

The PERMA Profiler

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Measure Overview

In his 2011 book *Flourish*, Dr. Martin Seligman, Distinguished Professor of Psychology at the University of Pennsylvania and one of the founders of the field of positive psychology, defined 5 pillars of wellbeing: PERMA (positive emotion, engagement, relationships, meaning, accomplishment). The PERMA-Profiler measures these five pillars, along with negative emotion and health.

P and N = Positive and Negative emotions

Emotions are an important part of our well-being. Emotions can range from very negative to very positive, and range from high arousal (e.g., excitement, explosive) to low arousal (e.g., calm, relaxed, sad). For **Positive emotion**, the PERMA-Profiler measures general tendencies toward feeling contentment and joy. For **Negative emotion**, the Profiler measures tendencies toward feeling, sad, anxious, and angry.

E = Engagement

Engagement refers to being absorbed, interested, and involved in an activity or the world itself. Very high levels of engagement are known as a state called “flow”, in which you are so completely absorbed in an activity that you lose all sense of time.

R = Relationships

Relationships refer to feeling loved, supported, and valued by others. Having positive relationships with others is an important part of life feeling good and going well. Other people matter!

M = Meaning

Meaning refers to having a sense of purpose in life, a direction where life is going, feeling that life is valuable and worth living, or connecting to something greater than ourselves, such as religious faith, a charity or a personally meaningful goal. Meaning provides a sense that life matters.

A = Accomplishment

Accomplishment can be objective, marked by honors and awards received, but feelings of mastery and achievement is also important. The Profiler measures subjective feelings of accomplishment and staying on top of daily responsibilities. It involves working toward and reaching goals, and feeling able to complete tasks and daily responsibilities.

H = Health

Although not part of the PERMA model itself, physical health and vitality is another important part of well-being. The Profiler measures a subjective sense of health – feeling good and healthy each day.

Use of the Measure

The measure can be taken online at www.authentichappiness.org for free, after registering. (This will give you your scores and report, but not the data; if you want to collect data with the measure, you will need to set up your own survey with the questions, following the instructions below.)

You are welcome to use the measure **for noncommercial research or assessment purposes**, giving credit as noted below. There is no cost involved in using the measure for these purposes.

Before using the measure, please read through this document, and register by completing [this form](#).

Please cite the measure as:

Butler, J., & Kern, M. L. (2015). *The PERMA-Profilers: A brief multidimensional measure of flourishing*. Available from <http://www.peggykern.org/questionnaires.html>

For commercial purposes, please contact the Penn Center for Innovation (pciinfo@pci.upenn.edu).

Questionnaire Administration

The PERMA-Profilers questions are provided on the next page. The measure consists of 23 items. The health, negative emotion, loneliness, and overall happiness questions act as filler questions and provide more information; for brevity, the 15 PERMA questions (3 per PERMA domain) could be used, but we recommend using the full measure.

The questions should be presented in the order noted. We typically display each set on separate pages (see example below), but these could also be subsections on a single page. Questions are on an 11-point scale ranging from 0 to 10, with the end points labeled. We have often used radial buttons, but slider scales are an alternative, which seem to be easier for participants and more visually appealing.

Radial button presentation:

	Not at all											Completely
	0	1	2	3	4	5	6	7	8	9	10	
In general, to what extent do you feel contented?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

Slider scale presentation:

	0	1	2	3	4	5	6	7	8	9	10
In general, to what extent do you feel contented?											5

The PERMA-Profiler Measure

#	Label	Question	Response Anchors
Block 1	A1 E1 P1 N1 A2	How much of the time do you feel you are making progress towards accomplishing your goals? How often do you become absorbed in what you are doing? In general, how often do you feel joyful? In general, how often do you feel anxious? How often do you achieve the important goals you have set for yourself?	0 = never, 10 = always
Block 2	H1	In general, how would you say your health is?	0 = terrible, 10 = excellent
Block 3	M1 R1 M2 E2 Lon	In general, to what extent do you lead a purposeful and meaningful life? To what extent do you receive help and support from others when you need it? In general, to what extent do you feel that what you do in your life is valuable and worthwhile? In general, to what extent do you feel excited and interested in things? How lonely do you feel in your daily life?	0 = not at all, 10 = completely
Block 4	H2	How satisfied are you with your current physical health?	0 = not at all, 10 = completely
Block 5	P2 N2 A3 N3 E3	In general, how often do you feel positive? In general, how often do you feel angry? How often are you able to handle your responsibilities? In general, how often do you feel sad? How often do you lose track of time while doing something you enjoy?	0 = never, 10 = always
Block 6	H3	Compared to others of your same age and sex, how is your health?	0 = terrible, 10 = excellent
Block 7	R2 M3 R3 P3	To what extent do you feel loved? To what extent do you generally feel you have a sense of direction in your life? How satisfied are you with your personal relationships? In general, to what extent do you feel contented?	0 = not at all, 10 = completely
Block 8	hap	Taking all things together, how happy would you say you are?	0 = not at all, 10 = completely

Sample question setup:

perma1

In general...

	Never	1	2	3	4	5	6	7	8	9	Always
How much of the time do you feel you are making progress towards accomplishing your goals?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How often do you become absorbed in what you are doing?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How often do you feel joyful?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How often do you feel anxious?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How often do you achieve the important goals you have set for yourself?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Page Break

H1

In general...

	Terrible	0	1	2	3	4	5	6	7	8	9	Excellent
How would you say your health is?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

perma2

In general...

	Not at all	0	1	2	3	4	5	6	7	8	9	Completely
To what extent do you lead a purposeful and meaningful life?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To what extent do you receive help and support from others when you need it?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To what extent do you feel that what you do in your life is valuable and worthwhile?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To what extent do you feel excited and interested in things?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How lonely do you feel in your daily life?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Page Break

H2

	Not at all	0	1	2	3	4	5	6	7	8	9	Completely
How satisfied are you with your current physical health?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

perma3

In general...

	Never 0	1	2	3	4	5	6	7	8	9	Always 10
How often do you feel positive?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How often do you feel angry?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How often are you able to handle your responsibilities?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How often do you feel sad?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How often do you lose track of time while doing something you enjoy?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Page Break

H3

	Terrible 0	1	2	3	4	5	6	7	8	9	Excellent 10
Compared to others of your same age and sex, how is your health?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

perma4

In general...

	Not at all 0	1	2	3	4	5	6	7	8	9	Completely 10
To what extent do you feel you have a sense of direction in your life?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How satisfied are you with your personal relationships?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To what extent do you feel loved?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To what extent do you feel contented?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Page Break

hap

	Not at all 0	1	2	3	4	5	6	7	8	9	Completely 10
Taking all things together, how happy would you say you are?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

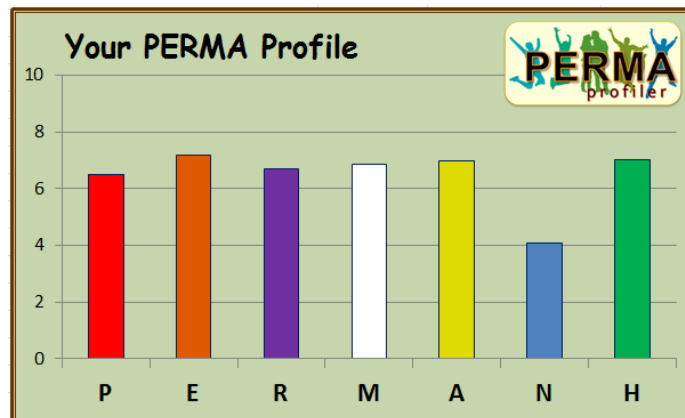
Scoring:

Scores are calculated as the average of the items comprising each factor:

Positive Emotion:	$P = \text{mean}(P1, P2, P3)$
Engagement:	$E = \text{mean}(E1, E2, E3)$
Relationships:	$R = \text{mean}(R1, R2, R3)$
Meaning	$M = \text{mean}(M1, M2, M3)$
Accomplishment	$A = \text{mean}(A1, A2, A3)$
Overall Well-being	$\text{PERMA} = \text{mean}(P1, P2, P3, E1, E2, E3, R1, R2, R3, M1, M2, M3, A1, A2, A3, \text{hap})$
Negative Emotion:	$N = \text{mean}(N1, N2, N3)$
Health =	$H = \text{mean}(H1, H2, H3)$
Loneliness	Lon (single item)

Sample Scoring Presentation

In reporting information back to people, we have used a bar graph, providing a person's PERMA Profile:



Psychometric Information

A paper describing the complete development and psychometrics of the measure is currently being revised and will be available once published.

Briefly, an initial item bank of 199 items was developed and tested with several samples. Through a series of psychometric tests, the main 15 PERMA items were chosen. Eight additional items – 1 overall well-being item, 3 negative emotion items, 3 physical health items, and 1 loneliness items – were added to the measure, creating the final 23 item measure. These 8 additional items act as filler items between the main 15 items, and also provide additional information relevant to well-being. The measure has subsequently been used in various samples. In addition, the measure has been translated into Spanish, Korean, Japanese, Chinese, Czech, Danish, Polish, and Turkish.

Below is descriptive information and reliability of the measure across various samples, beginning with the main validation sample, followed by metrics from the development samples and various test samples.

Main Validation Sample (hosted on Authentic Happiness Website)						
	N	Mean	SD	Min	Max	alpha
Positive emotion	13026	6.79	1.98	0.00	10.00	0.88
Engagement	13026	7.41	1.67	0.00	10.00	0.71
Relationships	13026	6.99	2.15	0.00	10.00	0.82
Meaning	13026	7.17	2.18	0.00	10.00	0.90
Accomplishment	13026	7.37	1.75	0.00	10.00	0.79
Overall	13026	7.14	1.65	0.00	10.00	0.94
Negative emotions	13026	4.49	2.10	0.00	10.00	0.73
Health	13026	7.03	2.19	0.00	10.00	0.91

Development samples						
Initial sample: Mturk respondents (completed 199 item survey)						
	N	Mean	SD	Min	Max	alpha
Positive emotion	405	6.78	1.80	1.00	10.00	0.71
Engagement	408	6.92	1.80	0.67	10.00	0.69
Relationship	408	7.08	2.09	0.00	10.00	0.79
Meaning	408	7.00	2.06	0.00	10.00	0.86
Accomplishment	408	6.85	1.93	0.00	10.00	0.83
Overall well-being	408	6.91	1.67	1.25	10.00	0.94
Negative emotion	405	4.39	2.17	0.00	9.67	0.76
Physical health	Not available					

Development set from Authentic happiness (completed 199 item survey)						
	N	Mean	SD	Min	Max	alpha
Positive emotion	3652	6.56	1.95	0.00	10.00	0.81
Engagement	3646	7.45	1.84	0.00	10.00	0.79
Relationship	3654	6.77	2.31	0.00	10.00	0.82
Meaning	3648	6.95	2.45	0.00	10.00	0.92
Accomplishment	3644	7.13	1.94	0.00	10.00	0.85
Overall well-being	3682	6.95	1.79	0.00	10.00	0.94
Negative emotion	3642	3.93	2.08	0.00	10.00	0.74
Physical health	Not available					

Validation set from Authentic happiness (completed 199 item survey)						
	N	Mean	SD	Min	Max	alpha
Positive emotion	2938	6.51	2.00	0.00	10.00	0.81
Engagement	2946	7.36	1.92	0.00	10.00	0.81
Relationship	2954	6.66	2.39	0.00	10.00	0.83
Meaning	2948	6.83	2.50	0.00	10.00	0.92
Accomplishment	2947	7.06	2.01	0.00	10.00	0.85
Overall well-being	2976	6.85	1.84	0.25	10.00	0.95
Negative emotion	2932	3.99	2.07	0.00	10.00	0.73
Physical health	Not available					

Tests with the final 23-item PERMA-Profiler measure						
Main set: Authentic happiness survey with 23 item measure						
	N	Mean	SD	Min	Max	alpha
Positive emotion	6081	6.44	2.02	0.00	10.00	0.89
Engagement	6081	6.98	1.75	0.00	10.00	0.72
Relationship	6081	6.71	2.18	0.00	10.00	0.84
Meaning	6081	6.83	2.21	0.00	10.00	0.91
Accomplishment	6081	6.83	1.79	0.00	10.00	0.78
Overall well-being	6081	6.75	1.67	0.38	10.00	0.94
Negative emotion	6081	4.14	1.97	0.00	10.00	0.75
Physical health	6081	7.05	2.08	0.00	10.00	0.92
General population adults in Malaysia						
	N	Mean	SD	Min	Max	alpha
Positive emotion	327	6.78	1.59	1.00	10.00	0.77
Engagement	329	7.18	1.38	2.67	10.00	0.54
Relationship	323	6.95	1.65	1.33	10.00	0.69
Meaning	342	6.92	1.75	1.00	10.00	0.85
Accomplishment	335	6.52	1.55	1.33	9.67	0.80
Overall well-being	342	6.87	1.27	2.31	9.50	0.91
Negative emotion	331	4.58	1.79	0.67	10.00	0.63
Physical health	326	6.69	1.97	0.67	10.00	0.91
University students in Mexico						
	N	Mean	SD	Min	Max	alpha
Positive emotion	1499	8.78	1.29	0.67	10.00	0.89
Engagement	1499	8.62	1.12	1.00	10.00	0.77
Relationship	1499	8.66	1.34	1.00	10.00	0.76
Meaning	1499	8.75	1.38	0.00	10.00	0.88
Accomplishment	1499	8.46	1.31	0.00	10.00	0.82
Overall well-being	1499	8.66	1.10	1.00	10.00	0.94
Negative emotion	1499	5.35	2.31	0.00	10.00	0.73
Physical health	1499	8.49	1.56	0.00	10.00	0.86
University students and adults in Poland						
	N	Mean	SD	Min	Max	alpha
Positive emotion	530	7.02	1.59	0.00	10.00	0.88
Engagement	530	7.17	1.46	0.33	10.00	0.70
Relationship	530	7.29	1.75	0.00	10.00	0.88
Meaning	530	6.97	1.84	0.00	10.00	0.88
Accomplishment	530	7.01	1.51	0.00	10.00	0.73
Overall well-being	530	7.10	1.38	0.06	9.75	0.92

Negative emotion	530	4.41	1.79	0.00	9.00	0.74
Physical health	530	7.09	1.88	0.00	10.00	0.87
Primary & Secondary Teachers in China						
	N	Mean	SD	Min	Max	alpha
Positive emotion	237	7.52	1.75	1.00	10.00	
Engagement	237	7.27	1.57	1.00	10.00	
Relationship	237	7.52	1.69	1.00	10.00	
Meaning	237	7.97	1.77	1.00	10.00	
Accomplishment	237	7.62	1.54	1.00	10.00	
Overall well-being	237	6.92	1.25	1.00	9.13	
Negative emotion	237	4.66	1.92	1.00	10.00	
Physical health	237	6.53	2.13	1.00	10.00	
General population adults in Korea						
	N	Mean	SD	Min	Max	alpha
Positive emotion	232	7.08	1.51	2.67	10.00	0.83
Engagement	231	7.09	1.52	2.00	10.00	0.70
Relationship	231	7.23	1.79	1.00	10.00	0.72
Meaning	232	7.43	1.66	2.00	10.00	0.73
Accomplishment	231	7.17	1.38	2.00	10.00	0.65
Overall well-being	232	7.20	1.27	3.69	9.63	0.91
Negative emotion	232	4.06	1.85	0.67	9.33	0.75
Physical health	231	7.05	2.02	1.33	10.00	0.93

Contact Information

Updated information on the measure will be available at www.peggykern.org/questionnaires.html

For questions, comments, or suggestions, please contact Dr. Kern at pkern001@gmail.com