High scores in approach crafting dimensions indicate that you play a proactive role in shaping your work context. Research suggests that such proactive behaviours are related to increased motivation, satisfaction and well-being. Visit the [Crafting Your Job](#) section of the website to find out more about the different ways you can shape your work well-being.

Overperformance mindset

Overperformance demands means you feel pressure, or the need to overperform, to gain acceptance and recognition within the workplace. This includes, for example, constantly trying to prove oneself, putting in excessive effort, and feeling you should say “yes” to all requests.

Research suggests that an overperformance mindset is related to psychological distress. Women who are in stereotypically ‘male’ roles (historically carried out by men, such as STEM roles, senior leader roles) are more likely to experience overperformance demands.



Your Personal Characteristics

Work Well-being

Work Context

Well-being Strategies

Personal Characteristics

Workaholism

Workaholism refers to spending an excessive amount of time and energy on work-related tasks. Some features of workaholism include spending a lot of time on work activities that result in the giving up of important social, family or recreational activities, spending time thinking about work, and working beyond what is reasonably expected.

Workaholism
→ Likely to take on too much work and spend too much time thinking about work

5.0

Find out more

High scores indicate that you might be a workaholic and may be experiencing work-life balance conflict. Although you might feel happy with your level of workaholism, research has found that it is related to important mental health and family outcomes, especially if high levels occur over long periods of time. Visit the [Time Management](#) and [Home-work Challenges](#) section of the website to find out more about how to balance your work commitments with other activities.

Grit

Grit refers to a trait-level “perseverance” and passion for long-term goals. It entails the capacity to sustain both effort and interest in projects that take months or even longer to complete. Individuals high in grit do not swerve from their goals, even in the absence of positive feedback. Grit has been found to predict achievement in challenging domains above and beyond measures of talent.

Grit
→ Perseverance of long-term goals

3.2

Trait affect

Trait affect is the extent to which you usually experience positive and negative emotions. Feelings are specified not only on a pleasure-displeasure continuum, but also a low-to-high mental activation, which concerns a state of readiness for action or energy expenditure.

Positive Affect High Activation
→ Feelings of enthusiasm, alertness and cheerfulness

2.7

Positive Affect Low Activation
→ Feelings of comfort, calmness and relaxation

3.0

Negative Affect High Activation
→ Feelings of anxiety, tension and uneasiness (low scores are best)

2.8

Negative Affect Low Activation
→ Feelings of depression, boredom and lethargy (low scores are best)

4.2

Find out more

It is important to be aware of your affect as research has found that it shapes your motivation and expectations about what you do. A low positive affect and/or high negative affect could be an area of development. Visit the [Resilience and Bouncing Back](#) section of the website to find out more about the strategies involved in increasing positive affect and decreasing negative affect.

Want to Know More About Your Personality?

The Managing You survey covers other personality characteristics, if you want to explore this topic some more. Note that the Personality Characteristics for Agility are the most relevant to well-being.

This is the end of your report.