

The PERMA Profiler
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#	Question	Response Anchors	Label
1	To what extent is your work purposeful and meaningful?	0 = not at all, 10 = completely	M1
2	How often do you feel you are making progress towards accomplishing your work-related goals?	0 = never, 10 = always	A1
3	At work, how often do you become absorbed in what you are doing?	0 = never, 10 = always	E1
4	In general, how would you say your health is?	0 = terrible, 10 = excellent	Health1
5	At work, how often do you feel joyful?	0 = never, 10 = always	P1
6	To what extent do you receive help and support from coworkers when you need it?	0 = not at all, 10 = completely	R1
7	At work, how often do you feel anxious	0 = never, 10 = always	N1
8	How often do you achieve the important work goals you have set for yourself?	0 = never, 10 = always	A2
9	In general, to what extent do you feel that what you do at work is valuable and worthwhile?	0 = not at all, 10 = completely	M2
10	At work, how often do you feel positive?	0 = never, 10 = always	P2
11	To what extent do you feel excited and interested in your work?	0 = not at all, 10 = completely	E2
12	How lonely do you feel at work?	0 = not at all, 10 = completely	Lonely
13	How satisfied are you with your current physical health?	0 = not at all, 10 = completely	Health2
14	At work, how often do you feel angry?	0 = never, 10 = always	N2
15	To what extent have you been feeling appreciated by your coworkers?	0 = not at all, 10 = completely	R2
16	How often are you able to handle your work-related responsibilities??	0 = never, 10 = always	A3
17	To what extent do you generally feel that you have a sense of direction in your work?	0 = not at all, 10 = completely	M3
18	Compared to others of your same age and sex, how is your health?	0 = terrible, 10 = excellent	Health3
19	How satisfied are you with your professional relationships?	0 = not at all, 10 = completely	R3
20	At work, how often do you feel sad?	0 = never, 10 = always	N3
21	At work, how often do you lose track of time while doing something you enjoy?	0 = never, 10 = always	E3
22	At work, to what extent do you feel contented?	0 = not at all, 10 = completely	P3
23	Taking all things together, how happy would you say you are with your work?	0 = not at all, 10 = completely	happy

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Question Presentation:

Radial buttons with only anchors labeled. For example:



Scoring:

$P = \text{mean}(P1, P2, P3)$

$E = \text{mean}(E1, E2, E3)$

$R = \text{mean}(R1, R2, R3)$

$M = \text{mean}(M1, M2, M3)$

$A = \text{mean}(A1, A2, A3)$

$\text{Overall} = \text{mean}(P1, P2, P3, E1, E2, E3, R1, R2, R3, M1, M2, M3, A1, A2, A3, \text{happy})$

$N = \text{mean}(N1, N2, N3)$

$\text{Health} = \text{mean}(\text{health1}, \text{health2}, \text{health3})$

Lonely = single item

Sample Scoring Presentation

