

PREPARED FOR

Manas – Center for Mental Wellness & Counselling

Organisational Wellbeing Assessment

Measure and Benchmark Your Workplace Mental Health

Presented by Dr. Priya Dubey Sharma

Manas – Center for Mental Wellness & Counselling

UDYAM-MP-10-0120839



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Programme Overview

This programme empowers organisations to systematically measure and enhance employee wellbeing. By understanding key indicators and adopting a data-driven approach, you can foster a healthier, more productive work environment.

Learning Objectives

- ✓ Understand the multi-faceted nature of workplace wellbeing by exploring its six core dimensions and their impact on organisational success.
- ✓ Gain proficiency in selecting and implementing appropriate assessment tools and survey methodologies tailored to your organisation's unique context.
- ✓ Learn to compare your organisation's wellbeing metrics against relevant industry benchmarks to identify areas of strength and opportunities for growth.
- ✓ Develop the ability to interpret assessment results effectively, pinpointing critical priority areas that require immediate attention and strategic intervention.
- ✓ Acquire practical skills in constructing a comprehensive and actionable roadmap for sustainable wellbeing improvement initiatives within your organisation.

WHO SHOULD ATTEND

This programme is designed for HR professionals, Chief Human Resources Officers (CHROs), and senior leadership teams keen on embedding wellbeing as a strategic organisational priority.

Programme Content

1. The Six Dimensions of Workplace Wellbeing

Explore the foundational pillars that constitute a thriving workplace, encompassing physical, mental, emotional, social, financial, and purposeful wellbeing. Understanding these dimensions is crucial because they collectively influence employee engagement, productivity, and overall job satisfaction. When these dimensions are neglected, it can manifest as increased absenteeism, reduced collaboration, and lower morale. This session provides a holistic view and equips you to assess each dimension effectively.

 **Activity: Group discussion: Share examples of how each dimension is currently supported (or not) in your respective organisations.**

2. Assessment Tools and Survey Frameworks

Discover a range of validated assessment tools and survey methodologies suitable for measuring employee wellbeing across diverse organisational settings. Selecting the right tools is paramount for gathering accurate and actionable data, ensuring that your efforts are focused and impactful. We will cover the pros and cons of different approaches, from anonymous pulse surveys to more in-depth annual assessments, helping you choose the most effective strategy for your needs.

 **Activity: Individual reflection: List potential assessment tools or survey questions relevant to your organisation's context.**

3. Benchmarking Against Industry Standards

Learn the importance of contextualising your organisation's wellbeing data by comparing it against established Indian corporate benchmarks. Benchmarking provides essential context, revealing how your organisation performs relative to peers and identifying areas where you may be leading or lagging. This comparative analysis is vital for setting realistic goals and understanding competitive advantages or disadvantages related to employee wellbeing.

 **Activity: Small group exercise: Discuss challenges and opportunities in obtaining relevant Indian corporate wellbeing benchmarks.**

4. Interpreting Results and Identifying Priority Areas

Develop the critical skill of analysing assessment data to derive meaningful insights and pinpoint specific areas that require focused intervention. Effective interpretation goes beyond surface-level numbers; it involves understanding the 'why' behind the data and identifying the most impactful levers for improvement. This section will guide you through common interpretation pitfalls and help you prioritise initiatives based on data-driven evidence.

 **Activity: Case study analysis: Interpret a sample wellbeing assessment report and identify key priority areas.**

5. Building a Wellbeing Improvement Roadmap

Translate your assessment findings into a strategic, actionable roadmap for enhancing organisational wellbeing. A well-defined roadmap ensures that initiatives are aligned with business objectives, adequately resourced, and systematically implemented over time. This session focuses on practical steps for designing interventions, assigning responsibilities, and establishing metrics for ongoing evaluation and refinement.

 **Activity: Brainstorming session: Draft initial components of a wellbeing improvement roadmap for your organisation.**

6. Sustaining a Culture of Wellbeing

Understand that true organisational wellbeing is not a one-time project but an ongoing commitment to fostering a supportive culture. This section explores strategies for embedding wellbeing principles into daily operations, leadership practices, and organisational policies. Sustaining momentum requires continuous communication, employee involvement, and adaptive strategies that respond to evolving needs and challenges.

 **Activity: Pair share: Discuss how to ensure long-term engagement and commitment to wellbeing initiatives.**

Action Plan

Concrete steps for implementation.

Action	Owner	Timeline	Notes
Form a cross-functional Wellbeing Task Force.	HR/Manager	Week 1	Ensure representation from various departments and levels to gather diverse perspectives.
Identify and select appropriate wellbeing assessment tools.	HR	Month 1	Consider both quantitative survey tools and qualitative feedback mechanisms.
Conduct an organisation-wide wellbeing assessment.	Manager	Week 2	Communicate the purpose and confidentiality of the assessment clearly to all employees.
Analyse assessment results and identify key priority areas.	HR	Month 1	Utilise data visualisation techniques to present findings effectively.
Develop a draft wellbeing improvement roadmap with specific initiatives.	HR/Manager	Month 2	Prioritise initiatives based on impact, feasibility, and employee feedback.
Communicate the roadmap and begin implementation of initial initiatives.	Leadership	Quarter 1	Establish clear metrics for tracking progress and success of implemented initiatives.

About Manas



Dr. Priya Dubey Sharma

Founder & Consulting Psychologist | Applied, Organizational & Behavioural Psychologist | PhD | 18+ Years

Dr. Priya Dubey Sharma brings 18+ years of applied psychology to corporate wellness. She has worked with SBI, educational institutions, and corporate teams across India. Her evidence-based approach combines CBT, mindfulness, and culturally contextualised psychology for measurable outcomes. She is the creator of the Performance FOMO Index™ and the High-Functioning Distress Framework™.

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A MSME-registered organisation dedicated to evidence-based mental wellness.

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Disclaimer: This document has been prepared by Dr. Priya Dubey Sharma – Founder & Consulting Psychologist (Applied, Organizational & Behavioural Psychologist, PhD, 18+ years), Manas – Center for Mental Wellness & Counselling (UDYAM-MP-10-0120839). Content is for programme overview and educational purposes only. Nothing herein constitutes legal advice regarding POSH Act compliance – organisations should consult qualified legal counsel for specific legal guidance. For clinical or psychological support, please reach out to the Manas Team for personalised guidance, or consult a qualified Psychiatrist or licensed mental health professional. © 2026 Manas – Center for Mental Wellness & Counselling. All rights reserved. Confidential – prepared specifically for the named organisation. For queries: manu@manas365.com | +91 99818 13224