



## How Happy Are You - Self-test

Questions to measure your own psychological wellbeing, and others'.	Strongly Disagree			Strongly Agree	
	1	2	3	4	5
KEY: 1 Strongly Disagree 2 Disagree 3 Neutral/Not Sure 4 Agree 5 Strongly Agree					
1. I am given responsibilities that align with my skills and experience.					
2. I am paid an acceptable amount for the work I do.					
3. I am given adequate time and resources to pursue projects that can improve our work.					
4. What I am asked or allowed to do aligns with the strategy and ethics I believe the organisation should follow.					
5. What I do is fulfilling, and I take pride in sharing it with others.					
6. My ideas, on what we should do and how to do it, are taken seriously.					
7. The people around me are generally positive and enthusiastic, and this makes it easier for me to excel in my work.					
8. I feel like I'm part of a team and receive support and respect from other members, contributing to our collective success.					
9. My school, university, organisation is generally fair in the way it treats me, and other people.					
10. My school, university, organisation listens to its students, workers, and major clients, taking their views and values into account when planning major decisions.					
11. My school, university, organisation deals seriously with suggestions and complaints, from people affected by its activity					
12. My school, university, organisation gives adequate training, advice, support and feedback to enable its people to sustain and improve their performance.					
13. I can anticipate enough pay and career progression through this organisation to stay with it, even if tempting opportunities arise outside.					
14. I'm willing to go beyond normal duties and scheduled hours to get a better result, even if there's no compulsion or financial reward for this.					

**TOTAL SCORE:** 56-70: You could hardly be happier      41-55: Contented, but could do better  
26-40: Getting seriously under-enjoyed      14-25: You'd be happier elsewhere

### QUESTIONNAIRE HEALTH WARNING

Before diving into happiness and satisfaction measures, it's important to understand consistency in self-reporting. If your scores fluctuate because you answer differently at different times, any connection between happiness and performance might not be reliable. Components of attitude:

- *Affective*: This is what you actually exhibit in terms of your feelings and emotions.
- *Cognitive*: This relates to what you believe you are exhibiting, which can sometimes differ from your actual feelings.

Psychologists use tests to gauge how closely these two components are connected.

- People with high affective-cognitive consistency (ACC) are good at accurately gauging their own feelings. Any reported change in their satisfaction level reflects a genuine shift in their emotions.
- On the other hand, those with low ACC may have their judgment clouded by momentary changes in their feelings, making it harder to assess their overall disposition.

Workers with high ACC tend to show the strongest correlation between work satisfaction and performance.