



The Workwell Self-Assessment Tool

Frequently Asked Questions (FAQs)

What is the Workwell Self-Assessment Tool?

The purpose of the tool is for all organisations to confidentially complete a Workwell Self-Assessment to understand their starting point, compare their score with Business in the Community's (BITC) UK benchmark and begin a journey of improvement that enables meaningful reporting of wellbeing, internally and externally. The tool is based on the BITC Workwell Model and measures four stages of wellbeing maturity.

Will my organisation's score be published after filling out this tool?

Your organisation's information will be used to create a UK benchmark for wellbeing performance, across each region, sector and size of organisation. Only aggregated and segmented scores (benchmarks) will be published as insights. No organisation will be identified, and we will not list your organisation's participation without your permission. To learn more about how we handle your data and comply with General Data Protection Regulations, please refer to our [privacy policy](#).

What is the Workwell Model?

BITC's [Workwell Model](#) is a widely endorsed framework for embedding health and wellbeing into organisational culture. Its aim is to help businesses create environments where individuals and organisations can thrive by taking a preventative, whole-person, whole-organisation approach to health and wellbeing. The model is evidence-based, widely endorsed, and positions employee health and wellbeing as strategic boardroom issues, linked to business objectives. For further information, please download the [Workwell Model Evidence Paper](#) by Dr Fiona Adshead.

Who should use the tool?

The tool is available to senior practitioners, including Chief Financial Officers (CFOs) and C-suite executives, across organisations of all sizes, sectors, and regions. It offers a straightforward and reliable way to measure, gain valuable insights, and track progress through benchmarking.

What are the costs associated with the Workwell Self-Assessment Tool?

The tool is completely free to use.

Do I need to sign up to the Workwell Commitment to use the tool?

No, signing up for the Workwell Commitment is not a requirement to use the tool. The tool can be used as a standalone self-assessment to determine your organisation's baseline, and we recommend revisiting it annually. However, completing the tool is a requirement to become a Workwell Commitment signatory. We highly recommend signing up for the Commitment, as the





tool provides baseline insights, whilst the Commitment guides you on a journey of improvement with additional support. Please visit our [Commitment page](#) for more information.

How do I complete the tool?

Access the tool on our [website](#) and complete the assessment directly on the webpage. The assessment typically takes around an hour to complete. It might be beneficial to consult with a senior HR colleague during your completion. Tips for completing the assessment are provided on the first page of the survey.

How does the scoring system work?

The assessment evaluates the seven elements of BITC's Workwell Model through three lenses: 'Strategy and Risk', 'Measuring and Disclosing', and 'Taking Action'. It measures four wellbeing maturity levels, ranging from Adopting to Transforming, corresponding to scores one to four. Your overall score is generated by selecting the statement that best aligns with your position, answering a total of 21 multiple-choice questions. If you would like a score breakdown, you can opt to receive individual feedback.

What happens if my organisation scores a low score?

Your score is confidential. The tool has been designed to support your organisation to embark on a journey of progression. Use your initial score as a baseline to identify areas for improvement. We encourage revisiting the assessment annually to track and measure your progress.

What will businesses receive after they use the tool?

After completing the self-assessment, you will receive:

- An immediate baseline score to understand your wellbeing performance.
- A breakdown of your scores and information on how your score compares to BITC's UK benchmark, along with guidance on progressing your score, included in our optional individual feedback report.
- Access to resources under the seven categories of the Workwell Model, which will support your organisation in your next steps.
- Eligibility to sign up to the BITC Workwell Commitment.
- An [advisory](#) support call for reviewing your wellbeing performance and current and future strategies (available at an additional cost).

