



Wellbeing Dimensions Survey

A report for:

Sam Sample

Created 19th October 2026



The Wellbeing Dimensions Survey

The Wellbeing Dimensions Survey (WDS) looks at five aspects of personality that research links to wellbeing. It is based on the Five-Factor (Big Five) model of personality, the most widely accepted model of personality and the framework for most recent wellbeing research. The WDS focuses on the ends of each factor that are most often associated with risks to wellbeing, so that you can recognise them and decide how to look after yourself.

The Five Wellbeing Dimensions

- **Social Independence** (linked to low Extraversion): a preference for autonomy, privacy and self-reliance over social engagement.
- **Judgement** (linked to low Agreeableness): a tendency to be critical of others and to put your own needs first.
- **Sensation Seeking** (linked to very high Openness): a desire to be noticed and to seek out new, intense and sometimes risky experiences.
- **Perfectionism** (linked to very high Conscientiousness): a strong preference for structure, rules and very high standards.
- **Emotional Sensitivity** (linked to high Neuroticism): a tendency to feel things intensely and to experience shifts in mood.

Profile Chart

Scales	Low scorers tend to be described as	High scorers tend to be described as
Social Independence	Sociable, Open, Collaborative	Autonomous, Reserved, Self-reliant
Judgement	Empathetic, Optimistic, Accommodating	Critical, Realistic, Self-assured
Sensation Seeking	Cautious, Discreet, Unassuming	Adventurous, Charismatic, Assertive
Perfectionism	Flexible, Spontaneous, Pragmatic	Exacting, Methodical, Rule-bound
Emotional Sensitivity	Stoic, Even-tempered, Unflappable	Sensitive, Reactive, Intense

About this Report

This report is confidential and is based on Sam Sample's responses to the Wellbeing Dimensions Survey. It is designed for self-exploration, coaching and development. There are no right or wrong profiles: every score brings its own strengths, and each scale page suggests practical ways to protect and build your wellbeing.

The report is most useful when discussed with a coach, manager or feedback provider, and it reflects how you described yourself at the time you completed the survey.

Summary Profile

The percentile scores show the proportion of the comparison group who scored at or below Sam. For example, a percentile of 50 on a scale means that Sam's score is higher than approximately 50% of the group. Each score is also placed in one of five bands:

- Percentiles 1 to 10: **Very Low**
- Percentiles 11 to 30: **Low**
- Percentiles 31 to 69: **Mid**
- Percentiles 70 to 89: **High**
- Percentiles 90 to 99: **Very High**

	Percentile	Band
Social Independence 	89	High
Judgement 	80	High
Sensation Seeking 	1	Very Low
Perfectionism 	17	Low
Emotional Sensitivity 	97	Very High

Comparison group: International norm group.

This is a valid profile.

Scale Name: Social Independence

Percentile



Scale Description

The Social Independence scale reflects a preference for autonomy and privacy over social engagement. It brings together two aspects: **Privacy**, being reserved and keeping thoughts and feelings to yourself, and **Self-reliance**, relying on yourself rather than seeking help or negotiating with others.

Score Interpretation

Your responses suggest that you:

- Value your autonomy and have a strong preference for working and thinking independently.
- Seldom seek the spotlight in social settings, yet you are self-assured and quietly confident in your abilities.
- Are introspective and tend to keep your emotions and personal matters private, preferring to process them internally.
- May be seen by others as very self-sufficient, and at times as a little detached.
- Find it natural to take the lead on your own, often being the one who forges ahead with new ideas and solutions.

Development Suggestions

To support your wellbeing and your personal and professional growth, you may wish to consider the following suggestions:

- Share your insights and knowledge where they can benefit others, without compromising your independence.
- Explore partnerships aligned with your values for mutual growth.
- Work on communicating your boundaries and needs clearly to maintain healthy relationships, both personally and professionally.
- Make sure you stay connected to others and receptive to their contributions.
- Identify where your independence could be a real asset, such as new ventures or projects.

Coaching Questions

Behaviour:

- How can you use your independent nature to positively influence and inspire those around you?
- What can you do to remain approachable and collaborative, even as you value your independence?
- How might you challenge yourself to step out of your comfort zone in social situations?

Thinking:

- How can you stay open to others' ideas while preserving your independent decision-making?
- How can you make sure your self-reliance is seen as a strength and not as aloofness?
- How can you balance your internal processing with external expression to build better understanding with others?

Feelings:

- How do you feel about the role independence plays in your life, and are there any adjustments you wish to make?
- What emotions arise when you consider deepening your social ties, and how can you navigate them?
- How can you honour your need for self-reliance while also valuing connections with others?

Scale Name: Judgement

Percentile



80 **High**

Scale Description

The Judgement scale reflects the balance between forming judgements of others and showing empathy towards them. It brings together two aspects: **Critical**, a tendency to notice faults and to be direct about them, and **Self-centredness**, a tendency to put your own needs first, with less focus on the needs of others.

Score Interpretation

Your responses suggest that you:

- Sometimes form quick judgements, but are often willing to reconsider your first impressions.
- Can sometimes simplify complex situations when forming a view.
- Can be flexible in your viewpoints, but may default to scepticism in unfamiliar situations.
- Tend to remember others' past mistakes, which can colour your current interactions.
- May not always give others' needs the same weight as your own.

Development Suggestions

To support your wellbeing and your personal and professional growth, you may wish to consider the following suggestions:

- Be curious about others' experiences and viewpoints to build a deeper understanding.
- Practise patience and give situations time to unfold before forming conclusions.
- Seek out and consider additional information when making decisions about others.
- Consciously let go of past mistakes, both your own and those of others.
- Make a habit of recognising the positive actions and qualities of others.

Coaching Questions

Behaviour:

- What can you do to give others the benefit of the doubt more consistently?
- How might you adjust your approach to be more open-minded in first interactions?
- In what ways can you show appreciation for different methods and ideas?

Thinking:

- What can you remind yourself of to prevent snap judgements in the moment?
- How can you build a habit of thinking both critically and empathetically about others' actions?
- What strategies can help you keep an open mind towards different perspectives?

Feelings:

- What emotions come up for you in situations that test your judgement, and how can you manage them?
- How do you feel when you approach a situation with understanding rather than judgement?
- What practices could help you respond to others with more empathy?

Scale Name: Sensation Seeking

Percentile



1 Very Low

Scale Description

The Sensation Seeking scale reflects the desire to be noticed and to seek out new, intense and unconventional experiences, including risky ones. It brings together two aspects: **Visibility**, wanting to be noticed, acknowledged and praised, and **Thrill-seeking**, a willingness to explore new experiences and to take risks.

Score Interpretation

Your responses suggest that you:

- Prefer stability and routine over seeking new and intense experiences.
- Are cautious and considerate, avoiding unnecessary risks.
- Tend to find comfort in familiar situations and are not driven by a need for constant excitement.
- May find more satisfaction in predictable environments than in unpredictable ones.
- Value safety and security over the attention or thrill that comes with taking big risks.

Development Suggestions

To support your wellbeing and your personal and professional growth, you may wish to consider the following suggestions:

- Gradually introduce new and safe experiences into your routine to expand your comfort zone.
- Take on activities that challenge you mentally to broaden your horizons.
- Consider the benefits of calculated risks and how they can lead to growth and learning.
- Join groups or clubs that offer new experiences in a safe and supportive setting.
- Reflect on past successes that came from stepping out of your comfort zone.

Coaching Questions

Behaviour:

- What small steps can you take to introduce a little more variety into your life?
- How can you approach new opportunities in a way that respects your need for security?
- What activities have you enjoyed before that involved a degree of novelty or excitement?

Thinking:

- How can you reframe new experiences as opportunities for learning rather than risks?
- What can you tell yourself, when you feel the urge to retreat to the familiar, to encourage a little more exploration?
- In what ways might you benefit from occasionally stepping outside your comfort zone?

Feelings:

- What emotions do you associate with trying new things, and how can you address any negative feelings?
- How do you feel after a new experience, especially one that turned out well?
- Can you think of past experiences where trying something new led to a positive outcome?

Scale Name: Perfectionism

Percentile



Scale Description

The Perfectionism scale reflects a strong preference for structure, rules and very high standards. It brings together two aspects: **Conformity**, a preference for plans, routine and doing things by the book, and **Meticulousness**, close attention to every detail in pursuit of the highest possible quality.

Score Interpretation

Your responses suggest that you:

- Approach tasks with flexibility rather than a strict adherence to perfection.
- Feel comfortable with a degree of imperfection in your work and life.
- Prefer practicality and efficiency over exhaustive thoroughness.
- See rules as guidelines rather than absolutes, which allows you to adapt.
- Recognise the value of learning from mistakes rather than fearing them.

Development Suggestions

To support your wellbeing and your personal and professional growth, you may wish to consider the following suggestions:

- Set realistic standards for quality that stretch you without leading to discouragement.
- Focus on details where they are critical, while keeping sight of the overall objectives.
- Balance your flexible approach with periodic reviews to make sure key aspects meet the standard needed.
- Build a growth mindset that values progress and learning as much as the end result.
- Use constructive feedback to refine and improve your work.

Coaching Questions

Behaviour:

- What specific actions can you take to ensure quality in your work without striving for unattainable perfection?
- How can you gradually increase your attention to detail where it matters most?
- What systems or routines might help you balance efficiency with thoroughness?

Thinking:

- How can you recognise when higher standards are necessary and beneficial?
- What can you tell yourself when a task needs meticulous work, so that it does not feel overwhelming?
- How can you prepare for tasks that need a greater focus on precision?

Feelings:

- How do you feel when your work is not perfect, and how can you handle those feelings constructively?
- How can you accept the discomfort that may come with focusing on details while keeping your sense of wellbeing?
- How does accepting imperfection in some areas contribute to your overall happiness and satisfaction?

Scale Name: Emotional Sensitivity

Percentile



97 **Very High**

Scale Description

The Emotional Sensitivity scale reflects a tendency to feel things intensely and to experience shifts in mood. It brings together two aspects: **Vulnerability**, taking things to heart and being prone to worry and stress, and **Volatility**, experiencing frequent changes in mood and feeling irritable or impatient at times.

Score Interpretation

Your responses suggest that you:

- Feel things deeply and may notice your mood shifting more often than others do, especially under pressure.
- Take comments to heart, which can make feedback feel personal.
- Can find unexpected changes or setbacks unsettling at first.
- May find yourself going back over difficult experiences.
- Can take a little longer to regain your balance after an upsetting event.

Development Suggestions

To support your wellbeing and your personal and professional growth, you may wish to consider the following suggestions:

- Build regular stress-reducing activities into your week, such as exercise, mindfulness or time outdoors.
- Develop a support network you can rely on when things are tough.
- Practise reframing difficult experiences in a more balanced light.
- Strengthen your problem-solving approach so that challenges feel more manageable.
- If strong emotions are regularly affecting your day-to-day life, consider talking to a qualified professional, such as your GP or an employee assistance programme.

Coaching Questions

Behaviour:

- What strategies can you use to stay calm in stressful situations?
- How might you approach challenges differently to reduce their emotional impact?
- What can you do to take criticism less personally?

Thinking:

- What thoughts tend to come before a change in your mood, and how can you challenge them?
- How can you shift your focus from problems to solutions?
- What are some ways to increase your tolerance for ambiguity and uncertainty?

Feelings:

- What emotions do you feel under stress, and how can you manage them better?
- How can you use your emotional reactions as a signal to step back and reassess?
- How can your sensitivity become a strength, for example in understanding others?