



# TECHNICAL REPORT

## 2021 UPDATE

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# BE WELL LEAD WELL PULSE® TECHNICAL REPORT: 2021 UPDATE

Wisdom Works is committed to making regular updates to the Be Well Lead Well Pulse® wellbeing leadership assessment database. For the current database representing approximately 1,600 users globally, this document includes:

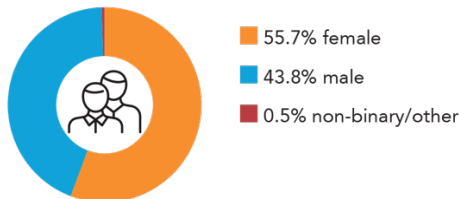
- A general profile of the assessment user
- Means and standard deviations for each of the Be Well Lead Well Pulse® dimensions, life-work domains of stress, and organizational factors
- Key demographics and the Be Well Lead Well Pulse® dimensions and life-work domains of stress
- Demographic details

For more information about the foundational statistics underlying the development of Be Well Lead Well Pulse®, please read the *Be Well Lead Well Pulse® Technical Report: Psychometric Properties & Validation of the Be Well Lead Well Pulse® Framework & Assessment, 2020*.

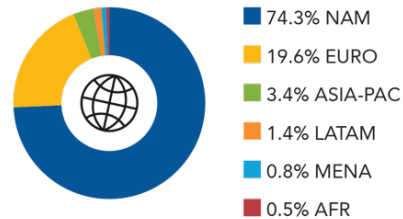
## GENERAL PROFILE OF THE ASSESSMENT USER

The general profile of the Be Well Lead Well Pulse® assessment user is as follows:

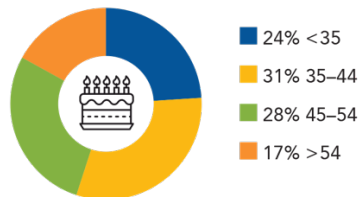
### GENDER IDENTITY



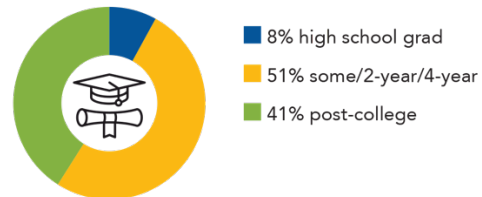
### GEOGRAPHY



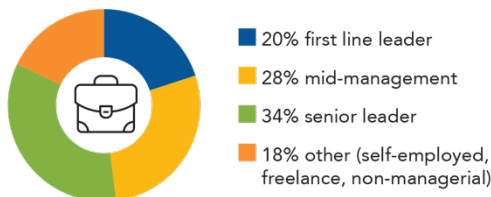
### AGE



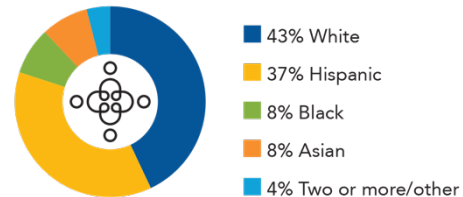
### EDUCATION



### JOB



### RACE/ETHNICITY IDENTITY



Statistical analyses across all Be Well Lead Well Pulse® assessment users to date were completed by Wisdom Works’ science partner, the University of Colorado, Colorado Springs, USA. This surfaced these overall insights:

- Wellbeing, as reported through each of the Be Well Lead Well Pulse® dimensions, generally increases with a person’s age and job level.
- People who identify as male report higher Thriving than people who identify as female.
- People who identify as White or Asian generally report lower scores in all Be Well Lead Well Pulse® wellbeing dimensions (except for Fuel) than people who identify as Hispanic or Black.
- People who identify as male report higher stress related to Spiritual/Faith than people who identify as female.
- People who identify as female report higher stress related to Relatives than people who identify as male.

**MEANS & STANDARD DEVIATIONS OF BE WELL LEAD WELL PULSE® DIMENSIONS, LIFE-WORK AREAS OF STRESS & ORGANIZATIONAL FACTORS**

N = 1589

**Be Well Lead Well Pulse®: Six Dimensions**

Dimension	Mean	Standard Deviation
Thriving	6.02	.93
Fuel	4.73	1.17
Flow	4.75	.72
Wonder	5.45	.86
Wisdom	5.45	.85
Thriving Amplified	5.24	.90

**Be Well Lead Well Pulse®: Ten Life-Work Areas of Stress**

	Mean	Standard Deviation
Work—Coworkers	2.44	1.044
Work—Management	2.69	1.064
Work—The Job Itself	2.70	1.028
Family—Spouse/Partner/Significant Other	2.33	1.145
Family—Children	2.20	1.143
Family—Relatives (parents, siblings)	2.28	1.132
Social Life & Friends	1.87	1.067
Personal Finances	2.63	1.163
Physical Health	2.56	1.082
Spiritual/Faith	1.64	1.012

**Be Well Lead Well Pulse®: Organizational Factors**

	Mean	Standard Deviation
Job Autonomy	4.05	.89
Organizational Culture (Ranges from Mechanistic/1 to Organic/10)	6.41	2.16
Organizational Change (To what degree has organizational change affected your area in the last year? [1 to 5])	3.31	1.25

**KEY DEMOGRAPHICS & BE WELL LEAD WELL PULSE® AREAS**

**Be Well Lead Well Pulse® Dimensions with Gender & Age**

Dimension	Gender		Age			
	Male	Female	34 or younger	35-44	45-54	55 or older
Thriving	6.10*	5.96	5.65	6.06	6.15	6.28
Fuel	4.78	4.69	4.57	4.74	4.71	4.95
Flow	4.78	4.73	4.57	4.77	4.82	4.85
Wonder	5.43	5.47	5.16	5.48	5.53	5.67
Wisdom	5.47	5.43	5.12	5.48	5.54	5.70
Thriving Amplified	5.29	5.21	5.01	5.30	5.31	5.33

\* Indicates the higher value as identified by an independent samples t-test for significant difference between male and female respondents on this category.

**Be Well Lead Well Pulse® Dimensions with Job Level**

Dimension	First Level Supervisor N = 317	Mid-level Manager N = 441	Top-level Manager N = 542	Non-managerial/ Self Employed/ Other N = 289
Thriving	5.66	5.74	6.21	6.50
Fuel	4.54	4.60	4.83	4.93
Flow	4.57	4.58	4.86	4.99
Wonder	5.17	5.27	5.60	5.75
Wisdom	5.11	5.31	5.62	5.70
Thriving Amplified	4.94	5.08	5.39	5.52

Be Well Lead Well Pulse® Dimensions with Ethnicity

Dimension	White N = 678	Black N = 124	Asian N = 122	Hispanic N = 591	Two or more races N = 43	Other N = 29
Thriving	5.77	6.22	5.94	6.28	5.92	6.27
Fuel	4.71	4.76	4.80	4.74	4.41	4.94
Flow	4.69	4.88	4.62	4.82	4.71	4.93
Wonder	5.30	5.64	5.35	5.60	5.26	5.70
Wisdom	5.36	5.59	5.33	5.54	5.30	5.70
Thriving Amplified	5.13	5.46	5.22	5.32	5.12	5.47

Be Well Lead Well Pulse®: Ten Stress Areas with Gender

	Male N = 694	Female N = 882
Work—Coworkers	2.47	2.42
Work—Management	2.72	2.67
Work—The Job Itself	2.71	2.69
Family—Spouse/Partner/Significant Other	2.38	2.29
Family—Children	2.18	2.21
Family—Relatives (parents, siblings)	2.15	2.37*
Social Life & Friends	1.87	1.86
Personal Finances	2.63	2.61
Physical Health	2.57	2.54
Spiritual/Faith	1.73*	1.55

\* Indicates the higher value as identified by an independent samples t-test for significant difference between male and female respondents on this category.

DETAILED DEMOGRAPHICS

What is your gender?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	694	43.7	43.8	43.8
	Female	882	55.5	55.7	99.5
	Non-binary/ third gender	3	.2	.2	99.7
	Prefer not to say	5	.3	.3	100.0
	Total	1584	99.7	100.0	
Missing	System	5	.3		
Total		1589	100.0		

How would you describe your job title or position?

		Frequency	Percent	Valid Percent	Cumulative Percent
	First Level Supervisor	317	19.9	19.9	19.9
	Mid-level Manager	441	27.8	27.8	47.7
	Top-level Manager	542	34.1	34.1	81.8
	Non-managerial Employee	202	12.7	12.7	94.5
	Self-employed or freelance	74	4.7	4.7	99.2
	Non-managerial employee	13	.8	.8	100.0
Total		1589	100.0	100.0	

### What level of education did you complete?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	High school graduate	121	7.6	7.7	7.7
	Some college	232	14.6	14.7	22.4
	2-year degree	135	8.5	8.6	30.9
	4-year degree	431	27.1	27.3	58.2
	Masters degree	569	35.8	36.1	94.3
	Doctorate	90	5.7	5.7	100.0
	Total	1578	99.3	100.0	
Missing	System	11	.7		
Total		1589	100.0		

### What is your ethnicity?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	White	678	42.7	42.7	42.7
	Black	124	7.8	7.8	50.5
	Asian	122	7.7	7.7	58.2
	Hispanic	591	37.2	37.2	95.5
	Two or more races	43	2.7	2.7	98.2
	Other	29	1.8	1.8	100.0
	Total	1587	99.9	100.0	
Missing	System	2	.1		
Total		1589	100.0		



## What is your age?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 34 or younger	384	24.2	24.2	24.2
35 - 44	493	31.0	31.0	55.2
45 - 54	440	27.7	27.7	82.9
55 or older	272	17.1	17.1	100.0
Total	1589	100.0	100.0	

## In what type of business or industry do you work?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Agriculture & Forestry / Wildlife	11	.7	.7	.7
Business & Information	142	8.9	8.9	9.6
Consultant	106	6.7	6.7	16.3
Construction / Utilities	86	5.4	5.4	21.7
Education	257	16.2	16.2	37.9
Finance and Insurance	104	6.5	6.5	44.4
Food and Hospitality	105	6.6	6.6	51.0
Gaming	10	.6	.6	51.7
Health Services	225	14.2	14.2	65.8
Natural Resources / Environment	7	.4	.4	66.3
Personal Services	47	3.0	3.0	69.2
Real Estate & Housing	30	1.9	1.9	71.1
Safety / Security & Legal	13	.8	.8	71.9

	Transportation	31	2.0	2.0	73.9
	Other	415	26.1	26.1	100.0
	Total	1589	100.0	100.0	

### In which country do you currently reside?

		Frequency	Percent	Valid Percent
Valid	Afghanistan	1	.1	.1
	Albania	3	.2	.2
	Argentina	1	.1	.1
	Australia	9	.6	.6
	Bahrain	1	.1	.1
	Bangladesh	1	.1	.1
	Belarus	1	.1	.1
	Belgium	3	.2	.2
	Belize	1	.1	.1
	Bosnia and Herzegovina	1	.1	.1
	Brazil	9	.6	.6
	Canada	194	12.2	12.3
	China	2	.1	.1
	Colombia	2	.1	.1
	Costa Rica	3	.2	.2
	Cote d'Ivoire	1	.1	.1
	Denmark	1	.1	.1
	Ecuador	1	.1	.1
	Finland	1	.1	.1
	France	16	1.0	1.0
	Georgia	3	.2	.2
	Germany	23	1.4	1.5
	Ghana	1	.1	.1
	Greece	2	.1	.1
	Hungary	2	.1	.1
	India	1	.1	.1
	Indonesia	1	.1	.1
	Italy	55	3.5	3.5
	Lebanon	1	.1	.1
	Lesotho	1	.1	.1

	Lithuania	1	.1	.1
	Luxembourg	1	.1	.1
	North Macedonia	2	.1	.1
	Malaysia	26	1.6	1.7
	Morocco	1	.1	.1
	Netherlands	11	.7	.7
	New Zealand	1	.1	.1
	Nigeria	1	.1	.1
	Norway	1	.1	.1
	Pakistan	2	.1	.1
	Poland	1	.1	.1
	Portugal	4	.3	.3
	Qatar	2	.1	.1
	Russian Federation	2	.1	.1
	Saint Vincent and the Grenadines	1	.1	.1
	Serbia	1	.1	.1
	Singapore	4	.3	.3
	Spain	3	.2	.2
	Sweden	3	.2	.2
	Switzerland	37	2.3	2.3
	Taiwan Province of China	1	.1	.1
	Tanzania, United Republic of	1	.1	.1
	Thailand	1	.1	.1
	Turkey	6	.4	.4
	Turkmenistan	1	.1	.1
	United Arab Emirates	3	.2	.2
	United Kingdom	119	7.5	7.6
	United States	995	62.6	63.2
	Uruguay	1	.1	.1
	Total	1575	99.1	100.0
Missing	System	14	.9	
Total		1589	100.0	

How would you describe your job title or position?

	N	Minimum	Maximum	Mean	Standard Deviation
How many people do you have directly reporting to you?	1588	0	1500	30.47	98.010
How long (in years) have you been in your current organization?	1588	.0	60.0	9.941	7.8657
How long (in years) have you been in your current organizational role?	1582	.0	60.0	5.486	5.7931