Well-Being Snapshot Reporting Guide

Everything you need to know about the
Well-Being Index Well-Being Snapshot

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What is the Well-Being Snapshot?

The Well-Being Snapshot is a new reporting view in your Well-Being Index Admin Dashboard that stratifies assessment results across four categories:

Distressed   **Struggling**   **Okay**   **Thriving**
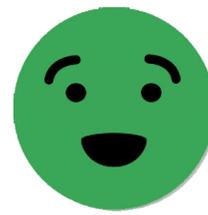
The Well-Being Snapshot has been designed to give organizations a clearer picture of the overall well-being of their groups at a specific moment in time.

How do we use this new reporting view?

The intent of the Well-Being Snapshot is to show the distribution of your participant groups across the entire continuum between distressed and thriving. With this reporting view, organizations can better identify both where the need is greatest and which groups are doing particularly well. This can help leaders determine where to use limited time and resources, and where they can turn to for examples of what might already be working well within the organization.

How is the reporting determined?

An individual's assessment is placed in one of the four Well-Being Snapshot categories based on their overall Well-Being Index score (the "Score" column in Table 1. shown below). The Well-Being Index Score is determined by how individuals answer the 7 or 9 Well-Being Index assessment questions. The higher the Well-Being Index score is, the higher the indication of distress. The 9-question assessment includes 7 yes/no questions and 2 multiple choice questions with a score range of -2 to 9. The 7-question assessment includes 7 yes/no questions with a score range of 0 to 7.

The scoring thresholds for each category have been determined by examining the data from the initial validation study and determining the likelihood ratios (LR) for a variety of measures of distress and well-being including burnout, quality of life (QOL), and suicidal ideation (SI). The likelihood ratios on the chart are visually depicted as average likelihood (LR in the range of 0.80-1.20) or higher or lower than average likelihood. A higher likelihood ratio indicates an increased chance for an individual to experience that particular outcome.

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Table 1. Likelihood Ratios by Well-Being Index Version

Wellness Snapshot Categories	Well-Being Index Scores	High Quality of Life LR	Burnout LR	Severe Fatigue LR	Medical Error LR	Turnover LR	Suicidal Ideation LR	Poor overall Quality of Life LR	Low Job Performance LR
US workers	**-2 to 9**								
Thriving	-1, -2	2.34	0.13	0.58	NA	NA	0.14	0.26	NA
Okay	1, 0	1.05	0.63	0.68	NA	NA	0.52	0.67	NA
Struggling	3, 2	0.59	1.68	1.27	NA	NA	1.34	1.39	NA
Distressed	9, 8, 7, 6, 5, 4	0.21	5.17	2.51	NA	NA	2.96	4.19	NA
US Physicians	**-2 to 9**								
Thriving	-1, -2	3.57	0.12	0.25	0.32	0.70	0.14	0.07	NA
Okay	1, 0	1.21	0.60	0.60	0.64	0.80	0.48	0.35	NA
Struggling	3, 2	0.44	1.85	1.15	0.90	1.00	0.85	1.05	NA
Distressed	9, 8, 7, 6, 5, 4	0.17	10.54	2.91	2.16	1.63	2.49	3.76	NA
US Nurses	**-2 to 9**								
Thriving	-1, -2	2.75	0.04	0.26	0.30	0.50	0.00	0.19	0.37
Okay	1, 0	1.10	0.80	0.89	0.61	0.92	0.75	0.76	1.06
Struggling	3, 2	0.43	2.52	1.42	1.31	1.24	0.88	0.80	0.73
Distressed	9, 8, 7, 6, 5, 4	0.10	8.16	3.54	2.67	3.71	3.61	4.66	3.00
US APPs	**-2 to 9**								
Thriving	-1, -2	2.81	0.18	0.38	0.45	0.50	0.13	0.17	0.44
Okay	1, 0	0.86	0.81	0.76	1.03	0.89	0.32	0.54	0.60
Struggling	3, 2	0.41	3.08	1.80	1.61	1.79	1.16	1.92	1.55
Distressed	9, 8, 7, 6, 5, 4	0.11	9.28	3.44	1.69	2.66	4.38	4.16	3.02
Pharmacist	**-2 to 9**								
Thriving	1, 0, -1, -2	5.02	0.15	0.27	0.24	0.31	NA	0.11	NA
Okay	3, 2	1.43	0.63	0.57	0.64	0.66	NA	0.31	NA
Struggling	5, 4	0.39	2.52	1.34	1.11	1.68	NA	1.12	NA
Distressed	9, 8, 7, 6	0.07	13.14	3.25	2.97	2.91	NA	4.86	NA
Dentist	**-2 to 9**								
Thriving	0, -1, -2	4.25	0.09	0.25	0.31	0.19	0.19	0.16	NA
Okay	2, 1	1.34	0.62	0.85	0.94	0.84	0.51	0.50	NA
Struggling	5, 4, 3	0.48	2.52	1.44	1.35	1.42	1.61	1.64	NA
Distressed	9, 8, 7, 6	0.08	9.05	4.22	2.38	3.58	2.43	6.95	NA
Residents	**0 to 7**								
Thriving	2, 1, 0	3.25	0.27	0.41	0.37	NA	0.12	0.25	NA
Okay	4, 3	0.96	1.14	0.69	0.88	NA	0.71	0.59	NA
Struggling	5	0.38	2.79	1.39	1.44	NA	1.12	2.09	NA
Distressed	7, 6	0.19	5.02	3.08	2.05	NA	2.89	2.83	NA
Medical Students	**0 to 7**								
Thriving	1, 0	4.90	0.19	0.24	NA	NA	0.15	0.09	NA
Okay	3, 2	1.57	0.51	0.56	NA	NA	0.47	0.48	NA
Struggling	5, 4	0.58	1.76	1.22	NA	NA	1.16	1.34	NA
Distressed	7, 6	0.30	6.12	2.88	NA	NA	2.52	3.12	NA

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