

## MFRI Survey Results Summary

In Spring 2025, 2116 personnel from Anglophone School District - West completed the Mental Fitness and Resiliency Inventory (MFRI). The MFRI is composed of 8 different measures related to mental fitness and resiliency practices. The following is a summary of the percentage of staff members reporting results in Zone A (Awareness), Zone B (Building), and Zone C (Embedding) for each measure.

## How to Interpret your MFRI Results

Percentages are used in each of the Zones to reflect the perspectives of respondents who view the given mental fitness or resiliency practices at an Awareness, Building or Embedded level within the workplace environment.

**Higher percentages in Zone A** suggest the need for targeted promotion and the development of action plans to implement positive workplace practices.

**Percentages at 80% or higher in the B and C Zones combined** indicate a positive progression in the use of mental fitness and resiliency practices in the workplace.

**Percentages that reach or exceed 70% in Zone C (Embedded)** indicate evidence of an optimized workplace environment contributing to wellbeing, engagement, and enhanced team functioning.



## MFRI Survey Results Summary

Mental Fitness Experiences	Zone A Awareness (%)	Zone B Building (%)	Zone C Embedded (%)
<b>Relatedness</b> Practices contribute to our need for connection to, and closeness with family, peers and our colleagues.	4	15	82
<b>Competency</b> Practices contribute to our need for recognition and use of gifts and strengths in achieving personal and organizational goals.	10	29	62
<b>Autonomy-Support</b> Practices contribute to our need to be active participants in making choices and building solutions that affect our workplace experiences.	8	29	62
<b>Resiliency Assets</b>			
<b>Relationship</b> Assets involve practices that build social networks of support and community.	7	20	73
<b>Professional</b> Assets involve practices that build professional confidence, capacity and problem-solving skills.	9	32	59
<b>Attitudinal</b> Assets involve practices that increase optimism and a positive disposition even in the face of difficult or challenging situations.	10	27	64
<b>Emotional Intelligence</b> Assets involve practices that enhance the ability to understand and manage emotions, and positively communicate with others.	10	29	60
<b>Adaptation</b> Assets involve practices that facilitate adjustment to changing situations through positive coping and thriving strategies.	13	33	54

Percentages may not add up to 100 due to rounding.





## Interpreting Your MFRI Results

Mental Fitness Experiences	Target for Development	Building	Embedded
<b>Relatedness</b> Practices contribute to our need for connection to, and closeness with family, peers and our colleagues.			✓
<b>Competency</b> Practices contribute to our need for recognition and use of gifts and strengths in achieving personal and organizational goals.		✓	
<b>Autonomy-Support</b> Practices contribute to our need to be active participants in making choices and building solutions that affect our workplace experiences.		✓	
<b>Resiliency Assets</b>			
<b>Relationship</b> Assets involve practices that build social networks of support and community.			✓
<b>Professional</b> Assets involve practices that build professional confidence, capacity and problem-solving skills.		✓	
<b>Attitudinal</b> Assets involve practices that increase optimism and a positive disposition even in the face of difficult or challenging situations.		✓	
<b>Emotional Intelligence</b> Assets involve practices that enhance the ability to understand and manage emotions, and positively communicate with others.		✓	
<b>Adaptation</b> Assets involve practices that facilitate adjustment to changing situations through positive coping and thriving strategies.		✓	








## SELECT TRAINING MODULES

## TRAINING GOAL

## Mental Fitness Practices Overview

<b>Relatedness</b>	✓	Review and Sustain this MF Practice	
<b>Competency</b>	✓	Expand use of this MF Practice	
<b>Autonomy Support</b>	✓	Expand use of this MF Practice	

## Resiliency Overview

<b>Relationship Assets</b>	✓	Review and Sustain this Resiliency Practice	
<b>Professional Assets</b>	✓	Expand use of this Resiliency Practice	
<b>Attitudinal Assets</b>	✓	Expand use of this Resiliency Practice	
<b>Emotional Intelligence Assets</b>	✓	Expand use of this Resiliency Practice	
<b>Adaptation Assets</b>	✓	Expand use of this Resiliency Practice	

## The Well-Being Index (WBI)

The Well-Being Index (WBI) provides an indication of **your organization's overall workplace well-being** and complements the detailed information in each of the eight mental fitness and resiliency domains in this report.

Higher outcomes on the WBI have been associated with enhanced staff well-being and job satisfaction, increased engagement and attendance of employees, and high levels of goal attainment or evidence of productivity.

The WBI can be used to monitor changes in your organization's workplace well-being over time. The WBI facilitates the evaluation of the effectiveness of your wellness initiatives.

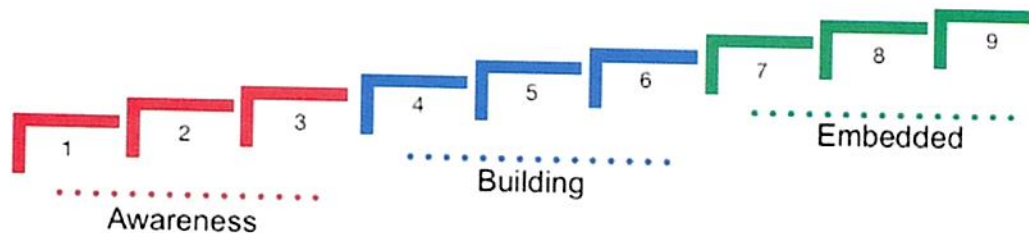
### WBI Scoring Categories

Scores on WBI are reported in three categories using a nine-point scale.

**Category I: Awareness** indicates evidence of initial promotion and use of mental fitness and resiliency practices. WBI scores in this category range from 1-3. Scores in this range suggest the need for expanded promotion and training related to positive workplace practices.

**Category II: Building** indicates evidence of expanding use of mental fitness and resiliency practices. WBI scores in this category range from 4-6. Scores in this range suggest the need for continued expanded use and integration of positive workplace practices.

**Category III: Embedded** indicates evidence of integrated use of mental fitness and resiliency practices. WBI scores in this category range from 7-9. Scores in this range suggest the need for sustaining positive workplace practices through ongoing embedded professional learning.



**Your organization's WBI is 6.**

