

7 links between well-being and performance



Why well-being?

Well-being has a positive impact on many different parts of our lives—from relationships to income. We decided to look deeper into how it connects to our performance at work.

One way we did this was by comparing well-being to company performance indicators. We found **statistically significant correlations with seven performance indicators.**



What we found

Our research found that, when well-being is high, so are positive performance indicators. Not only that but negative performance indicators are lower.

This means that **when well-being is high, company performance probably will be too.**

Correlations: positive and negative

Correlations work on a scale from 1 to -1. In the diagram, the correlations are the numbers on the right of the arrows.

If a correlation value is **between 0 and 1**, it means the two things are positively related. So, if well-being goes up, the performance indicator goes up.

If a correlation value is **between 0 and -1**, it means the two things are negatively correlated. So, if well-being goes up, the performance indicator goes down.

The performance indicators

Job satisfaction  .79

Company loyalty  .59

Company OCB*  .31

Individual OCB*  .31

Looking for a new job  -.4

Intention to leave company  -.4

Pressure to keep job  -.29

*OCB = Organizational Citizenship Behavior

Want to find out more about improving well-being in your organization?

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