



Culture

At the place I work there is

- a real interest in the people
- good open communication
- a shared understanding of what we are trying to achieve
- a good atmosphere
- a feeling that everyone gives their best.

Relationships

At the place I work I am

- treated with dignity and respect
- encouraged to work in teams
- supported and valued
- encouraged and praised
- happy.

Support

At the place I work I

- feel my contribution is valued and I am doing a good job
- am supported by my line manager
- receive the training I need
- receive constructive feedback about my performance
- am encouraged to do well.

Control

At the place I work I can

- contribute to decisions
- voice my concerns openly
- advance and get ahead
- manage the pace at which I work
- use my initiative.

Change

At the place I work I

- am asked about changes that affect me
- feel part of the change process
- am encouraged to have a positive outlook about change
- accept that change will happen
- am given the help and training needed to cope with change.

Demands

At the place I work there is

- a good working environment
- the right amount of challenge
- concern about workload
- attention to resources.

Role

At the place I work I

- am clear about my role and responsibilities
- understand other people's role and responsibilities
- can prioritise my work
- feel comfortable in my role.

Personal Well-Being and Work Life Balance

At the place I work I

- am able to cope with the pressures I feel
- feel that my quality of life is good
- enjoy my work immensely
- have the support of others
- have good working relationships
- know people pay attention to work load
- enjoy a good work life balance
- feel that I belong.

THE LANCASHIRE WELL-BEING PROGRAMME

The organisational survey, completed as part of the programme, offers an opportunity to monitor and evaluate progress in these areas.