

The Workplace PERMA Profiler **Margaret L. Kern, University of Pennsylvania**

Measure Overview

In his 2011 book *Flourish*, Dr. Martin Seligman, Distinguished Professor of Psychology at the University of Pennsylvania and founder of the field of positive psychology, defined 5 pillars of wellbeing, PERMA (positive emotion, engagement, relationships, meaning, accomplishment). We originally developed the PERMA-Profiler to measure these five pillars, along with negative emotion and health. This version was later created, which adjusts the questions to the workplace context.

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 one's work, and is a key measure for workplaces today. 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 connected, supported, and valued by others in the organization. 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 one's work. Meaning provides a sense that your work 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

Two versions of the measure are provided below: the first is for presenting the items one screen at a time, or as a full measure as part of a paper questionnaire; the second groups questions together with the same response scales, to reduce the number of pages needed. The questions should be presented in the order noted. The health and negative emotion questions act as filler questions and provide more information; for

briefness, the 16 PERMA questions (3 per PERMA domain plus a single overall question) could be used, but we recommend using the full measure.

The measure is **freely available for noncommercial research and assessment purposes, after registering** (please complete the form at https://docs.google.com/forms/d/1eamBshwjtJyQDsWG72qum8Czi_J2lIz3Q7r5FE5ojEA/viewform?usp=send_form). In the future, we will have an online portal for taking the measure and receiving results and insights, but at this point, we cannot provide assistance with administering or scoring the measure.

For commercial purposes, please contact the University of Pennsylvania Center for Technology Transfer

Question Administration

The questions should be presented either with radial buttons or on a slider scale, with only the end points labeled. Note that this is an 11-point scale, ranging from 0 to 10.



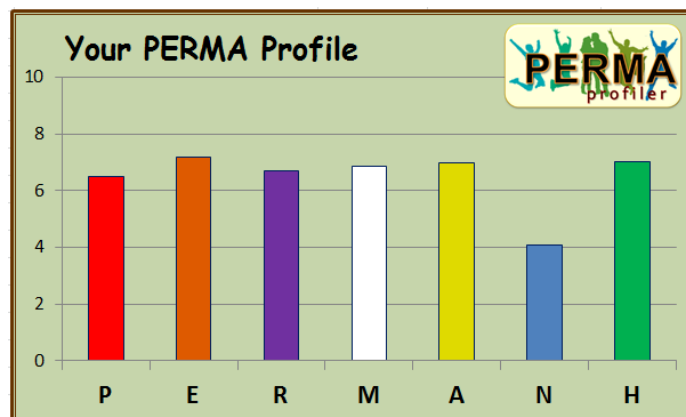
Scoring:

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

- Positive Emotion: P = mean(P1,P2,P3)
- Engagement: E = mean(E1,E2,E3)
- Relationships: R = mean(R1,R2,R3)
- Meaning: M = mean(M1,M2,M3)
- Accomplishment: A = mean(A1,A2,A3)
- Overall Well-being: PERMA= mean(P1,P2,P3,E1,E2,E3, R1,R2,R3, M1,M2,M3, A1,A2,A3,happy)
- Negative Emotion: N = mean(N1,N2,N3)
- Health = H = mean(h1,h2,h3)
- Loneliness: Lon (single item)

Sample Scoring Presentation

We are working on the best way to display scores. To date, we have used bar graphs:



Version 1: presented as a single question per page

#	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	H1
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	Lon
13	How satisfied are you with your current physical health?	0 = not at all, 10 = completely	H2
14	At work, how often do you feel angry?	0 = never, 10 = always	N2
15	To what extent do you feel 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	H3
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	hap

Version 2: grouped version (each group should be a single page – see example below)

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

Sample question presentation (this is for the general profiler; see above for the actual questions):

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"/>

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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"/>

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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"/>

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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"/>

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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"/>

For questions, comments, or suggestions, please send an email to perma.flourish@gmail.com; we will try to respond as soon as possible.