



Wellbeing At Work collected via an online questionnaire the status of well-being at work of the participants of the “Forum Santé et Sécurité au travail” held on 19th April 2018.

The purpose was to measure the level of well-being based on 3 main indicators: autonomy, competence and relatedness (Deci & Ryan, 2000). According to the self-determination theory, these indicators, called also basic psychological needs at work, must be ongoingly satisfied for people to develop and function in healthy or optimal ways (Deci & Ryan, 2000).

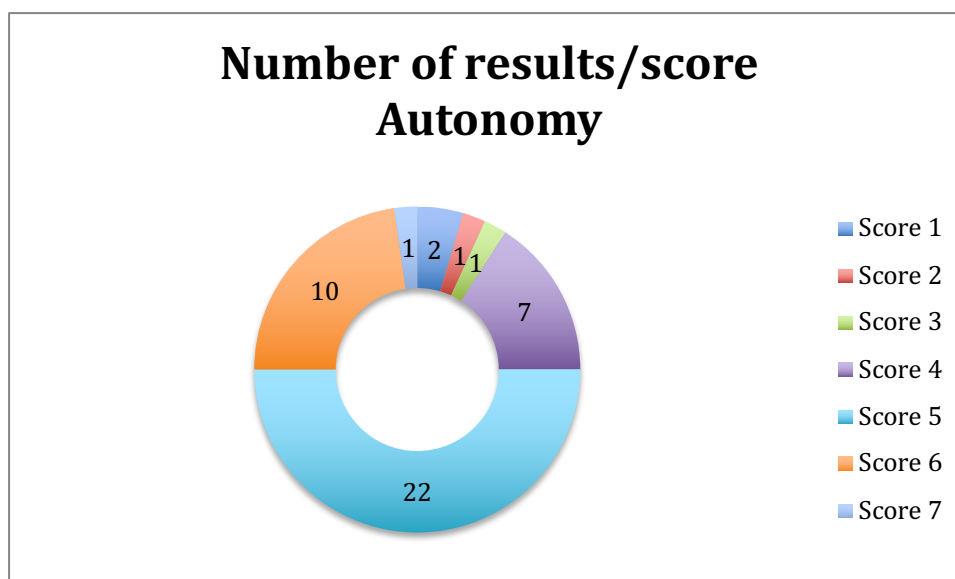
Shortly the definition of these needs:

- **Autonomy:** to feel free to choose and organize one’s work.
- **Competence:** to feel efficient in negotiating work’s challenges, to feel that the tasks given are accordingly to the professional competence as well as personal strengths and talents.
- **Relatedness:** to have positive and beneficial interactions with colleagues and the hierarchy.

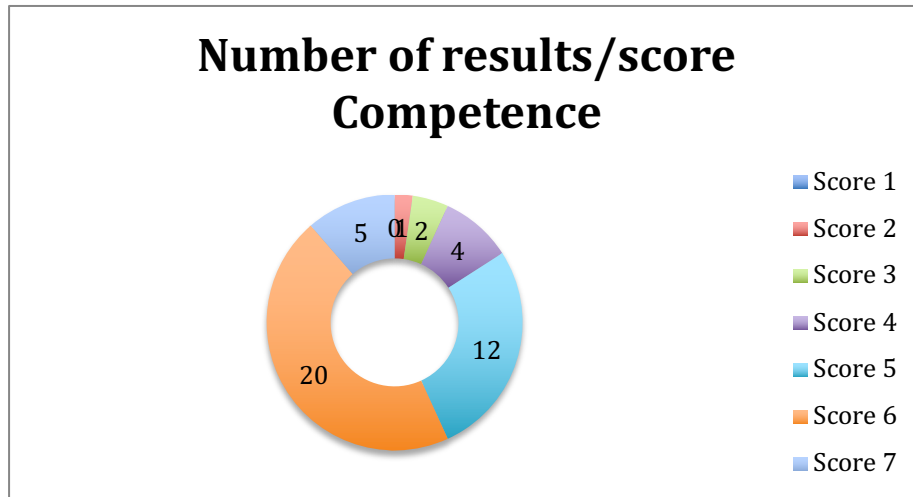
Each participant who completed the questionnaire received its results on the spot, separate for each indicator. The results are shown on scale where 1 is the lowest and 7 is the highest.

The sample of participants was randomly chosen from the different visitors at the Forum who volunteered to take the test on line. The general results of the 44 participants showed that for all 3 indicators the average is 5, just a bit above the neutral/middle 4, which can indicate that most of the people feel just a bit more over the indifference level.

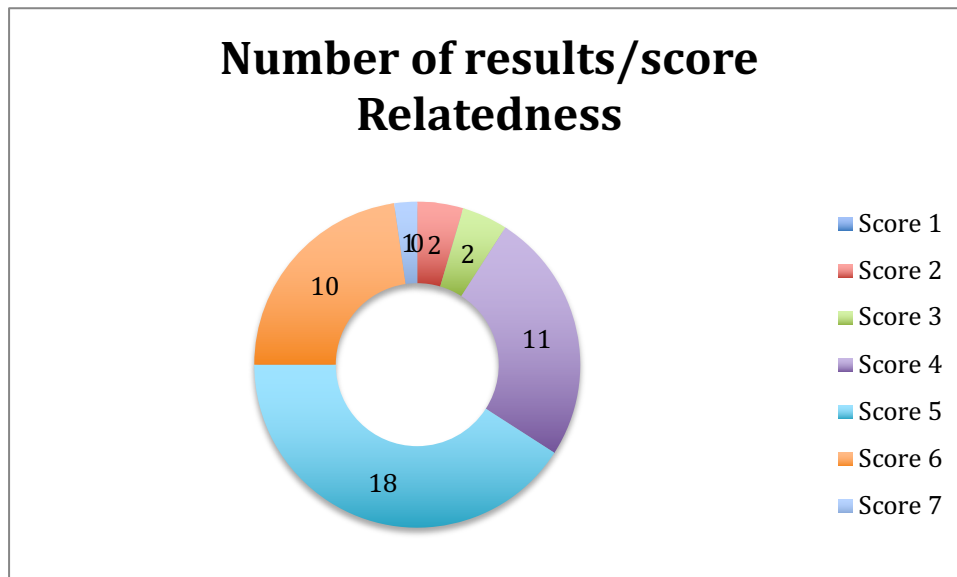
If we look at each psychological need, we had the following results:



We can see that $\frac{3}{4}$ of the participants perceive their level of autonomy at 5 or 6 and almost $\frac{1}{4}$ at 4 or under. Only one participant had the maximum score.



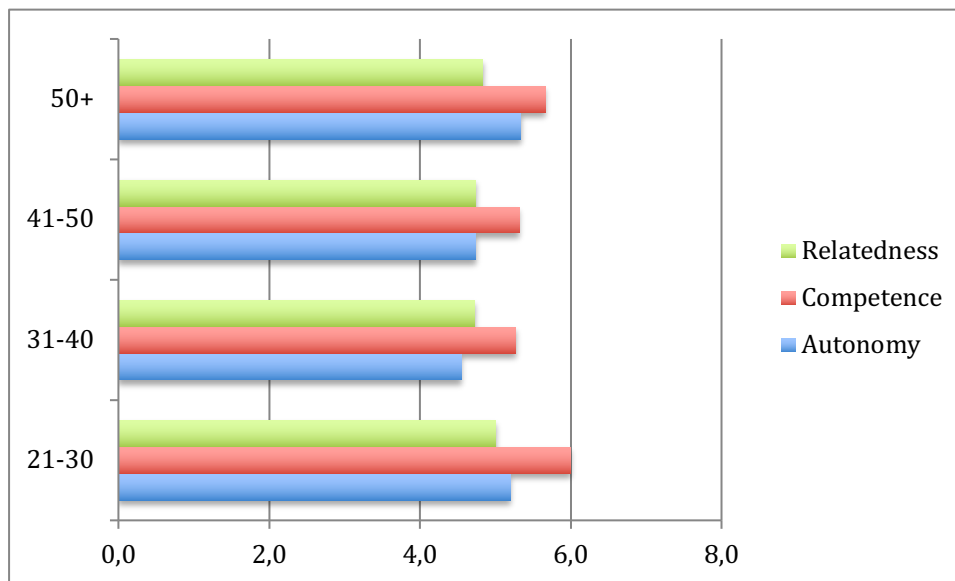
In terms of competence $\frac{2}{3}$ of participants were scoring at 5 or 6 and $\frac{1}{3}$ at 4 or under. Here we had 5 participants having the maximum score.



In terms of relationships at work (this includes colleagues and managers), the same, $\frac{2}{3}$ are scoring 5 or 6, with $\frac{1}{3}$ at 4 or under and only one person having the maximum score.

In terms of age, 41 participants were declaring their age, therefore we can describe the sample as following:

Age range	Autonomy	Competence	Relatedness
21-30 (5p)	5.2	6.0	5.0
31-40 (11p)	4.5	5.3	4.7
41-50 (19p)	4.7	5.3	4.7
50+ (6p)	5.3	5.7	4.8



Also, in terms of department the sample was quite diverse with a majority of 15 persons working in health and safety, quality and environment, 7 belonging to management/board of directors, 3 sales persons, 3 HR members, 3 Medicals etc. Almost all the sectors of Luxembourgish economy were represented in the sample: 8 from banks/finance/insurance; 3 from construction; 4 from hospitals and health; 5 from Industry, 2 from Law firms, 4 from social and humanitarian sector; 6 from different public administrations, 2 from IT sector etc.