

10 Universal Truths about Wellbeing.

A GLWS Wellbeing Insight

GLWS Wellbeing Insights are drawn from research, scientific literature, countless GLWS interventions and rigorous data. Here we reveal *ten universal truths* about professionals' and leaders' wellbeing —

- 1** Wellbeing and performance are natural allies, not adversaries or competing forces. Sacrificing one for the other is a false economy over the long-term and leads to negative health *and* performance outcomes for individuals *and* employers.
- 2** Wellbeing *demands* and challenges are the positive or negative stressors generated internally by our own thoughts, feelings and behaviours, or imposed externally by others and the situation or circumstances we find ourselves in, real or imagined.
- 3** Whether within us or accessed through others, wellbeing *resources* are the fuel sources we must conserve, renew and replenish to thrive.
- 4** Demands and resources are *multi-dimensional* and take various forms — physical, psychological, intellectual, social and emotional.
- 5** *Balance* matters — when demands consistently outweigh resources, our wellbeing suffers. Likewise, a surplus of resources (think underutilised strengths) also diminishes wellbeing.
- 6** Perceptions of demands and resources are open to differing interpretations — wellbeing is highly *subjective* and *personal*.
- 7** Experiences in our work and personal lives combine *holistically* to create unique interactions; therefore, variability between individuals' wellbeing is inevitable.
- 8** Wellbeing isn't static; it ebbs and flows *dynamically* with changes in circumstances or our thoughts, feelings and behaviours.
- 9** While not all factors that affect our wellbeing are under our direct or complete control, some degree of constructive *change by individuals is usually possible*.
- 10** The democratisation of wellbeing within organisations is increasing the *collective agency* of individuals, teams and leaders to drive the systemic changes needed in their work culture, processes and policies for thriving.

About the authors.

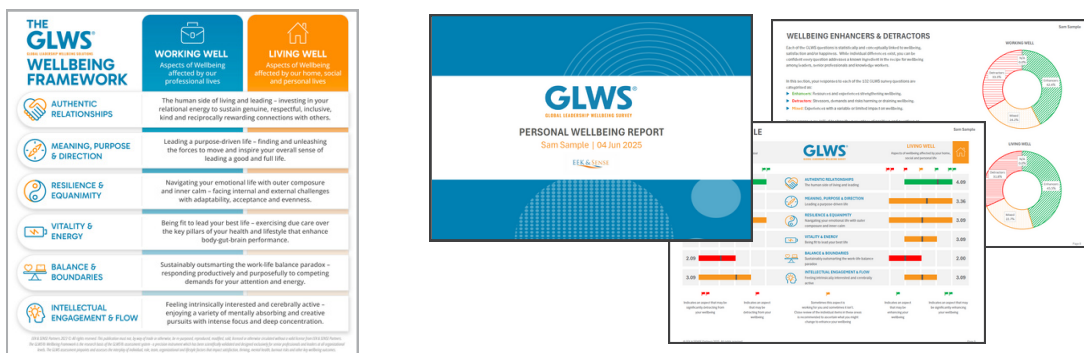
As organisational psychologists with decades of expertise in leadership, organisational psychology and leader wellbeing assessment and research, we channel this expertise into helping organisations measurably support the mental health and wellbeing of their people. The GLWS team, led by Audrey McGibbon is best known as the developer of the GLWS wellbeing system, which today has been used by over 10,000 senior leaders and is trusted by organisations and a network of 500+ GLWS accredited practitioners around the world to help their teams and leaders thrive. You can learn more about us [here](#).

How we help.

We equip organisations to **Learn, Live, Lead & Embed** better wellbeing for all through our consulting services and GLWS wellbeing system:

- **Wellbeing Advisory** thought leadership and wellbeing strategy.
- **Leader-led Wellbeing Programs** custom-designed for individuals or groups and delivered in partnership with coaching partners.
- **Employee Wellbeing Solutions** deploying personalised, practical wellbeing tools and capabilities at scale.
- **Wellbeing Practitioner Support** for in-house teams to develop expert wellbeing capabilities via transferring knowledge, tools and approaches grounded in rigorous best practice, and co-created in areas of emerging know-how.

Learn more about the GLWS wellbeing system [here](#).



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