



Wraw[®]
Workplace resilience
and wellbeing

Unlocking healthy high performance with Wraw

Wraw is a psychometric measure of resilience and its impact on wellbeing for working people. It stands for 'Workplace resilience and wellbeing', describing a subject that is of increasing importance in the workplace.

Our work environment is constantly evolving and leading organisations are looking at the proactive steps they can take to rise above the pressures and demands they face day-to-day in order to develop and maintain a competitive edge.

The Wraw assessment and reports help organisations to support a two-pronged approach to building sustainable healthy high performance in their business:

Analysis by Deloitte indicates that investments made in improving mental wellbeing in the workplace show a consistently positive return, with an average ROI of 4.2:1.

1. Educate and empower individuals and teams to take ownership of their own resilience and wellbeing.
2. Educate and enable managers and leaders to build a safe and supportive working environment.

The suite of Wraw reports

The Wraw Assessment provides a suite of reports to support individuals, teams, leaders and the whole organisation. You may choose to include one, several or all of these in your programme.

-  **Wraw Individual Report** – develop self awareness and identify personal strategies to increase resilience and wellbeing
-  **Wraw Team Report** – gain insights into collective strengths, opportunities for development and strategies to optimise wellbeing and resilience in your team
-  **Wraw Leader Report** – identify key pressure points in the organisation and understand to what degree individuals feel their resilience and wellbeing are actively supported by their line manager
-  **Wraw Leaders' Summary Report** – understand how a group of leaders are currently seen to manage resilience and wellbeing and how this could be enhanced
-  **Wraw Organisation Report** – access a heat map of results, identify key pressure points and gain valuable insights into overall resilience and the impact on wellbeing within your organisation

Wraw is a product from The Wellbeing Project

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A validated and evidence based model

Wraw is based on the 5 Pillars of Resilience, a robust model used by hundreds of leading organisations across the UK and globally. It is a highly effective framework that supports individuals, teams and leaders to strengthen and develop their personal resilience, covering thinking style, as well as physical and emotional elements. The model provides a holistic and comprehensive approach that has achieved substantial positive results for employees and their performance.

Energy	Sustaining and renewing physical energy to have the capacity to keep going through challenging times.
Future focus	Having a clear sense of purpose and direction to help to move forwards without getting stuck or feeling held back.
Inner drive	Sustaining self-belief when times get tough, displaying confidence, motivation and perseverance.
Flexible thinking	Having an open and optimistic mindset, enabling a positive and adaptive response to change and challenges.
Strong relationships	Building open and trusting relationships, and being willing to call on these for help and support if facing a challenge.

Key benefits of Wraw

-  Gain a robust measure of employee wellbeing and resilience
-  Be proactive and help minimise the risk of employee wellbeing declining
-  Help employees identify personal strategies to habitually enable resilience and wellbeing
-  Understand individual results and how they compare to the UK general population
-  Identify key pressure points or drainers in the workplace
-  Target investments in wellbeing initiatives more effectively to gain maximum return
-  Nurture and promote a culture of wellbeing and healthy high performance

To find out more about how Wraw can support your organisation, please contact your certified Wraw Practitioner.