

“Regardless of type, interventions involving increased control and opportunities for workers’ voice and participation more reliably improve worker wellbeing, suggesting these components are critical drivers of wellbeing.”<sup>3</sup>

**Involvement and influence** is one of the 13 psychosocial factors that affect workplace wellbeing, as identified in the National Standard for Psychological Health and Safety in the Workplace.<sup>1</sup> Research across all sectors shows that employee wellbeing is supported when employees feel they have meaningful input into their work.<sup>2</sup>

**Understanding employee perspectives and working collaboratively with employees to codesign strategies to create healthier workplaces are among the most effective strategies for enhancing workplace wellbeing.**

### Sources and considerations for engaging the employee voice

Combining both qualitative and quantitative data collection generates a rich understanding of employee wellbeing, the factors influencing it, and how wellbeing can be supported in the workplace.



After collecting data on employee wellbeing, it is important to share the findings with the employees and to use the data to inform meaningful action to improve workplace wellbeing. This is most effective when employees are involved in developing workplace wellbeing strategies.



**Quantitative Data** is numbers-based and countable. It tells us how many, how much, or how often.

**Advantages**

- Easy to collect and analyze
- Allows for large numbers of responses
- Allows for statistical analysis

**Disadvantages**

- Limited context
- No ability to ask clarifying questions

**Examples**

- Staff demographics
- Absence rates
- Short- and long-term disability rates and costs
- Use of benefit programs
- Engagement, wellness or other employee surveys



**Qualitative Data** is descriptive and language based. It can help us to understand why, how, or what happened.

**Advantages**

- Provides deep insights
- Allows for clarifying questions

**Disadvantages**

- Costly and time consuming
- Limited sample size

**Examples**

- Interviews
- Focus groups
- Open-ended survey questions
- Observations
- Document analysis