

The Impact of the Positive Work Inventory®

Why the PWI as your employee engagement survey
will have the biggest impacts on your organization



Introduction

The PWI is a quick, yet comprehensive employee survey of the most critical drivers of employee and organizational performance, in both stable and disruptive times.

It includes meaningful work, the sleeping giant of employee motivation.

The PWI is science-based in its design and the advanced analytics it uses to prioritize results for action.

The PWI includes

- 8 global work dimensions.
- 32 specific work characteristics.
- 6 employee attitude, behaviour, and health outcomes.

Attitude

Employees with
high PWI scores
report:

67%

higher engagement

81%

higher job satisfaction

76%

higher commitment to
employers



Action

Employees with
high PWI scores
report:

34%

more discretionary effort
(i.e., giving 110%)

67%

lower intentions to leave*

*Turnover intentions correlate strongly with actual, voluntary turnover (Rubenstein et al., 2018)

Health

Employees with high PWI scores report:

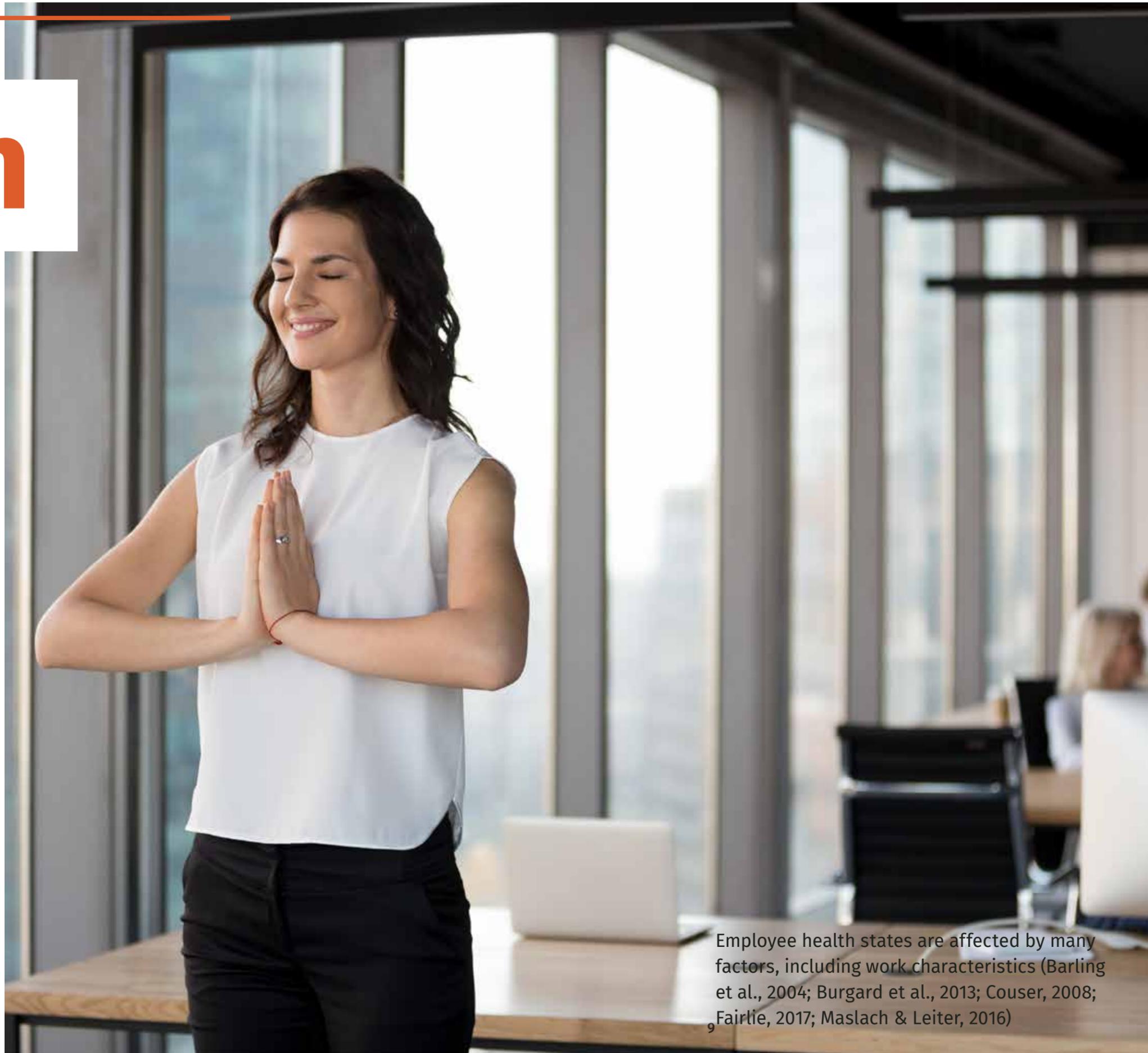
41%
lower stress

51%
lower depression

54%
lower burnout

37%
fewer mental health problems
per month

16%
fewer physical health problems
per month



Employee health states are affected by many factors, including work characteristics (Barling et al., 2004; Burgard et al., 2013; Couser, 2008; Fairlie, 2017; Maslach & Leiter, 2016)

Q: The **BIG** Picture?



A: A **10%** increase on the PWI is linked to a more than **8%** improvement in employee satisfaction, engagement, commitment, effort, stay intentions, depression, and burnout.

Value

A change from low to **high PWI scores** represents an estimated, annual cost **savings of \$1.95 million** linked to voluntary turnover and depression, alone

Based on a 500-employee organization. Does not include additional costs associated with other outcomes predicted by the PWI.



What does this mean for your organization?

These large impacts mean that the PWI taps employee perceptions of the **right** things, the **right** way. The strongest drivers. The most critical outcomes. Measured the most accurate way.

As a result, the PWI pinpoints things that, when acted upon, move the meter the furthest on outcomes that drive employee and organizational performance.

NOTES

Analyses were conducted on U.S. and Canadian national samples and one large Canadian employer.

Other measures included the Utrecht Work Engagement Scale, the Oldenburg Burnout Inventory, the Depression, Anxiety, Stress Scales, and the Centers for Disease Control and Prevention HRQOL-14.

High- and low-scoring employees scored above and below the PWI median, respectively. Percentage differences were based on Binomial Effect Size Displays (BESD's), which convey the success rate of one group over another as a percentage above the median on a specific outcome variable.

Percentage differences were conservatively calculated as absolute differences between groups, relative to a base of 100% rather than the value of the lower percentage (e.g., 75% - 25% = 50%, rather than 200%). The latter method is a common convention that inflates percentage change estimates. For this reason, no reported difference exceeds 100% as a maximum possible score on the PWI. If the more liberal method were to be employed, some differences would exceed 800% (and nearly 90% of them would exceed 100%).

Cost savings are estimated in Canadian dollars, and are based on Canadian averages for salary and turnover. Prevalence rates and costs of depression derive from peer-reviewed studies. Savings may be higher for managerial, executive, and other strategically-sensitive positions.

More information (e.g., methods, other cost savings) is available upon request.

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Additional references available upon request



Heliosophy is an organizational consulting firm powered by behavioural science. We assess positive mindsets and positive workplaces. We help to instill these things through human-centered solutions, enabling teams to be purposeful, agile, resilient, and to thrive in both stable and changing times.



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