

# The Work Balance Meter

Give your  
employees  
a BOOST!

The Work Balance Meter or WBM is a simple test that lets employees assess whether they are still “comfortable in their own skin”. The WBM encourages them to take responsibility for their own job satisfaction, health, career and employability. This ensures that they can stay healthy, motivated and productive, not just now but in the future as well. The WBM can also be used as a modern employee survey (MTO), or for mapping psychosocial workload (PSA) as part of the legal obligation to have a risk identification and evaluation (RI&E) carried out. The instrument was developed with the support and approval of the Ministry of Economic Affairs.

The employer and employee have a common interest when it comes to health and job satisfaction. As an employer, you should not be running the show on your own. The challenge is to get employees moving and thinking for themselves about their work and employability. The WBM helps you and them to do so.

## Work Balance Meter

The WBM is filled in via the internet from an environment that is both ISO 27001 and NEN 7510 certified, and is available in Dutch and English. The WBM deals with all aspects of work and focuses on the balance between personal (health, knowledge, skills, attitude and motivation) and work (organisational context). The right balance is essential for sustainable employability. With the right balance, a person is comfortable

in their skin and performs well. If that balance is not there, it can lead to stress, dissatisfaction, absenteeism and often poor performance.

## Personal results

Employees receive their own results with tips and advice after completing the WBM. The individual results are confidential and can only be viewed by the employee.

## Company report

If more than 10 employees participate, you will receive a company report. The data herein cannot be traced back to individuals. We can - if required - put the results of locations, departments or positions side by side so that you get a very clear picture of where there are opportunities for improvement.



**workbooster**

For a healthy, flexible and future-proof organisation

# Working together on sustainable employability

## What does the Work Balance Meter provide?

### For the employee:

- Insight into one's own situation and the ability to start working immediately to strengthen employability.
- Practical tool to continue working in good health and with enjoyment.

### For the employer:

- You do not need to run the whole show yourselves, because the WBM activates your employees to also take responsibility themselves for job satisfaction, performance and employability.
- A tool for strengthening dialogue between manager and employee on employability at work, now and in the future.
- Razor-sharp insight - for the entire organisation and for each team - into how it scores on topics that affect performance and well-being.
- You thus comply with the Working Conditions Act obligation to identify the risks of psychosocial workload (work pressure and undesirable behaviour) within the framework of the RI&E.
- Improvement of the image as an attractive employer and CSR organisation.
- More likely to retain experienced and motivated employees.
- Better ability to reduce absenteeism.

### A worry-free journey from result to action

Workbooster makes sure everything is taken care of: from preparation, execution to (possible) follow-up actions. Our efficient working method ensures the shortest possible lead time. We provide sample letters, help with internal communication and are readily available to answer questions. It will save you a lot of time and effort. We also devote a great deal of attention to discussing the company report. Our consultant will be happy to answer your questions and help

you interpret the results and set priorities. You will also get advice on how to turn the information from the survey into concrete solutions and get from result to action together with the employees.

### Interested in learning more about the Work Balance Meter?

The Work Balance Meter is part of a range of tools and interventions that Workbooster can deploy. We have successfully used the WBM at very diverse clients: from companies in the manufacturing industry, business services, healthcare institutions, and educational institutions to high-tech companies; from SMEs to multinationals. Contact us for a free, no-obligation consultation. For more information, visit [www.workbooster.nl](http://www.workbooster.nl) or email [info@wilmsarbeidsinspiratie.nl](mailto:info@wilmsarbeidsinspiratie.nl)

### About Workbooster

Workbooster is a nationwide network of senior consultants. We deliver a 'boost' for achieving a healthy, inspiring and performance-oriented working environment. Our highly qualified consultants/trainers come from various backgrounds: from psychologist, change expert, occupational consultant, and lawyer to sports instructor.

You can come to us for issues related to work in a broad sense. These include reducing absenteeism, increasing job satisfaction and commitment, improving cooperation and increasing employee employability.

With the very best insights and more than 20 years of practical experience, we help organisations find the right solution.