



WLF Project Assessment Tools

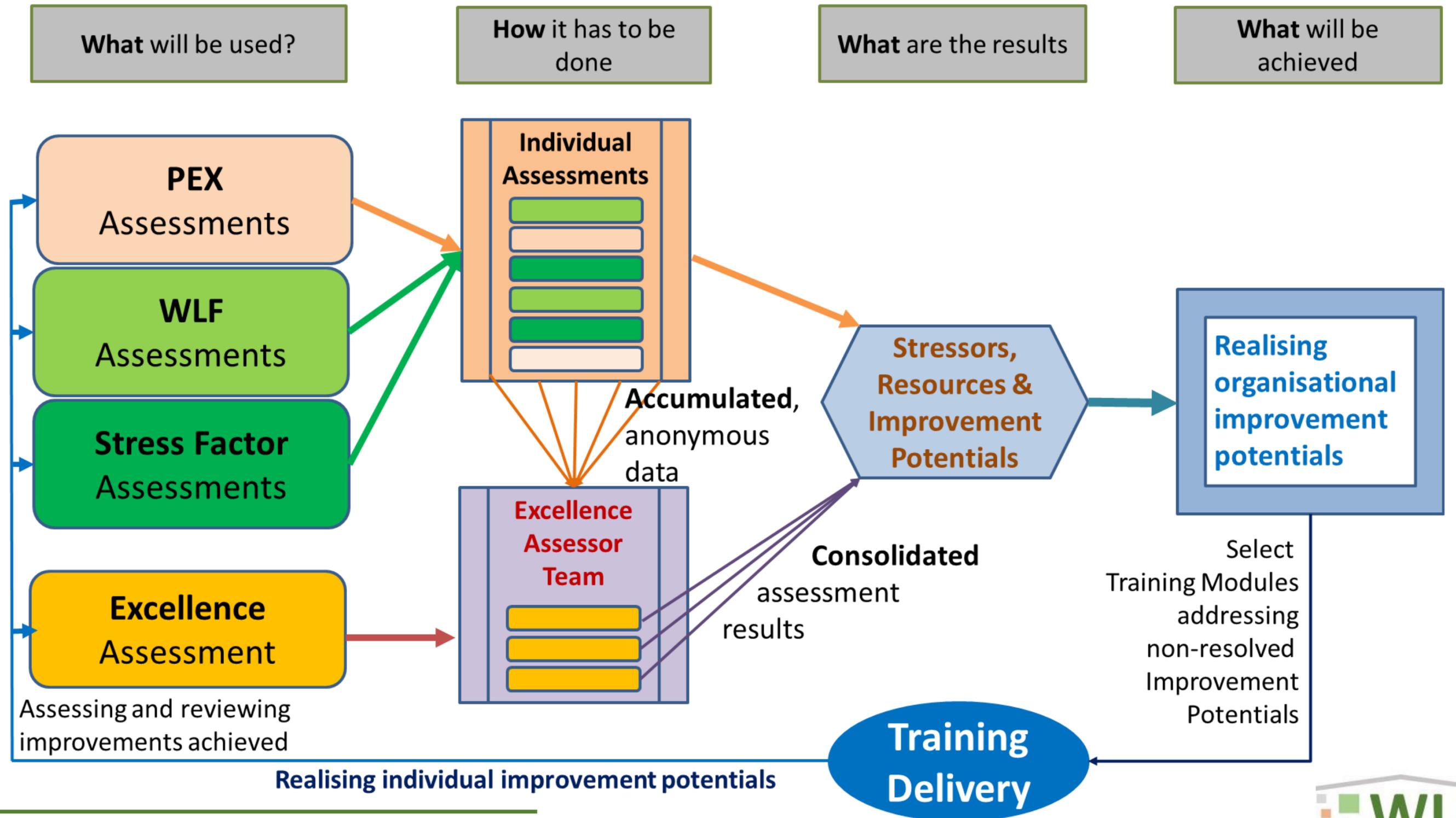
Dalluege, C.-Andreas, IBK



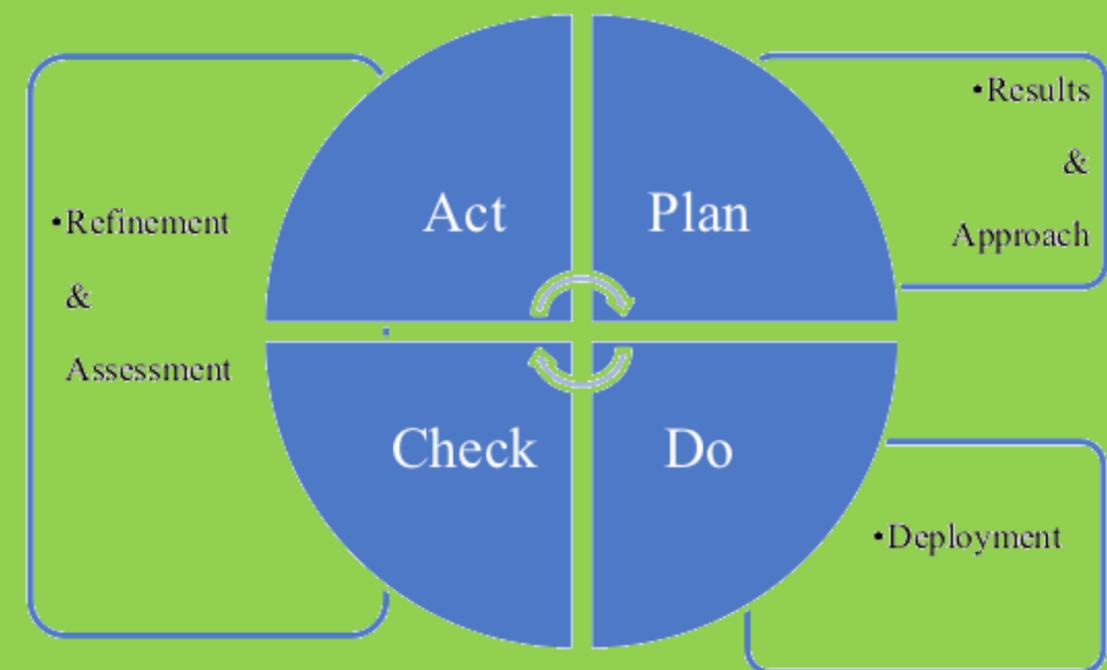
Co-funded by the
Erasmus+ Programme
of the European Union



WLF – Corporate Solution



The Personal Excellence Assessment Tool



PEX Assessment

The screenshot displays the GOA PEX Self-Assessment interface. At the top, the browser address bar shows the URL: <https://pex.ibk-freeware.eu/Assessment/Fill/d3b2b5c6-daec-4833-a8f5-0c26c9ee0f05?itemGuid=2d7251e6-3a14-4425-8364-6e0a7ec0183c>. The user is logged in as 'Andreas' and the language is set to 'English'. The assessment title is 'PEX Self-Assessment: CAD-PEX ENG`23' with a duration of 34 days left.

The progress bar indicates the current step is 'Run Assessment' (Step 3 of 5). The steps are: 1. Select Assessment, 2. Configure Assessment, 3. Run Assessment, 4. Create Reports, 5. View Status.

The main content area is divided into three sections:

- 1. Life mission, life strategy** (highlighted in orange):
 - **How** I shape a framework of action with my personality and create benefits from it.
 - **How** I derive my life strategy from my life mission.
 - **How** I give my life an orientation on the basis of my life mission and my life strategy and, building on this, flexibly concretise my planning and implementation.
 - **How** I understand my environment and integrate it into my life strategy.
- 2. Self-Management**
- 3. Engaging my fellow human beings**
- 4. Creating sustainable values**
- 5. Performance and potential for improvement**
- 6. Perception, Environment and Network**
- 7. Results achieved**

The assessment questions are listed below:

- 1.1. How comprehensively do I define my life mission as a central life focus?
- 1.2. How well do I implement my life mission through my life strategy?
- 1.3. How well do I recognise the relevant needs of my relationship environment and am I able to actively take these needs into account?
- 1.4. How well do I understand the relevant needs of my relationship environment so that I can actively integrate these needs into my life mission and strategy?
- 1.5. How well do I understand my social, economic and ecological environment?
- 1.6. How well am I able to embed my social, economic and ecological environment into my life mission and strategy?
- 1.7. How comprehensively is my personal life implementation strategy based on my strengths, passions and how is it aligned with my life mission?
- 1.8. How do I engage with my strengths and at the same time be aware of the need to improve?
- 1.9. How systematically have I developed and recorded an implementation concept?
- 1.10. How critically do I question my implementation concept at fixed points of time and adapt it in relation to the evidence?

The summary section on the right includes:

- Context:** Understanding the needs of the relational environment is relevant because it requires decisions about which needs are to be executed through the life mission and life implementation strategy.
- Assessment of the current situation:** A progress bar shows a score of 60 out of 100.
- 60% - I check on an ongoing/subsequent basis whether I have planned and implemented the right activities in an appropriate way.**
- Evidences (0)**
- Urgency for Improvements:** A progress bar shows a score of 25 out of 100.
- 25% - Low urgency**
- Ideas for improvement (0)**
- Next** button

The footer contains the GOA WORKBENCH logo and the copyright information: © IBK Management Solutions GmbH (1999-2023), GOA Personal Excellence Assessment (PEX) (23.2.8.1).

PEX Assessment

The screenshot shows a web browser window with the URL <https://pex.ibk-freeware.eu/Assessment/Fill/d3b2b5c6-daec-4833-a8f5-0c26c9ee0f05?itemGuid=2d7251e6-3a14-4425-8364-6e0a7ec0...>. The user is logged in as 'Andreas'. The page title is 'PEX Selbstbewertung: CAD-PEX ENG`23' with a sub-header 'Assessment Laufzeit noch 34 Tag(e)'. A progress bar shows five steps: 1. Assessment auswählen, 2. Assessment konfigurieren, 3. Assessment durchführen (active), 4. Berichte generieren, and 5. Aktueller Status. On the left, a sidebar lists: 1. Lebensauftrag, Lebensstrategie (selected), 2. Selbstmanagement, and 3. Meine Mitmenschen einbinden. The main content area displays three bullet points under the heading 'Wie ich mit meiner Persönlichkeit einen Handlungsrahmen gestalte und daraus Nutzen schaffe...'. A 'Kontext' box explains the relevance of understanding the relationship environment. Below, a question '1.1. Wie umfassend definiere ich meinen Lebensauftrag als zentralen Lebensfokus?' is visible. A 'Verbesserungsideen' pop-up window is open, showing question '1.4. Wie gut verstehe ich die relevanten Bedürfnisse meines Beziehungsumfeldes, so dass ich diese Bedürfnisse aktiv in meinen Lebensauftrag und meine Lebensstrategie einbinden kann?' with a text input field containing the sentence: 'Listen better to what people try to tell me instead of just acting on first impressions of what they seem to say'. The pop-up has buttons for 'ohne Speichern schliessen' and 'Speichern'. The footer includes the GOA WORKBENCH logo and copyright information: '© IBK Management Solutions GmbH (1999-2023), GOA Personal Excellence Assessment (PEX) (23.2.8.1)'.

PEX Assessment

The screenshot shows a web browser window with the URL <https://pex.ibk-freeware.eu/Assessment/Details/d3b2b5c6-daec-4833-a8f5-0c26c9ee0f05>. The user is logged in as 'Andreas'. The page title is 'PEX Self-Assessment: CAD-PEX ENG`23' with a note that the assessment duration left is 34 days. A progress bar at the top shows five steps: 1. Select Assessment, 2. Configure Assessment, 3. Run Assessment, 4. Create Reports, and 5. View Status (highlighted in orange).

Key assessment details:

- Date created: 27/06/2023 12:11
- Last change: 27/06/2023 12:35
- Maturity level Ø: 70.86
- Assessment will be deleted on: 01/08/2023

The radar chart displays seven criteria with their current maturity levels and urgency for improvement. The current maturity level is shown in blue, and the urgency for improvement is shown in white. The maturity levels are: 1. Life mission, life strategy (100%), 2. Self-Management (100%), 3. Engaging my fellow human beings (100%), 4. Creating sustainable values (100%), 5. Performance and potential for improvement (100%), 6. Perception, Environment and Network (100%), and 7. Results achieved (100%).

Criterion	% of filled questions
1. Life mission, life strategy (100%)	10 of 10
2. Self-Management (100%)	8 of 8
3. Engaging my fellow human beings (100%)	10 of 10
4. Creating sustainable values (100%)	8 of 8
5. Performance and potential for improvement (100%)	10 of 10
6. Perception, Environment and Network (100%)	3 of 3
7. Results achieved (100%)	3 of 3

GOA WORKBENCH logo is visible in the bottom right corner of the interface.

PEX Assessment

GOA PEX

https://pex.ibk-freeware.eu/Reporting/Index/d3b2b5c6-daec-4833-a8f5-0c26c9ee0f05

Hello, **Andreas** English Logout

PEX Self-Assessment: CAD-PEX ENG`23

Assessment duration left: 34 day(s)

1 Select Assessment 2 Configure Assessment 3 Run Assessment 4 **Create Reports** 5 View Status

Assessment will be deleted on: 01/08/2023
 Maturity level Ø: 70.86

Report in MS Word format: [.docx](#)

Criterion: 1. Life mission, life strategy	Evidences	Current maturity level	Urgency for improvement	Ideas for improvement
1.1. How comprehensively do I define my life mission as a central life focus?	<ul style="list-style-type: none"> I have concrete ideas of what I want to reach in the next 3-5 years, as well as my long-time perspectives 	80	25	
1.2. How well do I implement my life mission through my life strategy?	<ul style="list-style-type: none"> I try my best to transfer my mid- and long-time goals into doable tasks 	60	50	
1.3. How well do I recognise the relevant needs of my relationship environment and am I able to actively take these needs into account?	<ul style="list-style-type: none"> I try and listen to my relevant people and anticipate their upcoming needs 	80	25	<ul style="list-style-type: none"> Try to be less reactive and be more pro-active in addressing needs in my direct environment
1.4. How well do I understand the relevant needs of my relationship environment so that I can actively integrate these needs into my life mission and strategy?		60	50	<ul style="list-style-type: none"> Listen better to what people try to tell me instead of just acting on first impressions of what they seem to say
1.5. How well do I understand my social, economic and ecological environment?		80	25	
1.6. How well am I able to embed my social, economic and ecological environment into my life mission and strategy?		60	25	
1.7. How comprehensively is my personal life implementation strategy based on my strengths, passions and how is it aligned with my life mission?		80	0	
1.8. How do I engage with my strengths and at the same time be aware of the need to improve?		80	25	
1.9. How systematically have I developed and recorded an implementation concept?		40	0	

GOA WORKBENCH

© IBK Management Solutions GmbH (1999-2023), GOA Personal Excellence Assessment (PEX) (23.2.8.1)



PEX Assessment

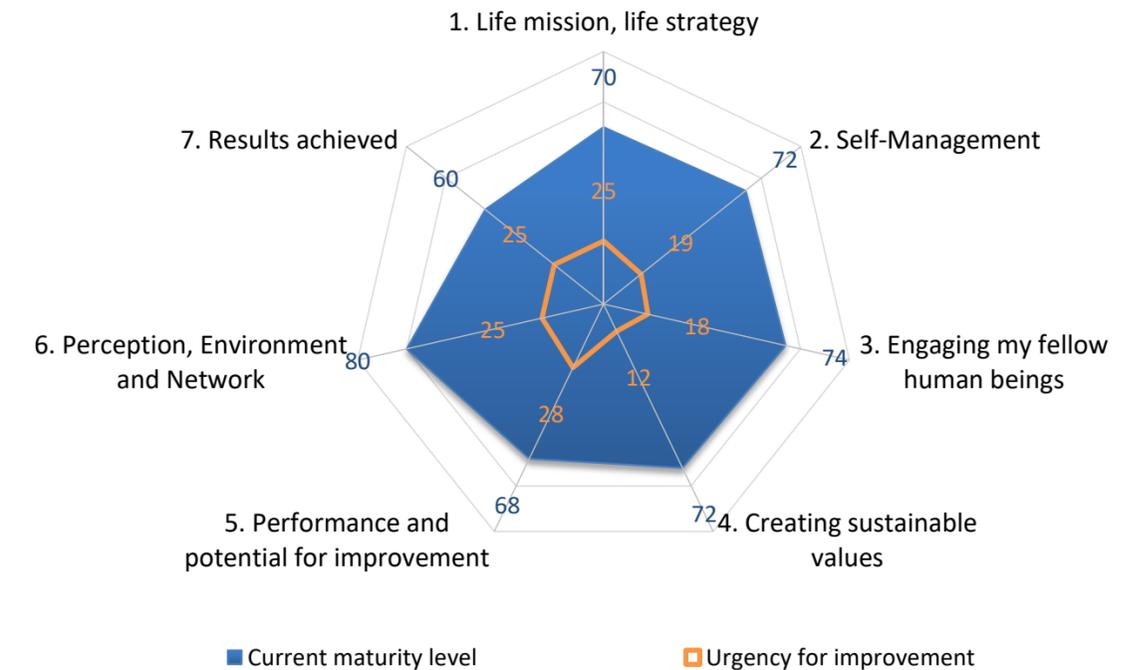
Personal Excellence Self-Assessment Report

Assessor: **Andreas**
 Date: **27/06/2023 12:58**
 Name of the assessment: **CAD-PEX ENG`23**
 Assessment will be deleted on: **01/08/2023 12:11**

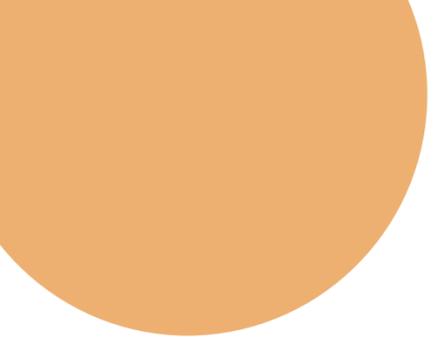
Export as a Word Document for personal archiving

1. Life mission, life strategy

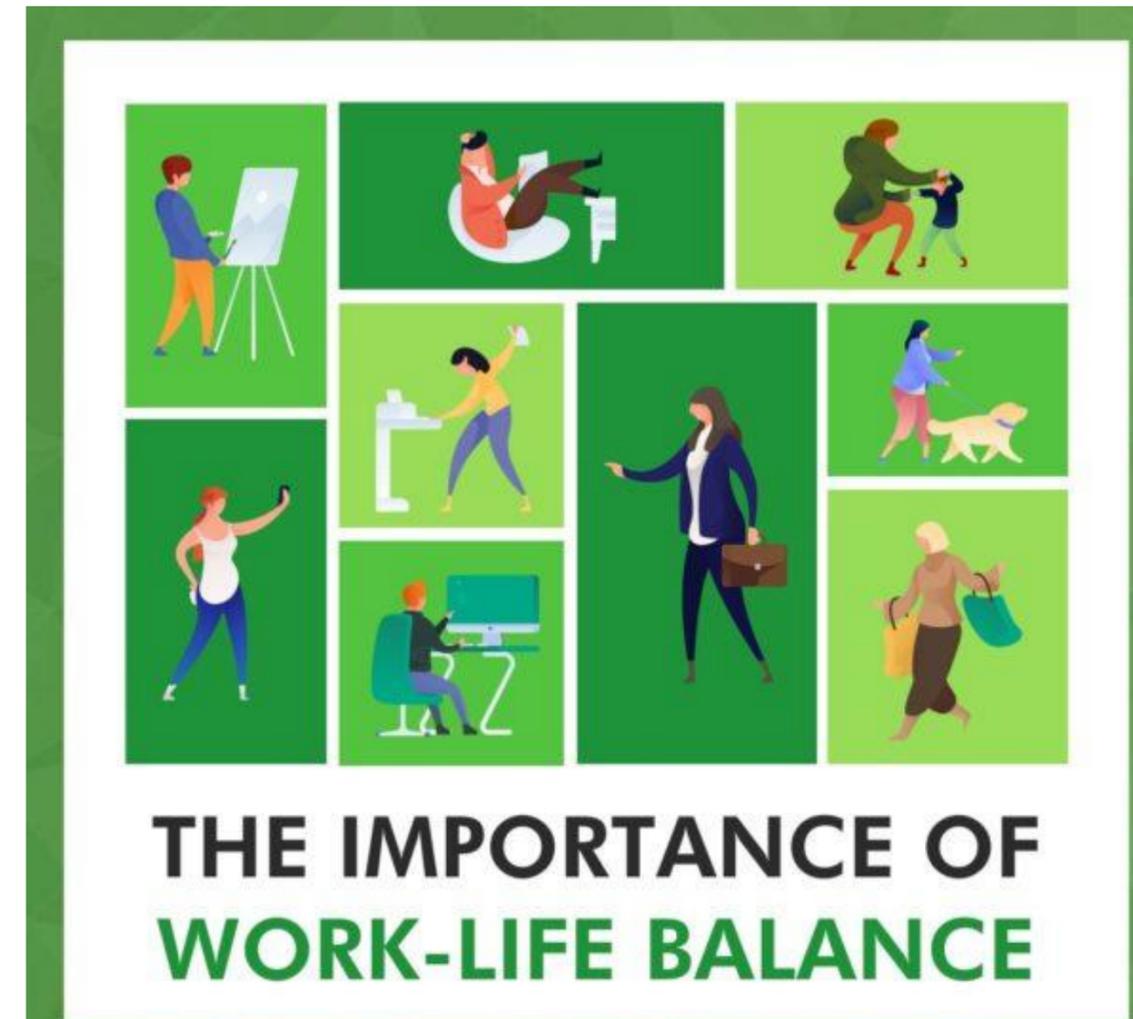
Question	Evidences	Current maturity level	Ideas for improvement	Urgency for improvement
1.1. How comprehensively do I define my life mission as a central life focus?	<ul style="list-style-type: none"> I have concrete ideas of what I want to reach in the next 3-5 years, as well as my long-time perspectives 	80	<ul style="list-style-type: none"> 	25
1.2. How well do I implement my life mission through my life strategy?	<ul style="list-style-type: none"> I try my best to transfer my mid- and long-time goals into doable tasks 	60	<ul style="list-style-type: none"> 	50
1.3. How well do I recognise the relevant needs of my relationship environment and am I able to actively take these needs into account?	<ul style="list-style-type: none"> I try and listen to my relevant people and anticipate their upcoming needs 	80	<ul style="list-style-type: none"> Try to be less reactive and be more pro-active in addressing needs in my direct environment 	25
1.4. How well do I understand the relevant needs of my relationship environment so that I can actively integrate these needs into my life mission and strategy?	<ul style="list-style-type: none"> 	60	<ul style="list-style-type: none"> Listen better to what people try to tell me instead of just acting on first impressions of what they seem to say 	50



Criterion	Maturity level \emptyset	Urgency for improvement \emptyset
1. Life mission, life strategy	70	25
2. Self-Management	72	19
3. Engaging my fellow human beings	74	18
4. Creating sustainable values	72	12
5. Performance and potential for improvement	68	28
6. Perception, Environment and Network	80	25
7. Results achieved	60	25



The WLF Assessment Tool



WLF Assessment – Main Screen

The screenshot displays the WLF Assessment Main Screen in a web browser. The browser address bar shows the URL: <https://goa-test.ibk-software.eu/Assessment/Fill/8bb23e34-2520-43bb-ba8e-c02dea3d29d9?itemGuid=a80f32cb-150f-4897-8a2c-67a7ae39add3>. The user is logged in as C.-Andreas Dalluege (IBK - Assessment Team Leader). The page title is "WLF Prototype - Version 2023".

The assessment progress is shown as "Answered questions (100%) 65 of 65". The progress bar is at 100%. The assessment steps are: 1. Select Assessment, 2. Configure Assessment, 3. Run Assessment (current step), 4. Consolidate, 5. Plan Improvements, 6. Create Reports, 7. View Status.

The assessment content is organized into three sections:

- 1. Decent Work
- 2. Work-Life-Flow (selected)
- 3. Well-being at Work

The "Work-Life-Flow" section contains 21 questions:

- 2.1. I am often distracted by thoughts about work in my free time at home.
- 2.2. My work obligations often make it difficult to feel relaxed when at home.
- 2.3. My work often interferes with my relationships with my spouse/family/friends.
- 2.4. I usually feel good at work and this improves my mood at home.
- 2.5. I am often able to apply skills I learn at work outside of my work environment.
- 2.6. Work-related values and principles help me be a better person in general.
- 2.7. I feel I often have to respond to work related e-mail messages outside of work hours.
- 2.8. I am regularly contacted about work-related issues outside of work hours.
- 2.9. I can easily forget about work when my work day ends.
- 2.10. I can relax after my work ends.
- 2.11. I feel in control of keeping my work and home life separate.
- 2.12. I actively control my life outside of work.
- 2.13. I create a meaningful life outside of work meaningfully.
- 2.14. I support myself in emotionally distressing situations.
- 2.15. I make sure that my work is not overly demanding or stressful.
- 2.16. I ask my supervisor to coach me when I need it.
- 2.17. I ask colleagues for advice when I need it.
- 2.18. I feel equipped to manage my own stress.
- 2.19. I am able to manage my negative feelings.
- 2.20. I know about the available employee assistance related programs and policies provided by my company.
- 2.21. I know about employee rights related legislation.

The right-hand side of the screen displays the assessment results for the selected question (2.1):

2.1. I am often distracted by thoughts about work in my free time at home.

Context: Your job responsibilities are impacting your ability to feel at ease and comfortable at home.

Assessment of the current situation:

The assessment shows five response options: "I do not agree", "I somewhat agree", "I agree moderately", "I strongly agree", and "I completely agree". The "I do not agree" option is selected.

WLF-index relevant question!

Notes (0)

Urgency for improvements:

The urgency scale shows five options: "0% Not urgent", "25% Low urgency", "50% Average urgency", "75% High urgency", and "100% Very high urgency". The "25% Low urgency" option is selected.

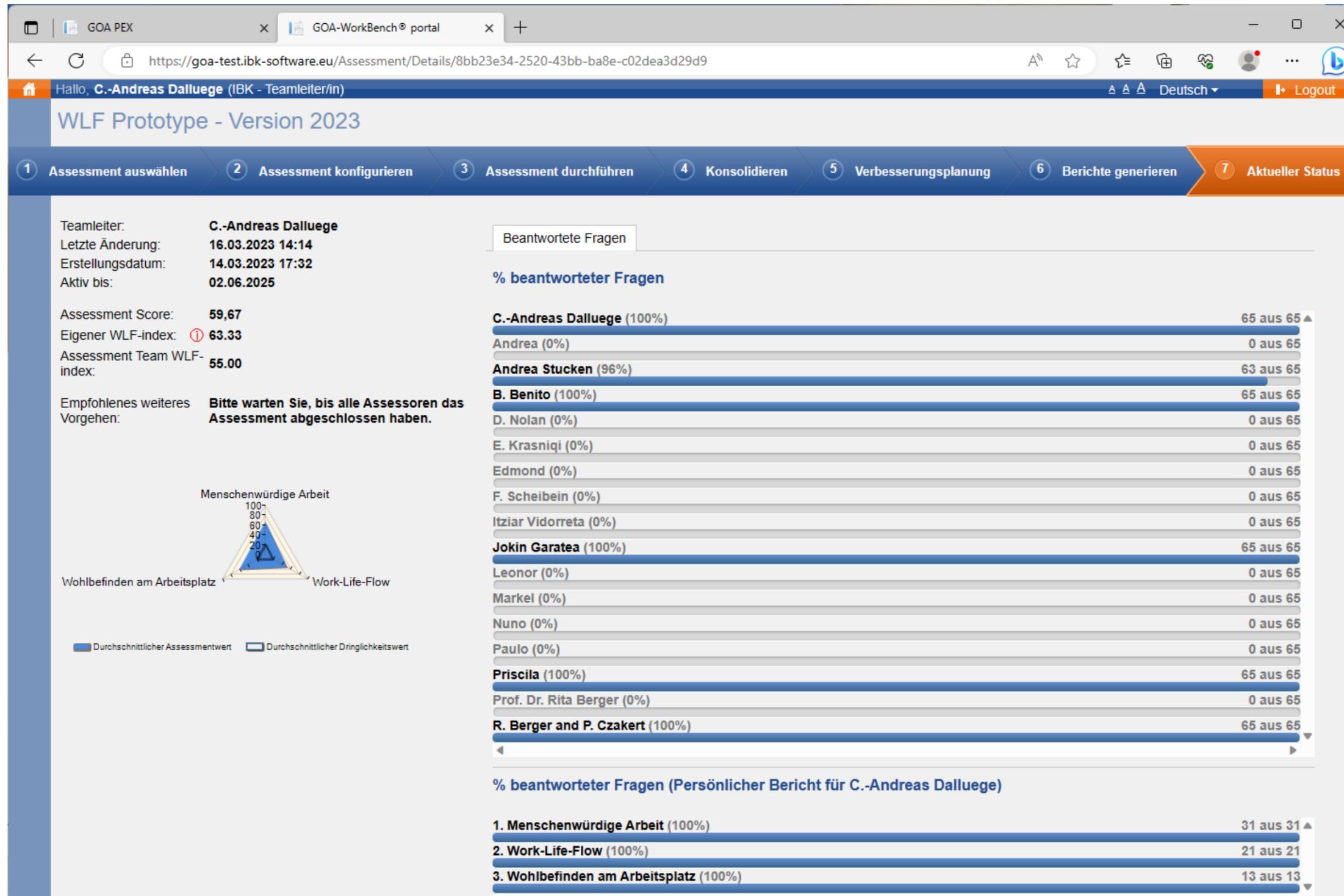
Areas for improvement (0)

Next

Glossary ⓘ

The GOA logo is visible in the bottom left corner of the page.

WLF Assessment – Status Report



WLF Assessment – Personal Report

GOA PEX x GOA-WorkBench® portal x +

https://goa-test.ibk-software.eu/Reporting/PersonalWeb/8bb23e34-2520-43bb-ba8e-c02dea3d29d9

Hello, C.-Andreas Dalluege (IBK - Assessment Team Leader) English Logout

Report on strengths and suggestions

1 Select Assessment 2 Configure Assessment 3 Run Assessment 4 Consolidate 5 Plan Improvements 6 Create Reports 7 View Status

Name of assessment: **WLF Prototype - Version 2023** [Back](#)

Team leader: **C.-Andreas Dalluege**

Date created: **14/03/2023 17:32**

Active till: **02/06/2025**

Assessor: **C.-Andreas Dalluege**

Personal WLF-index: **63.33**

Your Assessment results analysed per Module:

CHANGE, FLEXIBILITY, ADAPTABILITY:	85.71 %
COMMUNICATION AND EMPATHY:	96.88 %
CRAFTING:	75 %
EMOTION REGULATION:	68.75 %
HEALTHY ERGONOMIC WORKSPACE:	75 %
INDIVIDUAL HEALTH:	67.31 %
ORGANIZATIONAL HEALTH:	79.17 %
PHYSICAL HEALTH:	81.25 %
SELF-REFLECTION AND SELF-AWARENESS:	100 %
SUPERVISOR:	37.5 %
WLF-LITERACY:	62.5 %

Criterion	Question	Notes	Score	Suggestions for improvement	Urgency
1. Decent Work	1.1. At my workplace, I am protected from risks to my physical health.		75 I strongly agree		25
	1.2. I believe I will have a retirement without financial worries, thanks to government run or private pension schemes.		50 I agree moderately		50
	1.3. I consider the average number of hours that I work per day as adequate/appropriate.		75 I strongly agree		0
	1.4. I have everything I need at work to ensure my health and safety are protected.		75 I strongly agree		25
	1.5. I feel protected in the event of unemployment, thanks to unemployment benefit and/or other government and social benefits/programs.		25 I somewhat agree		50

WLF Assessment – Team Report

Name of assessment: WLF Prototype - Version 2023

Date created: 14/03/2023 17:32

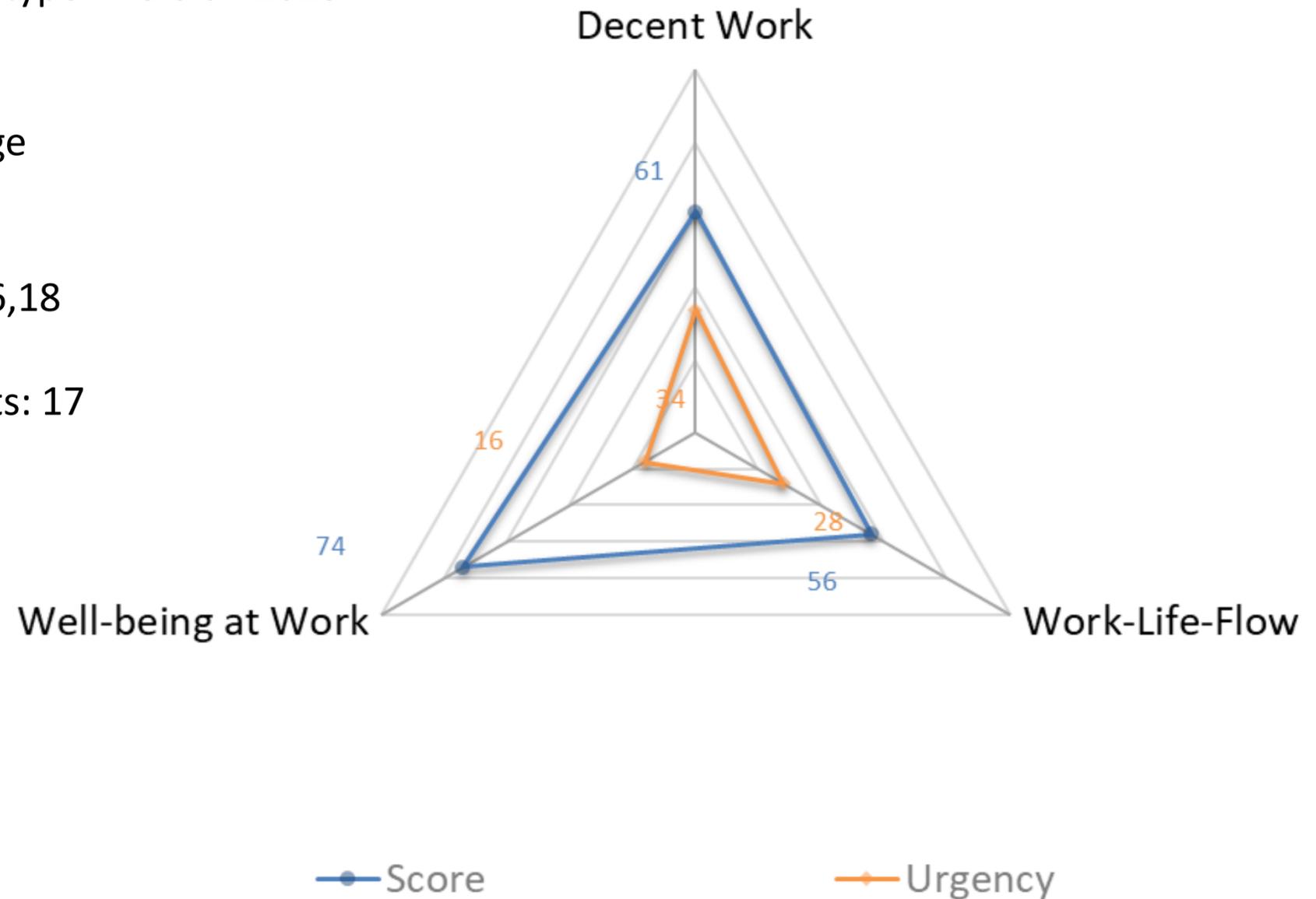
Active till: 02/06/2025

Team leader: C.-Andreas Dalluege

Assessment Score: 62,67

Assessment Team WLF-index: 66,18

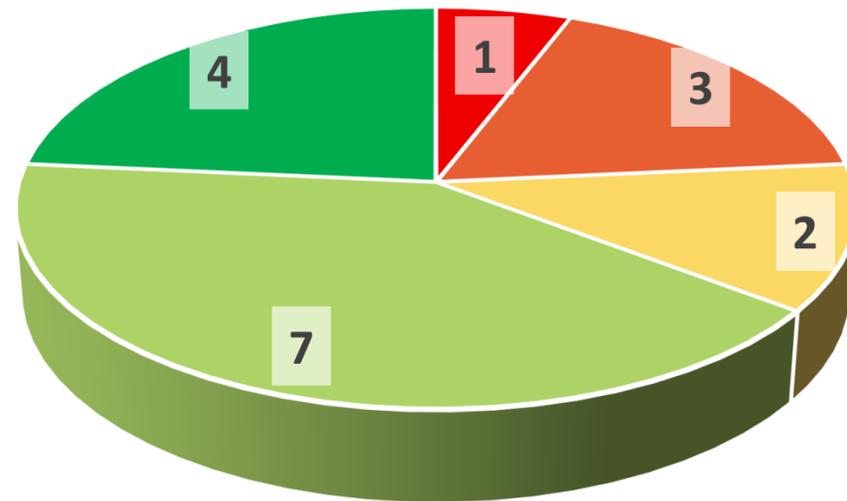
Number of analysed assessments: 17



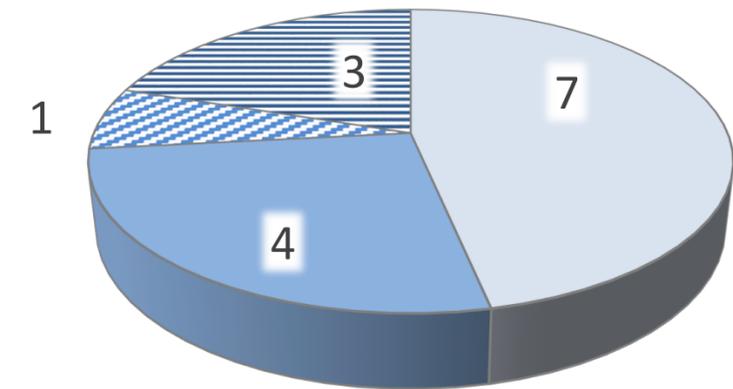
WLF Assessment – Team Report

At my workplace, I am protected from risks to my physical health.

- I do not agree
- I somewhat agree
- I agree moderately
- I strongly agree
- I completely agree



Urgency



0% 25% 50% 75% 100%

WLF Assessment – Team Report

The screenshot shows a web browser window with the URL <https://goa-test.ibk-software.eu/Reporting/Index/8123595c-8600-457d-a508-0aad6ea9560c>. The user is logged in as C.-Andreas Dalluege (WLF - Partner Organisations - Assessment Team Leader). The page title is "Generate report - Decent Work Assessment - WLF Prototype Test Version 2022".

The interface features a progress bar with six steps: 1. Select Assessment, 2. Configure Assessment, 3. Consolidate, 4. Plan Improvements, 5. Create Reports (highlighted in orange), and 6. View Status.

Under "Your reports:", there is a table with columns for "Report type", "Include Context of Questions", "My Report", and "Consolidated Team Report".

Report type	Include Context of Questions	My Report	Consolidated Team Report
Self-assessment report	<input type="checkbox"/>	web .docx	.docx
Areas for improvement	<input type="checkbox"/>		.docx
Areas for improvement (assigned to excellence criteria)			.docx
Areas for improvement (assigned to Decent Work Dimensions)			.docx
List of improvement suggestions to prioritise			.xlsx
List of improvement projects			.xlsx
Development plan			.docx

At the bottom left, there is a logo for GOA WORKBENCH. The footer text reads: © IBK Management Solutions GmbH (1999-2023), GOA-WorkBench® (23.6.21.1).

WLF Assessment – Improvement Planning

GOA PEX x GOA-WorkBench® portal x +

https://goa-test.ibk-software.eu/Improvement/Preparation/8bb23e34-2520-43bb-ba8e-c02dea3d29d9

Hello, C.-Andreas Dalluege (IBK - Assessment Team Leader) English Logout

WLF Prototype - Version 2023

1 Select Assessment 2 Configure Assessment 3 Run Assessment 4 Consolidate 5 Plan Improvements 6 Create Reports 7 View Status

List of suggestions (4 of 4) Suggestion prioritisation Define improvement projects

Consolidation of redundant suggestions for improvement

In order to consolidate similar suggestions for improvement to a single statement, select the suggestions, re-formulate an appropriate text and click „Consolidate selected“. This text will be the starting point for an improvement project.

Show also suggestions with improvement project (cannot be deleted)

Criterion Question	Select	Suggestion for improvement	Remove
1.5	<input type="checkbox"/>	I could push more for formal recognition of my CPD activities in case I ever need to apply for a new job in a different organisation.	✕
1.2	<input type="checkbox"/>	The organisation could investigate more into tax friendly pension schemes for the employees instead of waiting for our tax consultant to suggest improvement potentials.	✕
1.4	<input type="checkbox"/>	Fund a better chair and replace the defective mouse	✕
1.3	<input type="checkbox"/>	Avoid redundant work by: Use project planning instead of "work on demand". Work specifications in writing, never on the phone.	✕

Unselect all

Consolidate selected

GOA WORKBENCH

© IBK Management Solutions GmbH (1999-2023), GOA-WorkBench® (23.6.21.1)

WLF Assessment – Team Report

GOA PEX x GOA-WorkBench® portal x +

https://goa-test.ibk-software.eu/Improvement/Prioritisation/8bb23e34-2520-43bb-ba8e-c02dea3d29d9

Hello, C.-Andreas Dalluege (IBK - Assessment Team Leader) English Logout

WLF Prototype - Version 2023

1 Select Assessment 2 Configure Assessment 3 Run Assessment 4 Consolidate 5 Plan Improvements 6 Create Reports 7 View Status

List of suggestions (4 of 4) Suggestion prioritisation Define improvement projects

Hide prioritised suggestions

Criterion Question	Suggestion for improvement	Benefits	Effort	Published
1.5	I could push more for formal recognition of my CPD activities in case I ever need to apply for a new job in a different organisation.	High	Medium	27/06/2023 13:19:36
1.2	The organisation could investigate more into tax friendly pension schemes for the employees instead of waiting for our tax consultant to suggest improvement potentials.	High	Low	27/06/2023 13:19:24
1.4	Fund a better chair and replace the defective mouse	High	Very low	27/06/2023 13:19:33
1.3	Avoid redundant work by: Use project planning instead of "work on demand". Work specifications in writing, never on the phone.	- Please Select -	- Please Select -	27/06/2023 13:19:30

GOA®
 WORKBENCH

© IBK Management Solutions GmbH (1999-2023), GOA-WorkBench® (web-23.6.21.1)

WLF Assessment – Team Report

GOA PEX | GOA-WorkBench® portal

https://goa-test.ibk-software.eu/Improvement/Prioritisation/8bb23e34-2520-43bb-ba8e-c02dea3d29d9

Hello, C.-Andreas Dalluege (IBK - Assessment Team Leader) | English | Logout

WLF Prototype - Version 2023

1 Select Assessment | 2 Configure Assessment | 3 Run Assessment | 4 Consolidate | 5 Plan Improvements | 6 Create Reports | 7 View Status

List of suggestions (4 of 4) | Suggestion prioritisation | Define improvement projects

Hide prioritised suggestions

Criterion Question	Suggestion for improvement	Benefits	Effort	Published
1.5	I could push more for formal recognition of my CPD activities in case I ever need to apply for a new job in a different organisation.	High	Medium	27/06/2023 13:19:36
1.2	The organisation could investigate more into tax friendly pension schemes for the employees instead of waiting for our tax consultant to suggest improvement potentials.	High	Low	27/06/2023 13:19:24
1.4	Fund a better chair and replace the defective mouse	High	Very low	27/06/2023 13:19:33
1.3	Avoid redundant work by: Use project planning instead of "work on demand". Work specifications in writing, never on the phone.	- Please Select -	- Please Select -	27/06/2023 13:19:30

GOA®
 WORKBENCH

© IBK Management Solutions GmbH (1999-2023), GOA-WorkBench® (web-23.6.21.1)

WLF Assessment – Team Report

GOA PEX x GOA-WorkBench® portal x +

https://goa-test.ibk-software.eu/Improvement/Details/77dc35c7-0f6f-4b1d-8591-4a299cc2f737?assessmentGuid=8bb23e34-2520-43b...

Hello, C.-Andreas Dalluege (IBK - Assessment Team Leader) English Logout

WLF Prototype - Version 2023

1 Select Assessment 2 Configure Assessment 3 Run Assessment 4 Consolidate 5 Plan Improvements 6 Create Reports 7 View Status

Project title:
Improve Pension Benefits

Suggestion for improvement:
The organisation could investigate more into tax friendly pension schemes for the employees instead of waiting for our tax consultant to suggest improvement potentials.

Status

Autonomy Level: 2

Authorised when: 27/06/2023

Authorised by: CAD

Project manager: C.-Andreas Dalluege

Status: New

Project progress: According to plan

Start: 28/06/2023

Deadline: 28/07/2023

Budget: 1000

Costs (EUR): 0

Implementation place: Online

Save Back Project assignment

GOA WORKBENCH

Free Assessment Tools

Links to the tools:

PEX Assessment Tool

<https://pex.ibk-freeware.eu/>

Stress Factor Assessment Tool

<http://www.ibk.eu/en/goa-sfa.php>

WLF Corporate Assessment Tool

Please contact IBK (stucken@ibk.eu) to set up a bespoke assessment area for your organisation



Thank You

*In case of questions or comments,
please reach out to us!*

(cad@ibk.eu)

<https://www.work-life-flow.eu/>