In an ever-changing
and complex world,
**how to have a clear vision
of the essential?**

# Capturing the present to prepare for the future...

**WOD**™

WELL–BEING
ORGANISATIONAL
DYNAMICS

**Choose a comprehensive tool to measure the essential:** engagement, job satisfaction, net promoter score, stress, team dynamics...

— **Powerful and adaptable**

— **Dynamic and interactive**

— **Robust benchmark**

— **Actionable coaching tool**

— **International network**

**Your contact:**

**www.pulso–europe.eu/wod**

## POWERFUL
## AND ADAPTABLE

**A powerful systemic tool to capture and to understand the complexity of your organisational dynamics. What impacts engagement, job satisfaction, stress, burnout… 60 work environment drivers, 27 well-being items, 13 sociodemographic variables** and the possibility to add extra items and modules.

## DYNAMIC
## AND INTERACTIVE

**Fast results to adapt to the rapidly changing world.** Explore the results according to your issues, challenges, key indicators and information needs.

## ROBUST
## BENCHMARK

**Compare the results of your organisation with a representative sample.**

## WOD

WELL–BEING
ORGANISATIONAL
DYNAMICS

## ACTIONABLE
## COACHING TOOL

**A unique tool to get a clear vision of your employees' well-being and to take appropriate actions.** Decide on effective actions and positively affect your organisational dynamics. Individual report available for each employee.

## INTERNATIONAL
## NETWORK

**Our multilingual tool is supported by an expansive worldwide network of partners.**

**The WOD questionnaire is based on theoretical models in the domain of organisational psychology and is scientifically validated through several research projects.**

# An all-in-one tool
# to take care of well-being
# and organisational dynamics.

**WOD**
WELL-BEING
ORGANISATIONAL
DYNAMICS

## WELL-BEING
**Take the pulse of your company.**

Measure a wide variety of well-being indicators.
Compare your results with a relevant benchmark.
Reveal your organisation's strengths to reinforce them.
Identify attention points and populations at risk
to take appropriate actions.

## ORGANISATIONAL
**Align well-being and performance.**
Discover and monitor your Key Performance Indicators.
Identify your main drivers to manage change..
Optimise the impact on well-being and improve
your organisation's performance in this way.

## DYNAMICS
**Capture today's dynamics to prepare
for tomorrow's successes.**
Explore your interactive dashboard to identify drivers
and well-being indicators for any group according
to your needs *(Location/Department/Team/Gender/
Age group/Specific working conditions...)*.
Understand the specific dynamics of your organisation.
Find out the most meaningful associations
to set up targeted actions.

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## **WOD** CASE STUDY:

**Belgian site of international chemical company:** 335 employees

**Context:** Employee engagement survey
including psychosocial risk analysis

**Participation rate:** 76%

**Main results and action plans:**

• General scores for stress and job demands are within benchmark value.
Results for engagement, on the other hand, are lower, with sub-optimally
performing drivers at the level of task motivators, team dynamics and orga-
nisational characteristics.

• Filtering results at the department level reveals underlying problems,
such as low mutual respect and high incidence of harassment in certain units.

• For these units, Pulso Europe conducts focus group interviews to
understand underlying problems. Escalated team conflicts and impaired
collaboration between teams appear to heavily influence employee well-
being and work organisation, causing decreased loyalty as well as mental
and physical stress complaints. **To follow up on these results, the customer
requests Pulso Europe for consultancy; a team trajectory is implemented.**

**pulso** | **20 YEARS** OF EXPERTISE

*Passionate people, healthy organisations*

Spin-off of Leuven Universities since 1998.
We are guided by science, facts, figures and practical examples with a proven impact.

- **Surveys & Assessments**
- **Online Tools**
- **EAP Individual Support**
- **Pulso Consulting**

**A high level of expertise:**

**Research & Development** of scientifically based tools for healthy and successful organisations.

**Consultancy** to enhance the dynamics in teams and organisations.

Customised **Employee Assistance Programmes (EAP)** to answer specific needs of employees.

Science and pragmatism are in our DNA for more than 20 years.

**KU LEUVEN**     **UCLouvain**

The WOD is a dynamic and enhanced version of *the Short Inventory on Stress and Well-being©*, a psychosocial risk analysis tool supported and co-financed by the European Social Fund.

**www.pulso-europe.eu**

red-agency.fr