# WORKPLACE WELLBEING & EXPERIENCE SNAPSHOT

*A practical first step in understanding how your people experience work.*
*It forms part of the ITS psychosocial risk management program.*

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The Workplace Wellbeing & Experience Snapshot is a short, confidential survey that gives your organisation an early, honest picture of how your people are experiencing work i.e. what is going well, and where pressure may be quietly building. It is designed as a **starting point**: simple to run, easy to act on, and a clear foundation for any further work you choose to do.

## Why it matters now

Recent changes to workplace health and safety laws across Australia now require employers to actively identify and manage the work-related factors that can affect employee wellbeing and mental health with the same seriousness as physical safety. Many leaders genuinely want to do the right thing but are not sure where to begin. The Snapshot turns a broad obligation into something concrete: it shows you where to look, helps you prioritise, and provides evidence that you are taking proactive steps.

## What the Snapshot looks at

Drawing on well-established indicators of a healthy workplace, the survey explores employees' experiences across areas such as:

- Workload, time pressure and how manageable demands feel
- Clarity of roles, expectations and direction
- Support from managers and colleagues
- How change is communicated and managed
- Recognition, fairness and respect
- Confidence to raise concerns and feel heard
- Experiences of conflict, incivility or inappropriate behaviour

## How it works

1. We tailor the survey to suit your organisation and workforce.
2. Your team completes the survey online via SurveyMonkey (anonymously, in around ten minutes).
3. We analyse the responses and prepare a clear, practical report.
4. We walk you through the findings and what they mean for you.

## What you receive

A concise, easy-to-read report containing:

- A high-level summary of overall results
- Key strengths to recognise and protect
- Priority areas that may need attention
- Practical, recommended next steps

**Please note:** the Snapshot is an early indicator and starting point. It is not a formal or exhaustive risk assessment. It is designed to point you in the right direction and help you decide where deeper work may be worthwhile.

## Where we can help next

Where the Snapshot highlights an area worth addressing, we can provide tailored, hands-on support, including:

- A more detailed review of a specific priority area
- Practical improvements to how work is designed, organised and managed
- Developing or refreshing relevant policies and procedures
- Manager and leadership training to build everyday capability
- One-on-one coaching and guidance for leaders
- Setting up effective ways to consult and engage your team
- Re-running the Snapshot down the track to measure progress

## Who it suits

The Snapshot works for organisations of any size, whether you are taking a first proactive step, checking in on an issue you are already aware of, or building an evidence base ahead of further work. It is quick to commission, light on your team's time, and gives you something practical to act on straight away.

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The aim is simple: to help you build a workplace where people can do their best work and feel well doing it, and to give you confidence that you are meeting your obligations along the way.

**Ready to take a snapshot of your workplace?**

**Get in touch with ITS to find out more.**

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