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Best wishes,

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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	PERMA + 4 Team	PERMA + 4 Supervisor
Positive emotion	I felt positive at work	My team was a positive group to work with	My supervisor was a positive influence in the workplace
Engagement	I was deeply engaged in my work	My team was engaging to work with	My supervisor was engaging to work with
Relationships	I was supportive of others	My team was supportive of each other	My supervisor was supportive
Meaning	I felt that the work I did was worthwhile	My team did worthwhile work	My supervisor worked on and/or completed worthwhile projects
Accomplishment	I set and achieved clear goals	My team set and achieved clear goals	My supervisor set and achieved clear goals
Health	I felt physically healthy	My teammates felt physically healthy	My supervisor maintained his/her physical health
Mindset	I had a positive mindset	My teammates had a positive mindset	My supervisor had a positive mindset
Environment	My physical work environment (e.g., office space) allowed me to focus on my work	My team worked in a physical space (e.g., office building) that allowed us to focus on our work	My supervisor worked in a physical space (e.g., office building) that promoted his/her best work
Economic security	I was comfortable with my income	My teammates seemed financially secure	My supervisor seemed financially secure

Scoring Instructions

- Each item is scored from 1 to 7.
- Total score: mean of all 9 items (range = 1–7).
- Dimension scores: each item represents one of the nine PERMA+4 building blocks.
- 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 present, there are **no validated clinical cutoffs**. Researchers and practitioners are encouraged to use **sample means, percentile ranks, and comparative norms** for interpretation.

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 Systems-Informed PERMA+4 Scales were designed to measure flourishing at the individual, team, and supervisor levels simultaneously. Items were developed by adapting the validated PERMA+4 Short Scale into parallel forms for teams and supervisors.

Psychometric evidence from an international employee sample ($N = 1,200$) demonstrated:

- Confirmatory factor analyses: Supported good model fit for all three measures (e.g., CFI $\geq .995$, RMSEA $\leq .083$).
- Reliability: Internal consistencies were acceptable to excellent ($\alpha \geq .89$ across I, T, and S).
- Validity:
 - Convergent validity: All three measures correlated strongly with each other ($r = .64-.76$) and with life satisfaction, psychological capital, and job-related positive affect.
 - Discriminant validity: Moderate to strong negative correlations with job stress and negative affect.
 - Predictive validity: Team and supervisor PERMA+4 explained additional variance in work role performance outcomes (e.g., adaptivity, proactivity, proficiency) beyond individual PERMA+4.

Analytic Approach for Validation and Translation

Researchers are encouraged to use CFA or SEM to confirm the factor structure in new contexts and populations. Measurement invariance testing is recommended when comparing across groups (e.g., industries, cultures, genders). Translations should follow a forward–back translation process and then undergo psychometric validation. Both total and domain-level scores may be reported, with the systems-informed approach enabling simultaneous assessment across individuals, teams, and supervisors.