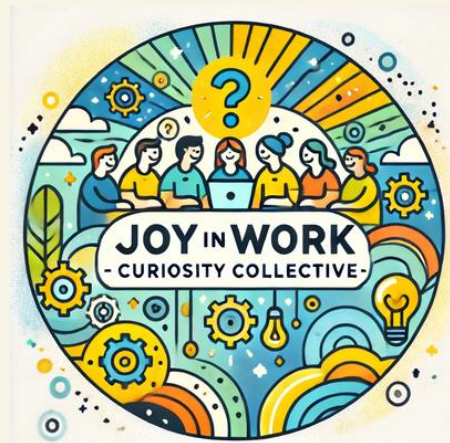
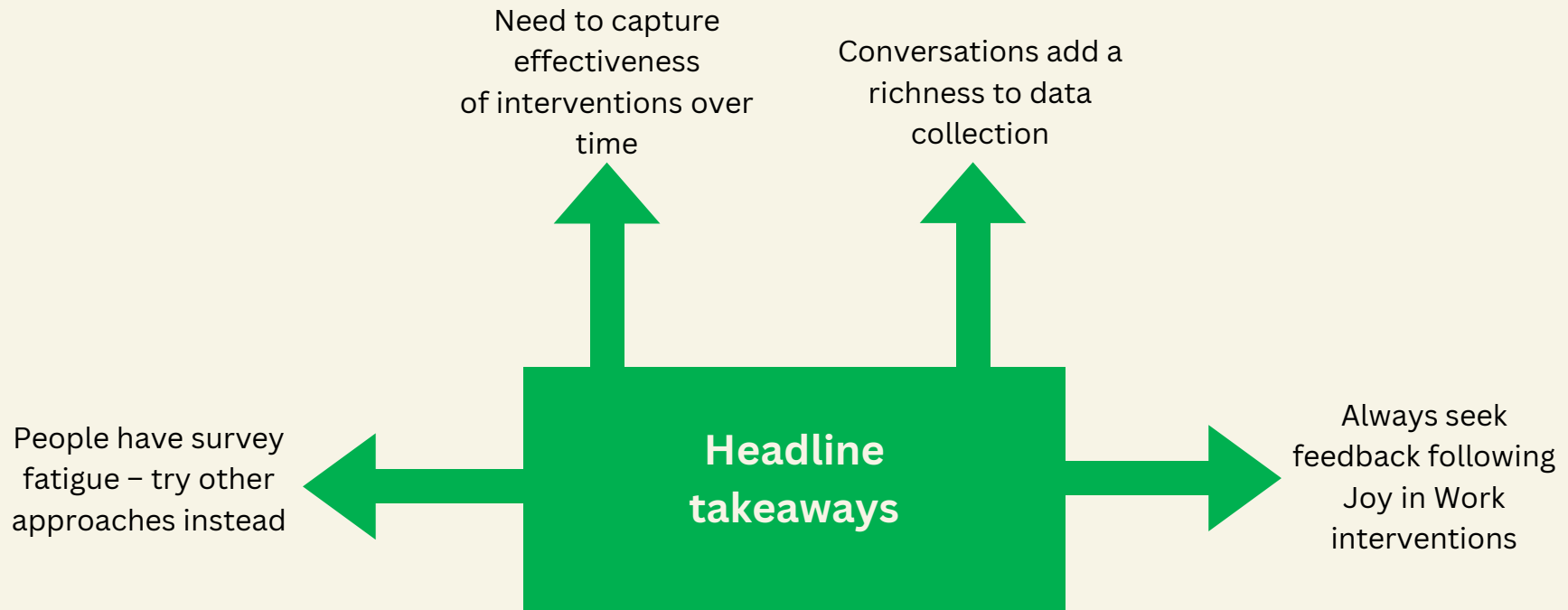


How do we measure Joy in Work?



Q is led by the Health Foundation and supported by partners across the UK and Ireland

How do we measure Joy in Work?



Need to capture effectiveness over time

- Data collection must lead to meaningful action
- Capture data with minimum effort for respondents – this will increase engagement
- Frequency is important and will depend on what is being measured



People have survey fatigue – try something else instead

- Many of us would immediately think of running a survey, but people are asked to complete them all the time. What other approaches could be used?
- What existing data sources are available? For example, findings from the staff survey, sickness/absence rates, or recruitment/retention rates? Anything else?
- Joy in Work could be a good topic for Schwartz Rounds
- Pulse surveys
- Temperature checks – [here's an example](#)
- Good day/bad day counters
- Improve Well App (but has cost implications)
- If a survey is the best approach, [here are some example questions](#). Also, consider how often should you survey? Would before and after surveys suffice?



Conversations add a richness to data collection

- Focus on daily irritations – the 'pebbles in your shoes'
- Focus groups:
 - Participants can build on each other's responses, leading to rich discussions
 - More time efficient and cost-effective than individual conversations
 - Not everyone may speak up in a group
- 1:1 discussions
 - Can be time consuming
 - Those being interviewed may feel more comfortable sharing sensitive or detailed information in a 1:1 discussion
 - Reduces peer influence and groupthink



Always seek feedback following Joy in Work interventions

- Use 'You said, we did' or 'You said and together we will'
- Following wellbeing sessions, activities, or interventions, seek feedback to ensure learning and maintain engagement

