

## Opportunity

To partner with us to accelerate the development of this innovation through licensing or direct investment, contact

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# Foundations of Wellbeing: Creating the world we want to live and work in

## The innovation

- Foundations of Wellbeing is a unique online wellbeing program. It is evidence-based, proactive and preventative, personalised, and suited to work wellbeing.

## Market need

- The market is huge with 55% of employees reporting unhappiness at work (Mercer, 2011).
- The behavioural wellness market has been estimated at US \$1.5 trillion with annual growth of 5-10%.

## Innovation status

- The Foundations of Wellbeing program is a partnership between the University of Melbourne's Centre for Wellbeing Science, Puka Up and Frankie Health.
- Foundations of Wellbeing has been successfully piloted in 2021 to large corporates such as McDonald's and Reece Plumbing. A more rigorous evaluation trial is currently underway at Melbourne Graduate School of Education (all staff and research graduate students).



## Market need

Modern workplaces are failing to counter workplace unhappiness. Nine out of 10 Australian workers don't like their work, 8 out of 10 are stressed at work, 4 out of 10 are looking to change their work, and rates of motivation and job satisfaction are at all-time lows. Work engagement and resilience are also very low.

Organisations are struggling to combat the costs of low wellbeing. Differences in productivity between employees with high and low wellbeing can be as much as 30% (Page and Vella-Brodrick, 2009).

Focusing on increased employee wellbeing can reduce the cost of sick leave by 19% (Bertera, 1990) and reduce the cost of employee turnover by 46% (Judge, 1993).

The evidence is clear: employees are currently looking for employment and workplace cultures that support and sustain their wellbeing, and organisations can benefit from developing such cultures.

## Solution

Foundations of Wellbeing is a unique proactive and preventative program to help people understand what a great day at work looks like for them, and then helps them build the personalised skills to have more great days at work.

As a unique science-based, skill-building wellbeing program for workplaces, Foundations of Wellbeing targets the first link of the chain from wellbeing to engagement, productivity and eventually business success. It also uses the latest wellbeing, behavioural and implementation sciences to increase enjoyment and engagement.

The program involves 10 online modules. Each takes approximately one hour to complete and is delivered weekly for 10 weeks. In each module participants are challenged to attempt a selection of new wellbeing and resilience skills via personalised choice, and to embed them in their lives and workplaces.

## IP Status

The IP was created by experts at the Centre for Wellbeing Science and is owned by the University.

The next step is a more extensive validation of the program across multiple sectors and with different formats. We will build managerial support resources for deployment of the Foundations of Wellbeing program, and development of the next course - 'Wellbeing Leadership' - which moves the focus from the individual to relationships in workplaces. This enables better workplace wellbeing cultures.

Already with a long wait list of large clients, our aim is to accelerate our developments and reach A\$5 million in revenue by the end of 2024. This is expected to require around A\$450,000 in funding.

## Publications

Jarden, A., & Jarden, R. (2016). 'Positive psychological assessment for the workplace'. In L Oades et al. (Eds.), *The Wiley-Blackwell Handbook of Positive Psychology at Work*, pp. 415-437. Published Online: 19 Nov 2016; DOI: 10.1002/9781118977620.ch22

Jarden, A. (2016). 'Introducing workplace wellbeing to organizations: The "Me, We, Us" model'. *Positive Work and Organizations: Research and Practice*, 1, 1-4.

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Hone, L., Schofield, G., & Jarden, A. (2016). 'Conceptualizations of wellbeing: Insights from a prototype analysis on New Zealand workers'. *New Zealand Journal of Human Resource Management*, 12(2), 97-118.

Green, S., Jarden, A., & Leach, C.. (2021). 'Coaching for happiness and wellbeing'. In Wendy-Ann Smith, Ilona Boniwell, Suzy Green (Eds.), *Positive Psychology Coaching in the Workplace*, 199-219. Springer and Oxford Brookes.

Jarden R., Jarden, A., Weiland, T., Taylor, G., Bujalka, H., Brockenshire, N., & Gertz, M. (2021). 'New graduate nurse wellbeing, work wellbeing and mental health: A quantitative systematic review'. *International Journal of Nursing Studies*, 121, 1-35. <https://doi.org/10.1016/j.ijnurstu.2021.103997>

Hone, L., Jarden, A., Schofield, G. M., & Duncan, S. (2015). 'Flourishing in New Zealand workers: Associations with lifestyle behaviours, physical health, psychosocial, and work-related indicators'. *Journal of Occupational and Environmental Medicine*, 57(9), pp. 973-983.

**Tech name and number:** 2021-007 Foundations of Wellbeing: Creating the world we want to live and work in

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**Registered Intellectual Property:** N/A

**Keywords:** flourishing, mental health, performance, prevention, wellbeing, work wellbeing

