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Donaldson, S.I., Donaldson, S.I., McQuaid, M., & Kern, M.L. (2023). The PERMA+4 Short Scale: A cross-cultural empirical validation using item response theory. International Journal of Applied Positive Psychology, 8(4), 555–569. <https://doi.org/10.1007/s41042-023-00110-9>

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Best wishes,

Scott I. Donaldson, PhD

Stewart I. Donaldson, PhD

Instructions: Please think about how well you have felt and functioned at work over the past two weeks. Respond to each statement by indicating the extent to which you agree, using the following scale:

PERMA + 4 Building Block	PERMA + 4 Individual
Positive emotion	I felt positive at work
Engagement	I was deeply engaged in my work
Relationships	I was supportive of others
Meaning	I felt that the work I did was worthwhile
Accomplishment	I set and achieved clear goals
Health	I felt physically healthy
Mindset	I had a positive mindset
Environment	My physical work environment (e.g., office space) allowed me to focus on my work
Economic security	I was comfortable with my income

Scoring Instructions

- Each item is rated from 1 to 7.
- Total score: mean of all 9 items (range = 1–7).
- Dimension scores: each item also represents its respective PERMA+4 domain.
- No items require reverse coding.

Score Significance and Interpretation

Scores should be interpreted continuously, with higher values reflecting greater well-being and positive functioning at work. At present, there are no validated clinical cutoffs. Researchers and practitioners are encouraged to use sample means, percentile ranks, and normative comparisons to interpret results.

Suggested benchmarks (heuristic, not diagnostic):

- High well-being: 5.5–7.0
- Moderate well-being: 4.0–5.4
- Lower well-being: 1.0–3.9

Scale Development and Validity

The PERMA+4 Short Scale was developed to provide a brief measure of the nine PERMA+4 building blocks of well-being (positive emotion, engagement, relationships, meaning, accomplishment, physical health, mindset, environment, and economic security). Items were selected using a combination of item response theory (IRT) modeling and theory-driven review from a 15-item pool derived from the PERMA-Profiler and PF-W scales.

Data were collected from two large workplace samples (Canada, $n = 1,003$; Australia, $n = 942$). Results supported the psychometric properties of the short scale:

- **Item discrimination:** All 9 items demonstrated good to very high discrimination ($\alpha > 1.4$).
- **Reliability:** Conditional reliability estimates indicated stable measurement across a broad range of the latent trait ($\theta = -3$ to $+2$).
- **Validity:** Scores correlated positively with work outcomes such as job satisfaction and performance, consistent with prior research on PERMA+4.
- **Cross-cultural invariance:** The measure performed equivalently across Canadian and Australian samples, supporting its use in diverse workplace settings.

Analytic Approach for Validation and Translation

Researchers are encouraged to use IRT or CFA to validate the scale in new populations and translations. Forward–back translation procedures should be followed, with subsequent psychometric testing to ensure the structural validity of the nine-factor framework. Both total and dimension-specific scores may be reported. The total score offers a general index of flourishing at work, while domain-level scores provide insights into specific areas of strength or need. Future research is needed to establish broader normative data, predictive validity in different contexts, and sensitivity to change in interventions.