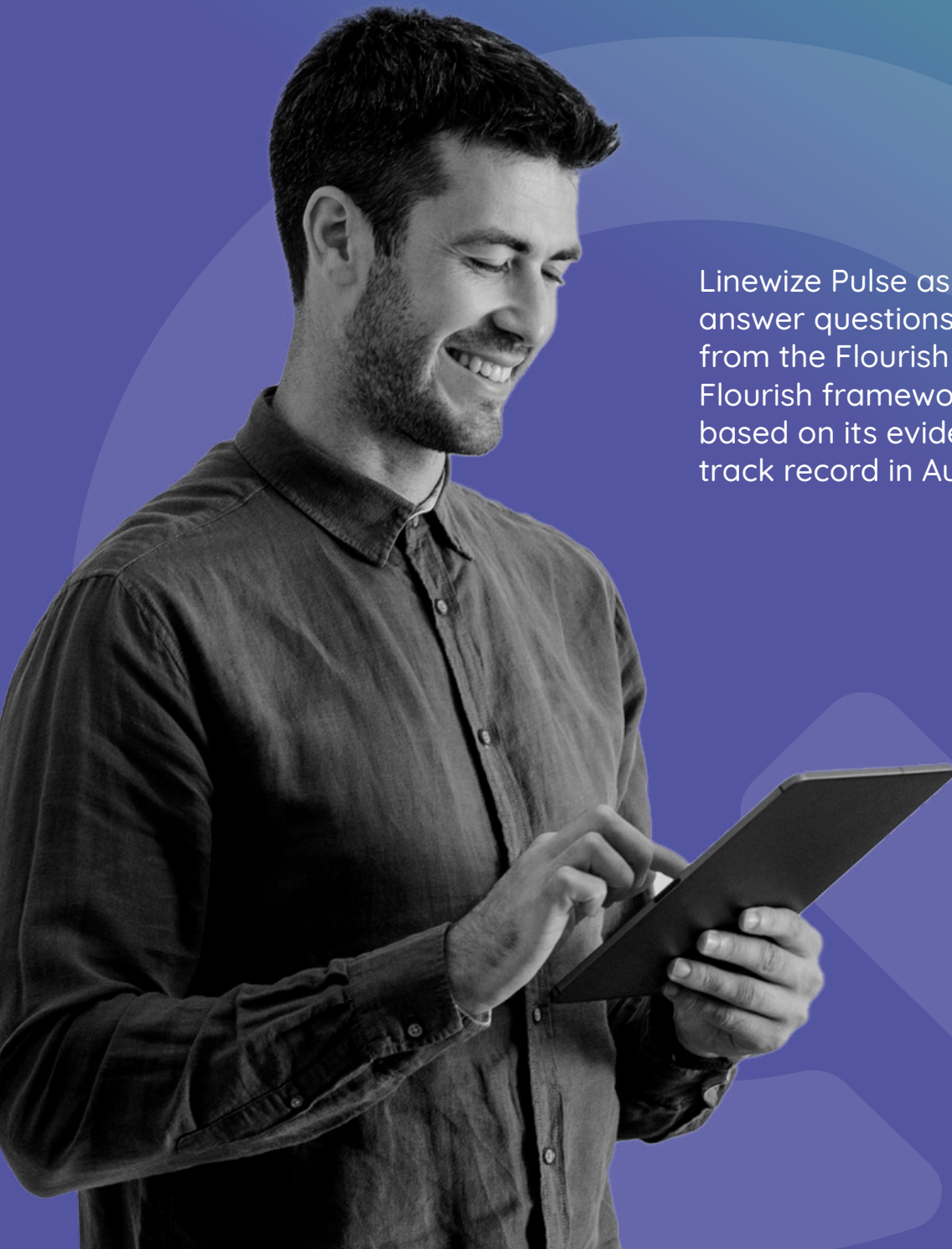


Linewize Pulse Flourish Question Set



Linewize Pulse asks staff to answer questions which are drawn from the Flourish framework. The Flourish framework was selected based on its evidentiary base and track record in Australian schools.

Introduction

Flourish has helped thousands of principals and school staff improve the management of their wellbeing.



Data is collected from staff and organised within six areas of wellbeing: Experience of Work, Work and Life Issues, Support at Work, Experiences at Work, Personal Experience, and Stress.

To assist the school interpret and anticipate the data that will be collected, this document provides the comprehensive list of questions, and the areas under which they are grouped in the Pulse application.

We note that the questions are the intellectual property of The Flourish Movement, and we ask that you do not distribute this list of questions beyond the staff at your school.

We also note that The Flourish Movement provides wellbeing programs for the leadership and staff at the school. We believe that the impact of Linewize Pulse can be amplified by these programs, and encourage the school to contact The Flourish Movement.



Experience of Work: How staff relate to their job and the environment of the school.

Domain	Question
Interruptions	During a normal work day, approximately how many times would you be interrupted by reviewing or responding to emails? (include private and work-related)
Interruptions	During a normal work day, approximately how many times would you be interrupted by responding to phone or text messages? (include private and work-related)
Interruptions	During a normal work day, approximately how many times would you be interrupted by responding to people coming to ask questions or discuss issues? (include private and work-related)
Absorption	When I am working, I am totally immersed in my work.
Enjoyment	My work gives me a good feeling.
Enjoyment	I start the day thinking I will have a good day.
Enjoyment	I feel happy doing my work.
Motivation	I find that I also want to work in my free time.
Motivation	I work because I enjoy it.
Motivation	I get my motivation from the work itself and not from the rewards for it.

Work and Life Issues: How well the staff maintain a work/life balance.

Domain	Question
Work Family Balance	I am able to negotiate and accomplish what is expected of me at work and in my family.
Work Family Balance	People who are close to me would say that I do a good job of balancing work and family.
Work Family Balance	I am able to accomplish the expectations that my supervisors and my family have for me.
Boundary Strength	I often do work at home.
Boundary Strength	I frequently receive work-related correspondence at home.
Boundary Strength	My personal time is my own.
Boundary Strength	I often work after hours.
Boundary Strength	I often deal with work-related issues away from work.

Support at Work: The formal and social structures which help staff thrive.

Domain	Question
Social Support	I have the opportunity to develop close friendships in my job.
Social Support	People I work with take a personal interest in me.
Social Support	People I work with are friendly.
Supervisor Support	My supervisor has expectations of my performance on the job that are realistic.
Supervisor Support	I feel comfortable bringing up my personal or family issues with my supervisor.
Supervisor Support	My supervisor is concerned about the welfare of the people that work for them.
Supervisor Support	My supervisor gives me helpful feedback about my performance.

Experience at Work: How staff engage and react to the environment around them.

Domain	Question
Work Overload	I have to do things that I do not really have the time and energy for.
Work Overload	I need more hours in the day to do all the things that are expected of me.
Work Overload	I cannot ever seem to catch up.
Work Overload	I never seem to have any time for myself.
Flow	How challenging do you find your work?
Flow	How much skill do you feel you need to do your job?
Flow	How much enjoyment do you get from your work role?
Flow	What level of interest do you have in your work role?
Flow	How quickly does time pass for you in your job?
Stress	In the past week, how often have you felt emotionally drained from your work?
Stress	In the past week, how often have you felt burned out or stressed by your work?
Stress	In the past week, how often have you felt frustrated by your work?
Stress	In the past week, how often have you found that you could not cope with all the things you had to do?

Personal Experience: How staff assess and manage the personal impacts of their job.

Domain	Question
Recovery at work	In the past week, how often have you taken steps to recover or relax during work or lunch time (e.g. exercise, walk, mediation, reflection)?
Recovery at work	In the past week, how often have you undertaken debriefing or social interaction to help you recover or relax during work time or lunch time?
Recovery at work	In the past week, how often have you undertaken exercise or walking to help you recover or relax outside work?
Recovery at work	In the past week, how often have you undertaken meditation or reflection to help you recover or relax outside work?
Recovery at work	In the past week, how often have you undertaken debriefing or social interaction to help you recover or relax outside work?
Life and Work Satisfaction	I am in good health.
Life and Work Satisfaction	I have loving personal relationships.
Life and Work Satisfaction	I have good relationships within my local community.
Life and Work Satisfaction	I am happy with my job.
Life and Work Satisfaction	I find meaning in my work.
Impact	I am considering leaving my job due to high work pressure and/or stress.
Impact	I am considering applying for work leave due to high work pressure and/or stress.
Impact	Work pressure and stress levels impact my ability to have an adequate level of sleep.

Personal Experience: How staff assess and manage the personal impacts of their job.

Domain	Question
Psychological Capital	I feel confident contacting people outside the school to discuss problems.
Psychological Capital	If I should find myself in a jam at work, I could think of many ways to get out of it.
Psychological Capital	There are lots of ways around any problem.
Psychological Capital	Right now I see myself as being pretty successful at work.
Resilience	I can think of many ways to reach my current work goals.
Resilience	I can be "on my own", so to speak, at work if I have to.
Resilience	I usually take stressful things at work in my stride.
Optimism	I can get through difficult times at work because I've experienced difficulty before.
Optimism	I always look on the bright side of things regarding my job.
Optimism	I'm optimistic about what will happen to me in the future as it pertains to work.

Stress: What are the major sources of stress

Domain	Question
Conflict	This week, how stressful have you found dealing with conflict?
Time Constraints	This week, how stressful have you found time constraints?
Workload	This week, how stressful have you found your workload?
Child Management Issues	This week, how stressful have you found class or child management issues?
Parent Issues	This week, how stressful have you found parent issues?



Linewize is a unique response to the challenge of today's connected learning environments, supporting the integration of technology, education and engagement to create cyber safe communities where students thrive.

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Linewize is part of Qoria, a global technology company, dedicated to keeping children safe and well in their digital lives. We harness the power of connection to close the gaps that children fall through, and to seamlessly support them on all sides - at school, at home and everywhere in between.

Find out more
www.qoria.com