

HAUORA 

Company Self Assessment

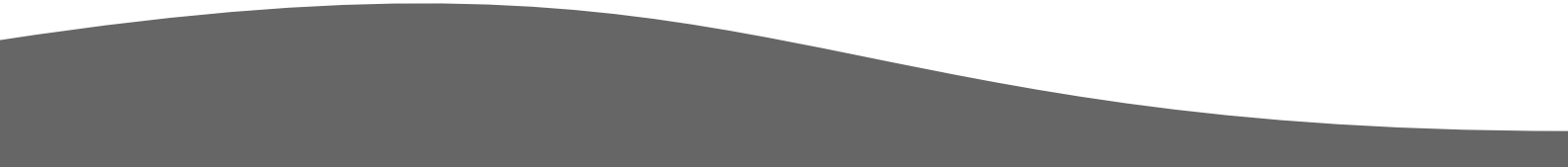
The Performance Profile
&
The Wellbeing Inventory

Performance Wellbeing
for healthier, more present & productive lives.



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Introduction

At Hauora, we **educate and empower** companies to develop a culture of wellbeing that leads to **individual and collective** health and performance.

Our objective is to assist companies in designing and delivering a **sustainable wellbeing programme**.

Our approach is **bespoke and evidence-based**, relying on the expertise and experience of our diverse and passionate team.

No matter what size the company or its stage of development, we will empower you to **“do what you can with what you have from where you are”**.

The **Company Self Assessment** is comprised of:

- A descriptive, exploratory exercise
- The **Wellbeing Inventory** – collates ALL resources that contribute to wellbeing.
- The **Performance Profile** – collates ALL skills/characteristics that make a healthy and high-performing employee.

The Wellbeing Inventory

Task: List ALL company resources that contribute to wellbeing.

Guidance:

- They can be **tangible** (e.g., winter flu vaccine) or **intangible** (e.g., opening the morning meeting by asking the team “how are you?”).
- Consider the “responsible area” (e.g., HR, Health and Safety, Sport and Social Club, Medical Department, health insurance provider).

Resource

1 _____

10 _____

Responsible Area

1 _____

10 _____

The Performance Profile

Task:

1. List **ALL** skills/characteristics that contribute to a healthy and high-performing employee. Remember Jane/John...
2. Select the **top** 10-15 skills/characteristics from your list.
3. **Rank** those 10-15 skills/characteristics in order of importance for being a healthy and high-performing employee (1 = most important skill).

Guidance:

- Reflect on your own unique perspective on what factors affect health and performance.
- If you can't think of a particular word/phrase, write a brief descriptive sentence.

1 _____

10

16

Sample Wellbeing Inventory

“Typical responsible area: wellbeing resource”

- *Health and Safety*: ergonomic assessments, risk assessments, Covid-19 protocols
- *HR*: leave policies, flexible working practices, grievance procedures
- *Health insurance provider*: health insurance for self/immediate family, counselling services, webinars
- *Medical*: flu vaccine programme, eye exams, cardiac screening, physiotherapy, counselling, nutrition consultations
- *Sport and Social Club*: clubs (e.g., golf, walking), gym, fitness classes, personal trainer, online classes, weight loss/gain advice
- *Other*: on-site canteen, vending machines, water dispensers, office layout, proximity to green space/walkways (e.g., Sli na Slainte), signage (e.g., promoting stair use), electric car charge points, financial planning talks (e.g., MABS), pension planning



*Please note that the above list is in no way exhaustive. It may simply serve as a prompt for your own list.

Sample Performance Profile

- Healthy, good night's sleep, nutritious meals, desk set-up, fitness, energy, pain-free, full breathing
- Focused, self-talk, decision-making, present-focused, diligent, determined, goal setting, visualisation, reframing, perspective, curious
- Collaboration, communication, shared breaks, internal chat (e.g., Slack), conflict resolution, motivation, team spirit, knows everyone's name
- Technical skills (specific to role), time management, delegation, asks for help, always trying to develop



*Please note that the above list is in no way exhaustive. It may simply serve as a prompt for your own list.

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productive lives.**

**Let's work
together.**

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