

Wellbeing Survey Summary Report

Prepared by the Research Committee of Division of Industrial-Organizational Psychology (DIOP)

Background Information

Purpose of the survey

Wellbeing has become an important topic that draws increasing attention from the organizations, especially in face of the pandemic challenges in 2020.

The Division of Industrial-Organizational Psychology of the Hong Kong Psychological Society launched the online Wellbeing Survey in April 2020. It aims to provide empirical evidence regarding the impact of different wellbeing aspects on one's life satisfaction. The report provides a summary of the survey results and possible interventions for the general public to enhance different wellbeing aspects.

Aspects of wellbeing

Wellbeing is an integral and essential component of health, defined by the World Health Organization as a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.

The current survey focuses on 4 aspects of wellbeing:



Body Well

A sense of feeling that one is doing things that positively contribute to own physical health.



Mind Well

General expectation of positive, as opposed to negative, outcomes in important domains of one's life.



Fulfilling Well

A sense of purpose in one's life, the pursuit and attainment of worthwhile goals, and an accompanying sense of fulfillment.

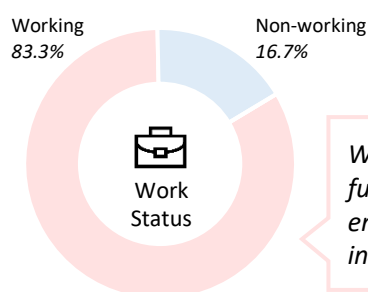
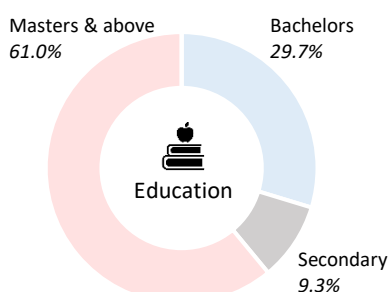
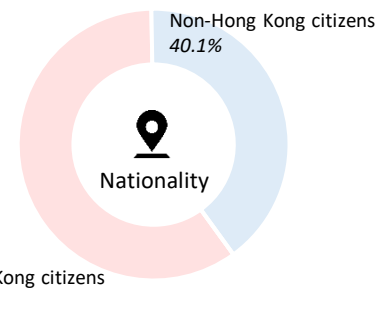
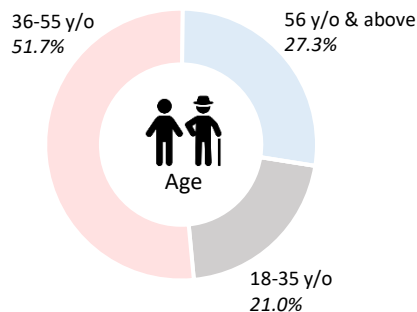
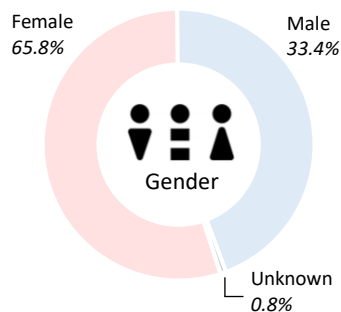


Community Well

A sense of feeling that one is positively connected with the community or society.

Demographics of Survey Respondents

Total number of respondents = 377



Working respondents include full-time employees, part-time employees and self-employed individuals

Findings on Wellbeing

What wellbeing areas are perceived to be the most important for different demographic groups?



Leading a purposeful and meaningful life, and sleeping enough, appear to be perceived as the most important for wellbeing across many demographic groups. Meanwhile, being financially stable, being competent and capable in the activities that are important to oneself, and being physically active, appear to be perceived as important only by a few groups.

This table indicates the top 5 wellbeing areas perceived to be the most important among different demographic groups.

Wellbeing areas	Gender		Age			Nationality		Education			Work Status	
	Female	Male	18-35 y/o	36-55 y/o	56 y/o & above	Hong Kong	Non-Hong Kong	Secondary	Bachelor	Masters & above	Working	Non-Working
Leading a purposeful and meaningful life.	2	1	2	1	2	1	3	3	2	1	1	2
Sleeping enough.	1	2	1	2	1	2	1	1	3	2	2	3
Maintaining stable and positive emotions.	3	4		3	5		2	2	1	5	5	1
Being engaged and interested in my daily activities.	5	3	4	4	3	3	4	4	4	3	3	4
Having supportive and rewarding social relationships.	4		5	5		4	5			4	4	
Being stable and secure about my finance.			3						5			5
Being competent and capable in the activities that are important to me.		5			4	5						
Being physically active.								5				

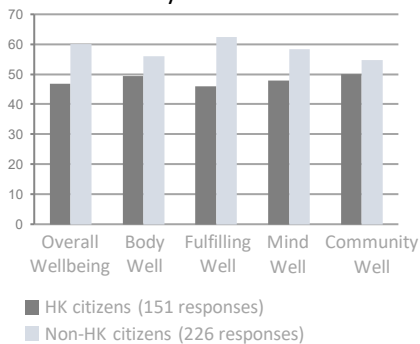
1 = most important

least important = 5

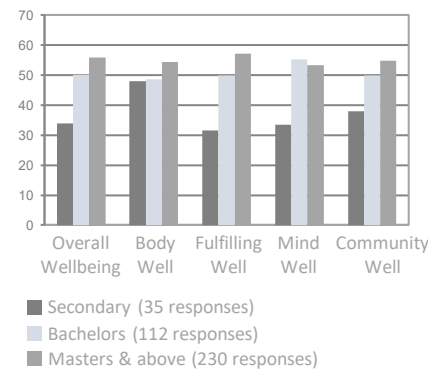
How does perceived importance of wellbeing differ across demographic groups?

The following graphs are in percentiles based on a total of 377 responses.

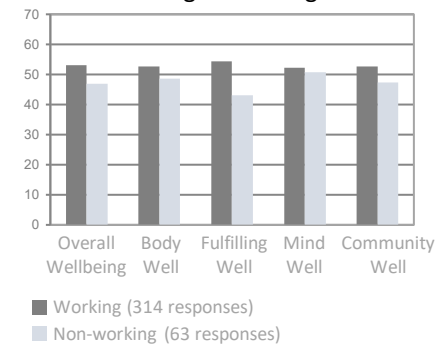
Hong Kong citizens gave significantly lower ratings than non-Hong Kong citizens in all aspects of wellbeing apart from Community Well.



Respondents with a master's degree & above gave significantly higher ratings in all aspects of wellbeing, apart from Body Well.



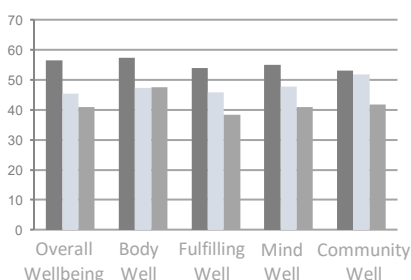
Working respondents gave significantly higher ratings than non-working respondents in Overall Wellbeing & Fulfilling Well.



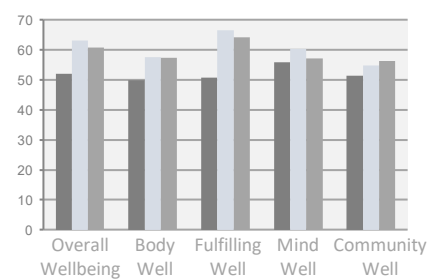
The importance of wellbeing viewed across age groups indicated a different pattern between Hong Kong citizens and non-Hong Kong citizens.

■ 18-35 (HK: 49 responses; non-HK: 30)
 ■ 36-55 (HK: 129 responses; non-HK: 66)
 ■ 56 & above (HK: 48 responses; non-HK: 55)

Hong Kong citizens



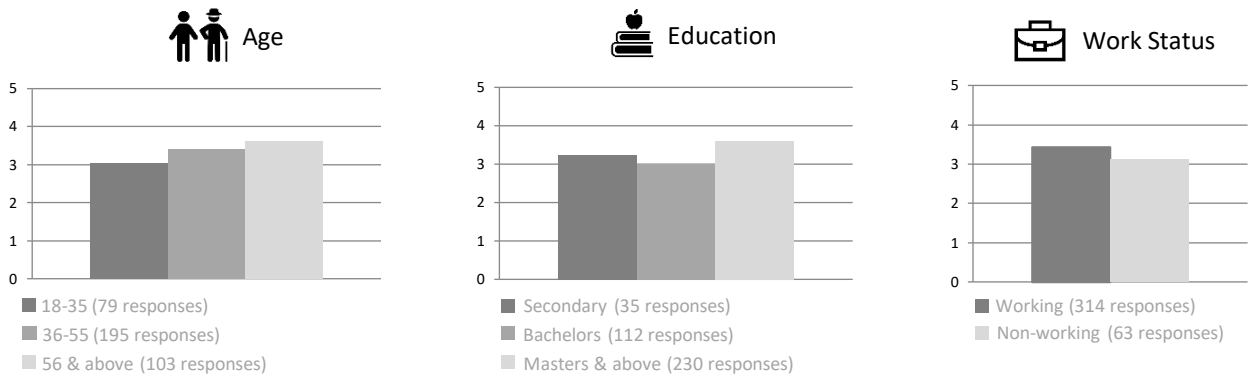
Non-Hong Kong citizens



Implications on Life Satisfaction

How does life satisfaction differ across demographics groups?

The following graphs are the average ratings of respondents from different demographic groups.



What matters to life satisfaction?

Among the 4 aspects of wellbeing, respondents indicated that Body Well & Fulfilling Well significantly contribute to overall Life Satisfaction.



Thoughts behind Body Well*:

- No major diseases or critical illnesses
- Physical health of self and others
- Free from medical related worries



Thoughts behind Fulfilling Well*:

- Learning new things
- Feeling loved
- Wellbeing and happiness of others

*Examples from respondents

Tips on Improving One's Wellbeing

Body Well

Incorporate healthy behaviors in your daily routine



Incorporate healthy diets (e.g., whole-food, plant-based diet) and controlled consumption of alcohol



Maintain sufficiency in both quantity and quality of sleep



Carry out regular exercises, including cardiovascular exercise (e.g., jogging), stretching exercise and strength training

Mind Well

Cultivate your Positive Psychological Capital



Visualize your **Hope**:
Set SMART goals & recognize accomplishments



Develop your **Efficacy**:
Call out own strengths & savor positive experiences



Build Up your **Resilience**:
Be open-minded & adaptable to changes and challenges



Expand your **Optimistic view**:
Nurture positive emotions & dispute negative thoughts

Fulfilling Well

At different stages of your life, be mindful & appreciative



Be mindful of what you are pursuing:
What are the changes happening to you and around you? What would be effective ways to respond and get the most out of these changes?



Be appreciative of what you have attained:
What do these achievements mean to you? What has been going well for you and for others?

Community Well

Connect yourself with others and the environment in meaningful ways



Give your support to the needy around you. This can be your time, money, skills, whatever you feel possible to offer, e.g., participate in voluntary services.



Know your community and neighbourhood; reach out to seek help when needed.



Make good use of available resources around you to create the collective good, e.g., participate in environmentally friendly recycling.