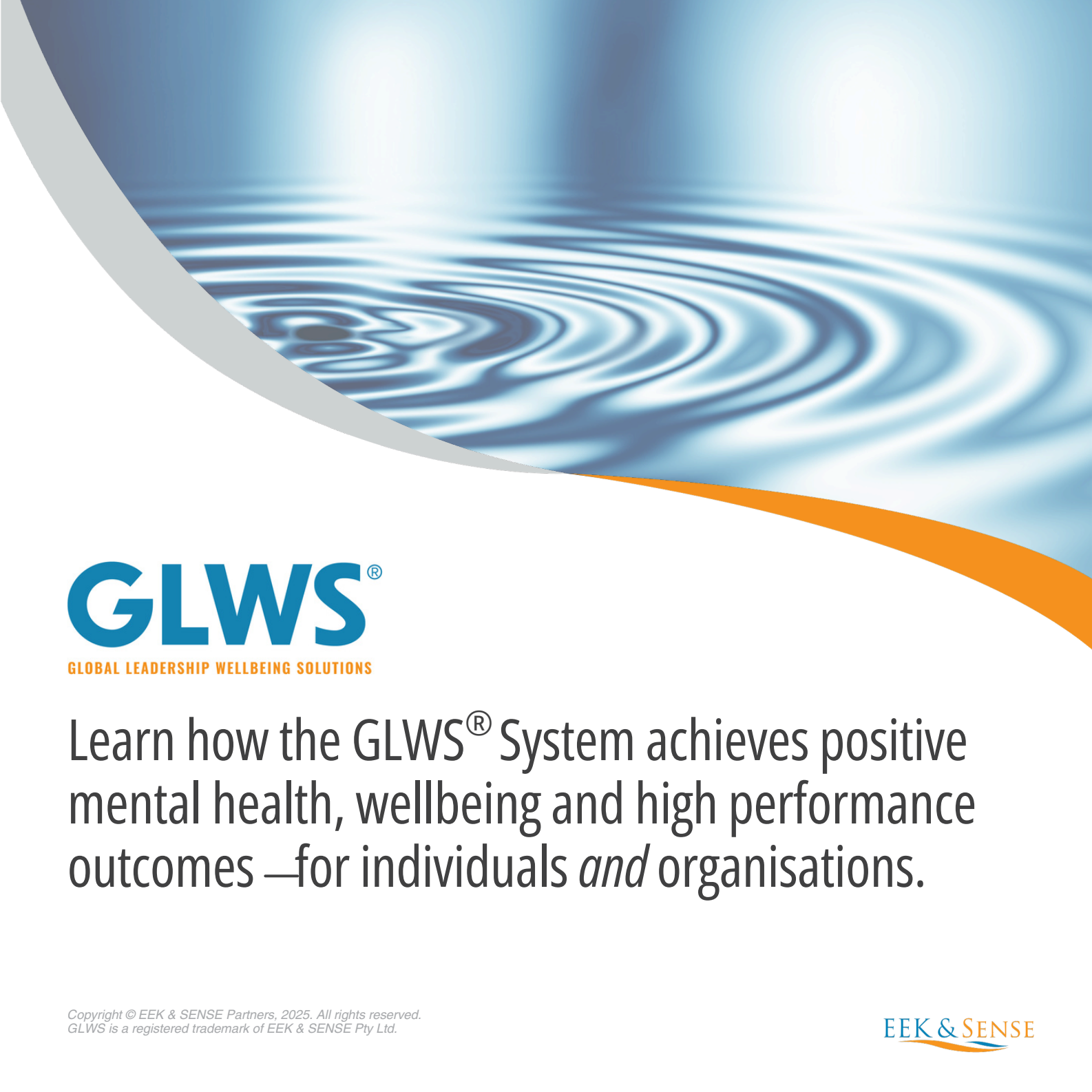




GLWS[®]

GLOBAL LEADERSHIP WELLBEING SOLUTIONS

Learn how the GLWS[®] System achieves positive mental health, wellbeing and high performance outcomes —for individuals *and* organisations.

The GLWS® Assessment System

A proven 4-step system:

1 Assessment



2 Personalised Reporting & Development



3 Cohort Analysis



4 Stakeholder Review & Next Steps



Why it works

The unique *Global Leadership Wellbeing Survey*® System is the only workplace diagnostic that efficiently and holistically measures and detects the root cause stressors and demands that negatively impact on mental health, wellbeing and performance.

By doing so, the GLWS® provides individuals with personalised data to identify exactly what needs to happen to neutralise the risks to their health and performance and the steps they can take to protect and enhance their capacity to thrive professionally and personally.

Yet there's a limit to how much development and change a person can realise by themselves.

The extra power of the GLWS® comes from having a system that enables data to be analysed across whole teams, critical talent cohorts and even entire organisations, identifying what needs to happen to fix the negative components of work, at individual, team or organisation levels collectively.

GLWS® is an individual and systemic solution all in one, creating positive change, leader by leader, team by team, across whole organisations.

Personalised and efficient,
91% of senior leaders
recommend the GLWS®
assessment to their peers.

Powered by the GLWS® Wellbeing Framework, the scientifically validated survey questions get to the heart of the factors directly impacting a leader's wellbeing in less than 20 minutes.

GLWS®
GLOBAL LEADERSHIP WELLBEING SURVEY

Step 2: Personalised Reporting & Development

Participants receive their own confidential GLWS® Personal Wellbeing Report, providing them with a comprehensive analysis and a precise terminology that helps them to identify, understand and address how the multitude of demands, challenges, and resources, both at work and home, impact their wellbeing — a scientifically reliable and valid psychometric assessment of burnout risks and predictor of positive mental health.

To support change and as a companion resource to their report, participants may receive access to an online, interactive, wellbeing self-development portal - GLWS® MyWellbeing. This provides individuals with development prompts, resources and activities based on their own unique wellbeing challenges.





Self-Coaching Guide: Authentic Relationships at Work



Wellbeing Strategies and Actions



Wellbeing Tips for Authentic Relationships - Working Well

[download](#)

Wellbeing Tips for Authentic Relationships - Living Well

[download](#)

RESILIENCE & EQUANIMITY

Working Well



When we experience challenging situations at work we have choices: change the situation or change our response. Sometimes we can waste a lot of energy ranting and raling about something we aren't going to be able to influence and a better option might be to focus on building acceptance. The following strategies may help achieve this.

☐ **BREATHE!**

If you are a person who experiences some worry or tension on most days, then developing a regular habit of conscious breathing will help you to create moments of calm, when you can recharge, and hopefully alleviate your sense of experiencing too many demands.

Try setting some regular times to practise, such as during the journey to work, or just as you arrive (on public transport, see [Wellbeing.com.au](#) for more information).

"THERE ARE SPECIFIC TECHNIQUES EVERY LEADER SHOULD BECOME EXPERT IN."

☐ **SELF-DOUBT / IMPOSTER SYNDROME**

Stop comparing what you see on other people's outside to how you feel on your insides. Others' apparent confidence, capability and accomplishments are not the metric by which to grade your own success.

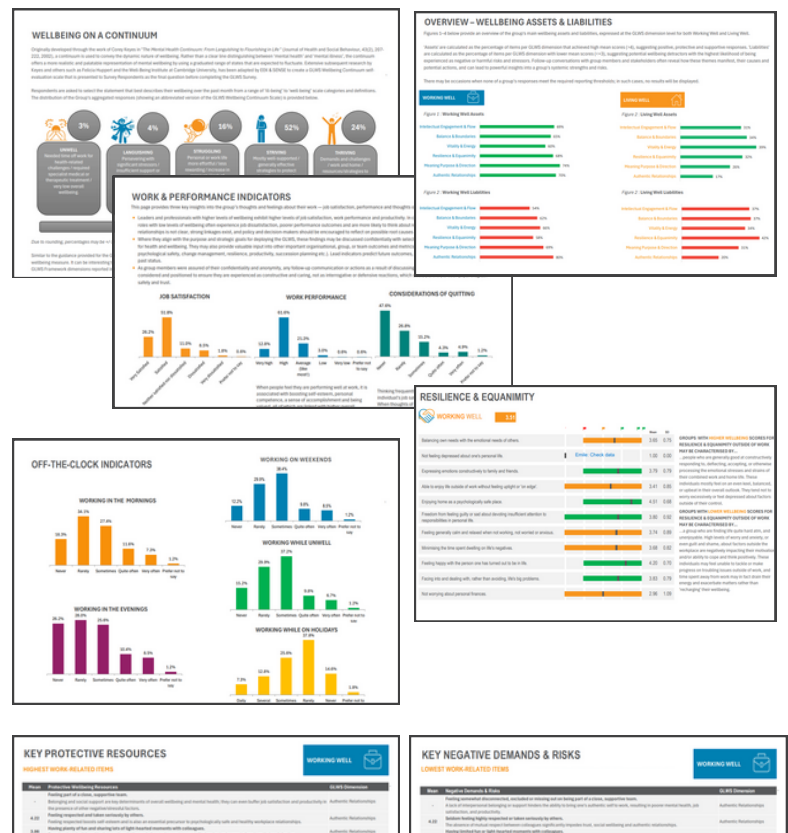
Forget about what everyone else is thinking of you - when you care too much about what others think about you, then you inhibit yourself and your actions. Would you rather be authentic and feel the discomfort than be a conformer and feel the shame?

Step 3: Cohort Analysis

Risk reporting across critical cohorts; identification of wellbeing trends, threats and strengths.

Confidential de-identified data yields powerful and detailed insights into what shapes, sustains and detracts from a cohort's combined wellbeing, energy and capacity to thrive.

- Reveals shared assets and positive protective factors.
- Identifies frequently experienced risks, common stressors, demands and imbalances.
- Pinpoints the areas where collective action will be most effective and beneficial.
- Identifies at-risk individuals and recommendations for extra support mechanisms.



Step 4: Stakeholder Review & Next Steps

Data-driven insights to make strategic business recommendations

GLWS® data enables you to:

- Offer recommendations aligned to achieving organisational, culture and people strategy objectives.
- Assist the business to make informed decisions to address systemic and cultural issues that negatively influence employee wellbeing, productivity and performance (*e.g., work design, leadership behaviours*).
- Provide psychosocial risk recommendations; demonstrate appropriate and responsible steps towards assessing, identifying and controlling the psychosocial risks that may be contributing towards burnout, poor mental health and wellbeing.
- Highlight critical business segments, leadership or employee cohorts, regions, minority groups etc where wellbeing and sustainable performance need attention.
- Develop specific learning, leadership development, diversity, health and wellbeing, and other people programs that address key wellbeing issues.
- Regularly track and analyse wellbeing data through re-measurement.
- Benchmark against internal/external populations where required and appropriate.

A win-win for leaders...

“Very insightful and the debrief session was a really good use of time. Thank you”

“A really helpful tool with great insight and benefit”

“Brilliant timing for me to be part of a brilliant programme. Please keep up the good work. As a tangible benefit I think this programme could prevent absence/sickness and performance issues for individuals, like it has done for me”

“Understanding the drivers has really helped me. I also believe that the science will help me help others”

“You honestly could not have picked a better time to have intervened and I am very grateful and thankful”

“I am now more mindful about potential triggers as well as the root causes of my poor wellbeing”

“I am taking accountability and not being overwhelmed by trying to fix or manage everything all at once”

- 91% of leaders recommend GLWS to their peers
- 93% of leaders feel positive about the GLWS program

and organisations.

“The GLWS has empowered our leaders to identify the key ingredients and actions within their control to build a sustainable and successful career - one that not only thrives in a high-pressure environment, but also fosters meaningful relationships at work and aligns with the life they truly value”.

**Louise Ferris, Chief People Officer
McCullough Robertson Lawyers**

“The GLWS is a game changer for anyone implementing a wellbeing framework in an organisation or providing wellbeing coaching. As with any organisational change management, it all needs to start at the top”.

Joelle Blackburn, GM Talent & Culture

“We are witnessing a huge increase in the need and demand for executive wellness. More and more my clients and I are discussing how they spend their time and energy and the difficulties they are experiencing with balancing personal, family and work commitments. The GLWS is invaluable”.

Dr Órla NicDomhnaill, CEO & Psychologist

- 10,000+ leaders supported globally
- Independently validated by the University of Melbourne



GLWS® is the only system that is proven to measurably support and improve workplace wellbeing.

Support your teams and leaders to be their best with GLWS - identify and minimise wellbeing risks, prevent harm, eliminate avoidable burnout and promote thriving for individuals *and* organisations.

[Contact us today](#) for an obligation-free trial and find out how GLWS can assist your organisation.

Independently validated by the University of Melbourne, Centre for Wellbeing Science

- 91%** Senior leaders recommend GLWS to their peers
- 89%** Make at least one improvement to their wellbeing
- 86%** Develop a better understanding of wellbeing and the specific factors that affect it
- 93%** Feel positive about their organisation investing in GLWS

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