



Achievement

is a key driver of workplace wellbeing

Achievement results from overcoming challenge through skill, effort, and dedication. Employee wellbeing is linked to the achievement of work-related goals that that employees themselves consider valuable.

Organisations that support employees in achieving goals that are meaningful to them will see improvements in both their wellbeing and productivity.



Achievement Interventions

Co-develop the performance review process

Enlisting employees to help design an effective, fair, and supportive performance review process and/or performance measures promotes greater transparency, generates higher quality feedback, and can lead to better performance outcomes.^{1,2}

Involving employees in the selection of performance measurements for evaluative purposes, and the weighting of how those measures should be considered in evaluation, clarifies performance expectations for both employees and managers, thereby improving the integrity of the system.³ However, organisations should be cautious if using co-developed performance measures as a basis for monetary compensation or non-monetary rewards since evidence for this remains mixed.³



Sources:

1. Kleingard et al. (2004)
2. Lam and Shaubroeck (1999)
3. Groen et al. (2017)



Achievement Interventions

Set goals as a team to drive performance

Determining what goals to tackle as a team and then basing individual goals on these targets is an effective approach to optimising group performance.¹ However, it is important to consider the personality traits and preferences of team members, since evidence suggests some employees are more satisfied with jobs that involve goal-setting than others.²

Specific and challenging goals yield higher group performance compared to nonspecific or easy goals.¹ Individual goals aimed at maximising the individual's contribution to the group have a positive impact on group outcomes. In contrast, individual goals aimed at maximising individual performance can spur competition and erode trust, thereby undermining group performance.



Sources:

1. Kleingeld et al. (2011)
2. Bipp and Kleingeld (2011)



Achievement References

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Making the most of this resource



The Work Wellbeing Playbook is a concise guide derived from a systematic literature review of workplace wellbeing interventions. It offers a high-level summary of evidence-based interventions categorised by 12 key drivers of workplace wellbeing, distilled from over 3,000 academic studies.

Aimed at busy professionals, it provides accessible insights to improve employee wellbeing.

This playbook builds upon the World Wellbeing Movement's science-based recommendations for how to measure both [how employees are feeling at work](#), and [why they are feeling that way](#). You can then use the Work Wellbeing Playbook to address the areas for improvement within your organisation.

Business leaders are recommended to keep diversity top of mind when leveraging the playbook to craft a **holistic** employee wellbeing strategy for their organisation. While no single intervention guarantees success, combining multiple interventions across various levels and drivers of wellbeing can yield positive results for organisations.

Sharing this resource



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