

# A COMPARATIVE STUDY OF WELL-BEING FRAMEWORKS



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# EXECUTIVE SUMMARY



Numerous frameworks model the requirements for well-being by identifying key factors such as physical health, mental health, social connections, and environmental factors. These frameworks provide structured guidance to understand the conditions necessary for individuals to thrive and communities to flourish. The Foundation for Talent Transformation has developed a well-being framework to help adults navigate life transitions—whether entering the workforce or adapting to technological and social shifts—equipping them with the insights needed to thrive personally and professionally.

This paper explores various well-being frameworks designed to enhance individual and societal health, drawing insights from global leaders. The Social Determinants of Health framework developed by the World Health Organization (WHO), emphasizes equitable access to resources like healthcare, education, and stable economies to foster societal well-being and align with the UN's Sustainable Development Goals. The Organization for Economic Co-operation and Development (OECD) Well-being Framework extends beyond GDP, measuring well-being through 11 dimensions that span income, social connections, and environmental quality, ensuring sustainability for future generations. Similarly, the PISA Well-being Framework focuses on holistic student development, assessing dimensions like psychological health, social interactions, and family support.

The Gallup Well-Being Framework identifies five key elements—career, social, financial, physical, and community well-being—for enhancing workplace engagement and overall fulfillment. Complementing these frameworks is Martin Seligman’s PERMA Model, which focuses on positive emotions, relationships, and meaning to drive personal flourishing. Talent Transformation Well-being Framework integrates self-awareness, healthy relationships, social engagement, and financial stability to guide individuals in thriving amidst change. Together, these frameworks provide a comprehensive perspective on achieving well-being at individual and societal levels.

Changes like automation, globalization, and social media pressures present challenges like job insecurity, skill adaptation, and social isolation. Social media’s echo chambers and disinformation deepen societal divides and foster antisocial behavior. To address these issues, the Talent Transformation Well-being Framework promotes self-awareness as a basis for thriving in a changing world.

It differs from other models in that it focuses on individual growth and success, fostering personal and professional progress by helping individuals understand their emotions, values, and strengths. It also highlights the importance of developing emotional intelligence for building healthy relationships, career alignment for professional fulfillment, community engagement for mental well-being, and maintaining physical and financial health for long-term stability.

# INTRODUCTION

Well-being frameworks model the requirements for well-being to provide structured guidance to understand the key factors necessary for individuals to thrive and communities to flourish. These frameworks address various aspects of life, including physical health, mental health, social connections, and environmental factors. The Foundation for Talent Transformation, a leader in promoting well-being, has tailored its framework to address the unique needs of those facing life transitions and adapting to rapid technological and social shifts. These developments bring a range of challenges. For instance:



Rapid changes in technology, automation, AI, and globalization cause concern about job security, adapting new skills, and the impacts of these shifts on family life, health, and the long-term sustainability of resources.



The constant flow of information and the pressure to maintain an ideal online persona can lead to feelings of isolation and inadequacy.



Social media algorithms create echo chambers, pushing content that aligns with users' existing views, limiting exposure to different perspectives, and marginalizing underrepresented voices.



The gap between those with and without access to advanced technology deepens social and economic divisions.

Those without access are more vulnerable to misinformation, disenfranchisement, and exclusion from opportunities.



Conspiracy theories, memes, and disinformation foster polarization and antisocial behavior.

Without self-awareness, strong critical thinking skills, and easy access to fact-checking tools, people struggle to discern the truth, resulting in anxiety and social discord.



### **Self-awareness**

By becoming more self-aware, individuals develop confidence and a growth mindset, learning to understand their values, emotions, and strengths.



### **Healthy Relationships**

Building healthy relationships through effective communication and emotional intelligence fosters deeper connections and mutual respect.



### **Career and Other Pursuits**

Activities that align with a person's interests, values, and personality lead to meaningful work, fulfilling hobbies, and rewarding experiences.



### **Social Engagement**

Involvement with others strengthens mental well-being and resilience by offering a sense of community and purpose.



### **Fitness and Health**

Maintaining physical health through regular exercise, healthy eating, stress management, and other habits helps promote vitality and longevity.



### **Financial stability**

Budgeting and smart financial management offers a secure foundation for independence and future opportunities.

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By addressing these interconnected domains, the Talent Transformation Well-being Framework equips individuals with the tools to create a fulfilling, balanced life. This comprehensive approach empowers them to achieve goals, build meaningful connections, and enjoy long-term satisfaction and well-being.

This paper examines and compares various frameworks, explaining how and why they address particular challenges. Frameworks like Seligman's PERMA model emphasize individual development through positive emotion, engagement, relationships, meaning, and accomplishment. These elements focus on personal growth and happiness. In contrast, the WHO's Social Determinants of Health model highlights societal factors, such as economic stability, healthcare access, and education, showing how broader social conditions influence well-being. The Gallup Well-Being Framework emphasizes balancing five key areas and how fulfillment in these interconnected areas contributes to personal happiness, resilience, and long-term well-being. Other frameworks also highlight moral or ethical well-being, with some advocating for specific values.

By comparing these different frameworks, the paper explores how well-being is defined and pursued across personal and societal dimensions.

## Comparison and Analysis

When comparing the frameworks, several common themes emerge, particularly the emphasis on individual and societal well-being. Key shared elements include:



### Physical and Mental Health

Addressed in all frameworks, from individual health and emotional well-being (PERMA) to societal healthcare systems (WHO).



### Economic Stability

Highlighted in societal frameworks like WHO and OECD, though absent from the more individually focused PERMA model.



### Education and Social Connections

Recognized as essential across all frameworks, with varying emphasis on their impact on well-being.



### Sustainability

While the WHO and OECD focus on environmental and social sustainability, PERMA centers on personal growth and fulfillment.

Many frameworks provide structured approaches to understanding how the different drivers of well-being interact. While they vary in scope and emphasis, there are several overlapping components. Below is a table comparing six major frameworks:

	Talent Transformation	PERMA	Gallup	PISA	OECD	WHO
Designed for	Individuals and groups of individuals who may be part of corporations and colleges.	Individuals, educators, therapists, and organizations	Individuals, organizations, and leaders	Policymakers and educators	Policymakers, government officials, and other economic and social governance stakeholders.	Governments, public health officials, policymakers, and international organizations.
Designed for Policy Makers	—	—	—	✓	✓	✓
Designed for Individuals	✓	✓	✓	—	—	—
Self-awareness	✓	—	—	—	—	—
Understanding others	✓	—	—	—	—	—
Positive Emotion	✓	✓	✓	—	—	—
Engagement	✓	✓	✓	✓	—	—
Relationships	✓	✓	✓	✓	—	—
Meaning	✓	✓	✓	—	—	—
Accomplishment	✓	✓	✓	✓	—	—
Economic Stability	—	—	✓	—	✓	✓
Education	✓	—	✓	✓	✓	✓
Social and community	✓	—	✓	✓	✓	✓
Healthcare access	—	—	—	—	✓	✓
Environment	—	—	—	—	✓	✓

As the table shows, some frameworks focus on personal well-being (e.g., PERMA, Gallup, and Talent Transformation), while others emphasize broader societal factors (e.g., WHO, PISA, and OECD). This diversity reflects the complex nature of well-being, encompassing individual, social, and economic dimensions.

# WELL-BEING FRAMEWORKS



## WHO's Social Determinants of Health

The World Health Organization's framework prioritizes societal well-being, equity, and sustainability by focusing on economic stability, healthcare access, education, and environmental protection. Its goal is to create a society where everyone can thrive physically and mentally. Key strategies include nurturing ecosystems, promoting universal health coverage, and fostering equitable economies—aligning with the UN Sustainable Development Goals (SDGs) to reduce inequalities and enhance public health and social protection.



## OECD Well-being Framework

The OECD's well-being framework measures well-being across 11 dimensions: income, housing, work, health, education, environmental quality, subjective well-being, safety, work-life balance, social connections, and civic engagement. It also looks at future well-being by considering economic, natural, human, and social capital resources. This comprehensive approach goes beyond GDP to assess material conditions and quality of life, emphasizing sustainability and reducing inequalities in long-term well-being.





## PISA Well-being Framework

The PISA 2018 Well-Being Framework, developed by the OECD, expands beyond academic performance to assess students' overall well-being. It focuses on three key dimensions: self-related well-being (physical and psychological health), school environment well-being (social connections, academic stress), and out-of-school well-being (family relationships, socioeconomic conditions). Using innovative methods like the Day Reconstruction Method, the framework provides comprehensive insights to help educators and policymakers foster environments that support both academic success and holistic student development.



# GALLUP

## Gallup Well-Being Framework

The Gallup Well-Being Framework focuses on five essential elements contributing to a fulfilling life: career well-being, social well-being, financial well-being, physical well-being, and community well-being. Human resource departments use this framework to guide employee development, enhance well-being, and improve organizational outcomes by addressing these interconnected areas. Fostering balance helps employees achieve greater happiness, resilience, and productivity, ultimately benefiting individuals and their organizations. This holistic approach promotes a healthier, more engaged workforce.





## PERMA Model (Martin Seligman)

The PERMA model emphasizes personal well-being and flourishing through five core components: positive emotion, engagement, relationships, meaning, and accomplishment. Widely used in educational and organizational settings, it highlights how individual experiences and emotional well-being contribute to happiness and fulfillment.





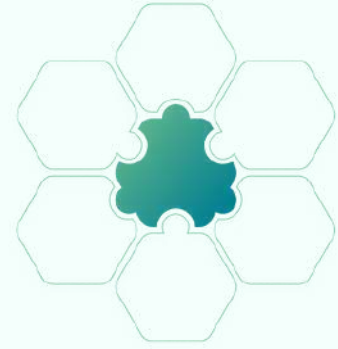
## Talent Transformation Well-being Framework

Talent Transformation's Well-being Framework helps individuals navigate rapid change and build a positive future by focusing on six key life domains: self-awareness, healthy relationships, career and other pursuits, social engagement, fitness and health, and financial stability. By developing self-awareness, individuals gain confidence, a growth mindset, and a deeper understanding of their emotions and strengths, essential for personal and professional growth. The framework encourages the development of meaningful relationships, fulfillment through purpose-driven activities, and social engagement that fosters a sense of community and belonging. By emphasizing the importance of physical health and financial stability, the framework equips individuals with the tools to lead a balanced, fulfilling life, ultimately enabling them to achieve their goals and enjoy long-term well-being.

This framework integrates various well-being elements that focus on personal growth. It offers a structured approach to navigating well-being challenges, particularly for young adults with career and life transitions.



# TALENT TRANSFORMATION'S APPROACH



The Foundation for Talent Transformation's Well-Being Framework provides a holistic approach to personal and professional growth by addressing six essential domains:



Self-Awareness



Healthy Relationships



Career and Other Pursuits



Social Engagement



Fitness and Health



Financial Stability

Personal and professional success goes beyond mere ambition—it demands a holistic approach to well-being. By understanding self-awareness, meaningful relationships, aligned passions, community engagement, physical health, and financial stability, individuals can lay a solid foundation for a fulfilling life. Embracing this balanced approach positions them to achieve their goals, build deeper connections, and lead a balanced, purposeful life.



By nurturing self-awareness, individuals can build confidence, foster a growth mindset, and develop a deeper understanding of their emotions, values, and strengths—crucial for personal and professional growth. Healthy relationships, rooted in effective communication and emotional intelligence, enable individuals to create meaningful connections and mutual respect. Finding joy and fulfillment in daily activities that resonate with one's values, career interests, and other pursuits leads to a sense of accomplishment.

Social engagement enhances mental and emotional well-being by fostering a sense of purpose and belonging within the community. Maintaining fitness and health through balanced habits ensures vitality and longevity. Finally, achieving financial stability through smart financial management provides a secure foundation for independence and future opportunities. This comprehensive approach empowers individuals to lead a balanced, fulfilling life.

## SELF-AWARENESS

Nurturing self-awareness enhances confidence and optimism, fostering a growth mindset essential for personal development, goal achievement, and overall well-being. It involves recognizing and understanding one's emotions, thoughts, vocational interests, personality traits, individual styles, values, motives, talents, resilience, strengths, biases, and limitations. These attributes collectively shape behavior, decisions, and responses to various situations, empowering individuals to navigate life with greater clarity and purpose.



## HEALTHY RELATIONSHIPS

Healthy relationships thrive on effective communication, conflict handling, collaboration, and emotional intelligence, all fostering mutual respect and understanding. These connections are strengthened through self-awareness, inclusive behaviors, and accountability, creating an environment where both parties invest equally in each other's growth and well-being. By cultivating these skills, individuals build deep, meaningful relationships that are resilient and supportive, enabling them to navigate challenges together, ultimately enhancing both personal satisfaction and collective harmony.



## CAREER AND OTHER PURSUITS

Whether an individual is a student, homemaker, entrepreneur, or employee, finding joy in daily activities that resonate with their values, vocational interests, learning mindset, enterprising spirit, and personal styles is vital for happiness. Fulfilling pursuits involve rewarding experiences stemming from self-awareness, continuous learning, meaningful work, and hobbies, all of which contribute significantly to a sense of accomplishment, satisfaction, and long-term well-being.



## SOCIAL ENGAGEMENT

Social engagement fosters an individual's sense of purpose, belonging, resilience, and empowerment, significantly enhancing mental and emotional well-being through meaningful community connections. Participating in various groups and communities helps individuals cultivate strong relationships and supportive networks that bolster their mental, emotional, and social well-being. This engagement reinforces a sense of connectedness and community involvement and provides opportunities for growth, learning, and shared experiences that enrich life.



## FITNESS AND HEALTH

Maintaining fitness and health requires a balanced diet, regular sleep, regular exercise, and self-care, all essential for sustained vitality and a fulfilling life. By prioritizing healthy choices, including nutritious eating, adequate rest, regular physical activity, emotion and stress management, and consistent self-care, individuals ensure their physical health and overall vitality while boosting mental clarity and emotional resilience. Healthy practices lead to a more active, balanced, and fulfilling life filled with energy and well-being.



## FINANCIAL STABILITY

To achieve financial stability, individuals must learn about financial literacy, spend less than they earn, save smartly, and invest wisely. This process involves developing financial literacy, planning, budgeting, managing finances wisely, spending less than earned, saving effectively, and securing finances for future endeavors. By doing so, individuals can create a stable and secure financial future, offering greater independence, freedom, and more choices in life to pursue their goals and dreams.



# TAKEAWAYS



Each framework plays a distinct role in promoting well-being. Those centered on individual well-being emphasize self-awareness, helping people understand their emotions and values, which fosters personal growth and resilience. Emotional intelligence and effective communication are vital for building healthy relationships, while meaningful careers and social engagement bring fulfillment and a sense of community.

Equally important, maintaining physical health and financial stability supports long-term vitality and security. The Talent Transformation framework, along with models like the WHO's Social Determinants of Health and Seligman's PERMA model, underscores both individual and societal aspects of well-being.

## APPENDIX:

# DETAILED REVIEW OF FRAMEWORKS

This appendix examines well-known global and local well-being frameworks: the WHO's Social Determinants of Health, two OECD models, the Gallup Well-being Framework, the PERMA model from Positive Psychology, and the Shared Ingredients for a Well-being Economy (UK and Carnegie).

While each framework presents a unique perspective, they all address the same core elements of well-being, organized in slightly different ways.



## Well-being Framework by WHO

The World Health Organization (WHO) plays a key role in shaping the global health agenda, promoting well-being through coordinated international efforts. Its global well-being and health promotion framework integrates well-being into public health by emphasizing societal well-being, equity, and sustainability. Aligned with the Sustainable Development Goals (SDGs), this framework helps countries achieve holistic well-being by tackling the root causes of its decline and addressing the wider societal impacts of that erosion. It focuses on nurturing ecosystems, equitable social protection systems, and universal health coverage.

### Vision and Objectives

The framework envisions a world where societal well-being allows everyone to thrive physically and mentally. Key objectives include engaging decision-makers, promoting transformative change, and accelerating progress toward sustainable development and universal health coverage.

## Strategic Directions

The framework outlines six strategic directions for adopting a well-being approach:

1. Nurture Earth and its ecosystems.
2. Design equitable social protection and welfare systems.
3. Support economies that serve human development.
4. Promote equitable universal health coverage through primary care and preventive services.
5. Build equitable digital systems as public utilities.
6. Measure and monitor well-being through comprehensive indicators.

## Implementation and Policy Orientations

The WHO's strategic directions are supported by specific policy actions:

- Developing governance systems that incorporate health-in-all-policies.
- Expanding social welfare systems with sustainable financing and governance.
- Supporting well-being-oriented economic models, progressive taxation, and public-private partnerships.
- Strengthening primary health care, focusing on non-communicable diseases and mental health.
- Promoting digital literacy and ensuring equitable access to technology for vulnerable groups.
- Establishing new indicators to measure well-being beyond traditional economic metrics.

## Summary of Insights

The framework calls for global and national collaboration to turn these strategic directions into actionable outcomes. WHO urges governments, civil society, and international organizations to work together in creating sustainable well-being societies. The organization pledges ongoing support through evidence-based guidance, technical assistance, and partnerships. Additionally, WHO encourages countries to adapt the framework to their local contexts, ensuring it addresses the specific needs of their populations.



## OECD Well-Being Framework



The OECD Well-Being Framework offers a comprehensive model to assess and measure the well-being of people across OECD countries. It focuses on both current well-being and the resources necessary for sustaining it in the future. It aims to provide a holistic view of well-being, considering individual experiences and long-term sustainability.

### Current Well-Being

Current well-being is measured across 11 key dimensions, divided into material conditions and quality of life:

#### Material Conditions

- Income and Wealth: Financial resources of individuals and households
- Housing: Quality, affordability, and accessibility of housing
- Work and Job Quality: Employment rates, job security, and working conditions

#### Quality of Life

- Health: Physical and mental health, including life expectancy
- Knowledge and Skills: Education levels, cognitive skills, and learning opportunities
- Environmental Quality: Air pollution, green space access, and environmental health
- Subjective Well-being: Life satisfaction, emotional balance, and happiness
- Safety: Personal security, crime rates, and perceived safety
- Work-Life Balance: Balance between paid work, leisure, and personal care
- Social Connections: Quality and frequency of social relationships
- Civic Engagement: Participation in political processes and governance

## Inequalities in Well-Being

The framework highlights the importance of addressing inequalities by examining:

- Horizontal Inequalities: Differences in well-being between groups (e.g., gender, age, education)
- Vertical Inequalities: Gaps between the top and bottom performers in each well-being dimension
- Deprivations: The share of the population falling below a minimum standard in each well-being category

## Allocating Resources for Future Well-Being

Future well-being depends on the sustainable management of four types of capital:

- Economic Capital: Financial and physical assets supporting economic activities
- Natural Capital: Natural resources, ecosystems, and biodiversity
- Human Capital: Population health, education, and skills
- Social Capital: Societal norms, values, and institutions fostering cooperation and trust

The framework emphasizes that the sustainability of well-being hinges on maintaining and enhancing these capitals while considering risks like household debt, inclusiveness in decision-making, and environmental challenges.

## Summary of Insights

The OECD Well-Being Framework provides a multidimensional approach to understanding well-being beyond traditional metrics like GDP. Focusing on current outcomes, addressing inequalities, and ensuring long-term sustainability, it seeks to inform policies that improve the quality of life for all.



## PISA Well-being Framework

The PISA 2018 Well-Being Framework, from the OECD, expands PISA's focus beyond academic performance to include students' overall well-being, emphasizing both school-related and broader life experiences.

It examines key dimensions of well-being, such as self-related well-being (physical health, psychological functioning), school environment well-being (social connections, schoolwork stress), and out-of-school environment well-being (family relationships, living conditions), aiming to provide a comprehensive understanding of how education systems can foster both academic success and holistic development.

### Dimensions of Well-Being

The key dimensions of the PISA in the framework are as follows:

#### Self-Related Well-Being

Focuses on physical health, psychological well-being, and students' perceptions of their education and skills

- Health: Includes measures like body mass indicator, perceived health, and body image satisfaction
- Psychological Functioning: Relates to students' sense of meaning, purpose, and engagement (flourishing)

## School Environment Well-Being

Explores the school's impact on students, including their social connections and academic workload

- Social Connections: Relationships with peers and teachers, sense of belonging, and experiences of bullying
- Schoolwork: Stress related to school demands and balancing personal life

## Out-of-School Environment Well-Being

Assesses students' living conditions and social life outside of school

- Social Connections: Relationships with family and friends and time spent on leisure activities
- Material Living Conditions: Socioeconomic status, including family income and perceived financial security

## Measurement Approaches

The framework uses a mix of single-item measures and multi-item indices for reliable cross-national comparisons. Innovative methods like the Day Reconstruction Method (DRM) help capture real-time well-being, and composite indicators are used for areas like emotional and social well-being, enhancing policy insights.

## Summary of Insights

The PISA 2018 Well-Being Framework offers a multidimensional tool for understanding student well-being, guiding educators and policymakers toward fostering environments that support academic achievement and overall student health and happiness.

# GALLUP

## Gallup Well-being Framework

The Gallup Well-Being Framework is a comprehensive model developed by Gallup to assess and enhance the well-being of individuals across various dimensions of life.

This framework goes beyond traditional measures of success, such as financial or career achievements, by examining the broader, more holistic aspects that contribute to a fulfilling and meaningful life. It provides an approach that helps organizations and policymakers understand and improve the quality of life.

### The Five Elements of Well-Being

Gallup's framework builds on five key elements that together form the foundation of overall well-being:

#### Career Well-being

This dimension reflects the satisfaction individuals derive from their work activities. It focuses on whether people enjoy what they do and find purpose in their work. Career well-being is crucial because we spend a significant portion of our lives working, and job satisfaction plays a major role in our overall sense of fulfillment.

## **Social Well-being**

Social well-being emphasizes the importance of strong, supportive relationships. Meaningful interactions and deep connections with others are vital for emotional health and happiness. The quality of social relationships, whether with family, friends, or colleagues, directly impacts overall well-being, and a lack of strong connections can lead to feelings of isolation and dissatisfaction.

## **Financial Well-Being**

Financial well-being refers to the ability to manage one's economic life effectively. It's not just about wealth but about having financial security and making informed choices that reduce stress and promote long-term stability. Managing personal finances well makes people feel more secure and less anxious about their future, contributing to peace of mind.

## **Physical Well-Being**

Physical health is a critical component of overall well-being. It encompasses not only the absence of illness but also maintaining healthy behaviors, such as exercising regularly, eating well, and getting adequate sleep. Physical well-being supports energy levels, productivity, and emotional health, forming a crucial foundation for all other aspects of life.

## **Community Well-Being**

This element involves feeling connected to and engaged with the community in which one lives. It includes the sense of belonging and the desire to contribute to the common good. People who feel connected to their community are more likely to report higher levels of satisfaction and purpose. Community well-being also includes aspects like safety and the availability of resources, such as recreational spaces and support networks.

## Impact and Applications of the Framework

The Gallup Well-Being Framework informs organizational and public policy initiatives. For organizations, particularly in the workplace, the framework offers insights into fostering employee engagement, productivity, and retention by supporting staff well-being across all five dimensions. When employees feel satisfied in multiple areas of their lives, their performance and commitment at work tend to improve.

Societally, policymakers can use the framework to inform decisions that enhance public health, social welfare, and community development. By understanding the interconnections between the different well-being elements, governments and institutions can create environments that promote holistic well-being for their populations.

## Summary of Insights

The Gallup Well-Being Framework offers a well-rounded approach to understanding and improving well-being across key life areas. By focusing on career, social, financial, physical, and community well-being, the framework emphasizes the interconnected nature of these dimensions and their collective impact on life satisfaction. It provides valuable insights for creating a more fulfilling and balanced life, whether applied at the individual, organizational, or societal level.

# GALLUP

## PERMA model of Well-being

Created by Martin Seligman, the PERMA model identifies five core components crucial for human flourishing: Positive Emotion, Engagement, Relationships, Meaning, and Accomplishment. It provides a comprehensive framework for understanding and enhancing well-being in various life domains.

### The Five Core Components

The PERMA model outlines five essential elements contributing to human well-being and flourishing. These components—Positive Emotion, Engagement, Relationships, Meaning, and Accomplishment—offer a comprehensive framework for understanding the factors that lead to a fulfilling and meaningful life.

#### Positive Emotion

Experiencing joy, gratitude, hope, and love boosts happiness and life satisfaction. The model emphasizes increasing these emotions to enhance overall well-being.

#### Engagement

Deep involvement in activities, often described as "flow," occurs when skills match challenges, leading to fulfillment. Engaging in meaningful tasks contributes significantly to a rich life experience.

## Relationships

Strong, supportive relationships are essential for happiness. The model highlights the importance of building positive connections as a key element of well-being.

## Meaning

A sense of purpose, often tied to serving something more significant than oneself, is a powerful driver of well-being. Meaning provides individuals with direction and motivation.

## Accomplishment

Pursuing and achieving goals, both big and small, fosters a sense of competence and resilience, enhancing self-esteem and well-being.

## Applications for the PERMA Model

The PERMA model has practical applications in multiple areas, including education, the workplace, and personal development. By focusing on these five core components, individuals and organizations can enhance well-being, improve relationships, and achieve greater satisfaction and success.

## Education

The model boosts student engagement, creates positive learning environments, and promotes emotional intelligence, helping students build relationships and set meaningful goals.

## Workplace

Organizations apply PERMA to increase employee satisfaction and productivity by cultivating a positive culture, fostering engagement, and recognizing achievements.

## Personal Development

Individuals can enhance their well-being by actively working on each PERMA element, from boosting positive emotions to setting and achieving personal goals.

## Summary of Insights

The PERMA model is a widely recognized framework for understanding and enhancing well-being through its five core components. It offers a comprehensive guide to flourishing in both personal and professional life, helping individuals and organizations promote happiness, resilience, and fulfillment.

Some critics argue that the model may not fully address physical health or financial stability, but it still provides a powerful tool for fostering well-being.

The logo for the PERMA model, featuring the word "perma" in a bold, lowercase, red sans-serif font. A thick red horizontal line is positioned directly beneath the letters "ma".

## Other Frameworks Reviewed

Research for this paper explored the wide range of well-being frameworks available at the local level in the UK and put them into context alongside some of the subnational, national, and international models, dashboards, and indices. Along with the well-being frameworks mentioned above, we also reviewed the following:



### **Thriving Places Index (TPI)**

Focuses on local well-being, equity, and sustainability conditions



### **SEED Model (Carnegie UK)**

Balances social, economic, environmental, and democratic well-being



### **Doughnut Economics (Kate Raworth)**

Advocates for a "safe and just space" for humanity, balancing social needs with ecological sustainability



### **Well-being of Future Generations (Wales) Act**

Enshrines the well-being of current and future generations in Welsh law



### **Scottish National Performance Framework**

Monitors well-being across various domains in Scotland



### **ONS Well-being Dashboard (UK)**

Provides a national overview of well-being indicators



### **UN Sustainable Development Goals (SDGs)**

A global framework for sustainable development.



### **OECD Better Life Index**

Measures well-being across countries using 11 key dimensions.

# OVERALL SUMMARY

Across all the frameworks reviewed, certain key themes and elements consistently emerge:

- **Thriving:** Creating conditions where individuals and communities can prosper.
- **Fairness:** Ensuring well-being is distributed equitably across all populations.
- **Sustainability:** Preserving environmental health for future generations.

These frameworks also share crucial ingredients necessary for a well-being economy:

- **Place:** Local environment, housing, transport, and public safety.
- **Personal Well-being:** Focus on physical and mental health, education, and social connections.
- **Economic Security:** Job security, income stability, and local economic health.
- **Community & Democracy:** Civic engagement, cultural participation, and social equity.
- **Environmental Sustainability:** Responsible energy use, waste management, and conservation of natural resources.

Well-being frameworks differ in focus and scope, tailored to meet both the needs of the creators and the audiences they serve:

- **WHO Framework:** Centers on creating societal well-being, aligned with global efforts like the Sustainable Development Goals (SDGs), and emphasizes holistic and inclusive approaches to health.
- **OECD Well-being Framework:** This framework offers a comprehensive model for measuring well-being across OECD countries, focusing on individual experiences and the sustainability of outcomes over time.
- **PISA Well-Being Framework (OECD):** This framework aims to assess student well-being globally and guide educators and policymakers in enhancing student outcomes.
- **PERMA Model:** This framework emphasizes individual well-being and pertains to schools, workplaces, and personal development. However, it doesn't explicitly address physical and financial aspects.
- **Shared Ingredients for a Well-being Economy:** Focuses on creating conditions for population thriving, delivering equity, and maintaining environmental health.
- **Talent Transformation Framework:** It is a measurement framework focusing on the individual well-being of young adults, like the PISA framework by the OECD, Gallup, and the PERMA model. In addition, it also includes physical and financial aspects.

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The Foundation for Talent Transformation, a 501(c)(3) nonprofit organization, is committed to using technology to empower individuals to cultivate a growth mindset and social-emotional skills. Our mission extends to disempowering extremist ideologies, reducing societal polarization, and fostering community cohesion. We champion a better, more harmonious world by helping individuals develop their well-being, build healthy relationships, find fulfilling work, and thrive amid rapid changes.

