FRVEN LIM · FRACTIONAL CHIEF WELLBEING OFFICER

Staff wellbeing. Measured. Supported. Acted on.

A practical wellbeing leadership service that connects staff experience with management decisions, human capital development and better ways of working.

Fractional support gives your organisation an ongoing wellbeing lead without a full-time executive appointment. It complements HR, existing coaching and business mentoring—not a competing function.

Three connected provisions: a quarterly tracker, coaching credits and advisory follow-through.

A Quarterly Mental Wellbeing Tracker

Use the Hope–Hunger assessment to establish a baseline and repeat it each quarter. A management-facing dashboard makes workforce patterns, participation and quarter-to-quarter changes visible, rather than leaving findings in a one-off report.

Management receives: a workforce view, response rate, agreed comparisons and an action tracker. Share patterns—not named personal scores.

B Retainer-based Happiness Coaching Credits

Provide staff with access to Happiness Coaching through a prepaid pool of coaching time—for example, **20 hours at an agreed corporate rate**. Staff can draw on the pool through an agreed booking and allocation process.

Agree upfront: hours, price, eligibility, access, validity and any rollover terms. Management sees hours available and used; private session content is not a management report. Coaching is not therapy or crisis care.

C Quarterly Advisory Inputs & Reports

Interpret the findings with leadership and HR. Review coaching uptake, discuss workplace pressures and recommend practical changes to staff support and work processes. Each quarter ends with a clear report and advisory discussion.

Management receives: key themes, limitations, recommended priorities and an action register with owners, deadlines and review measures.

A quarterly cycle—not a stand-alone survey

1 · Measure
Invite staff; establish or refresh the baseline.

2 · Support
Make coaching accessible and address agreed needs.

3 · Improve
Act on workload, communication and work-process priorities.

4 · Review
Report delivery and staff experience; agree the next quarter.

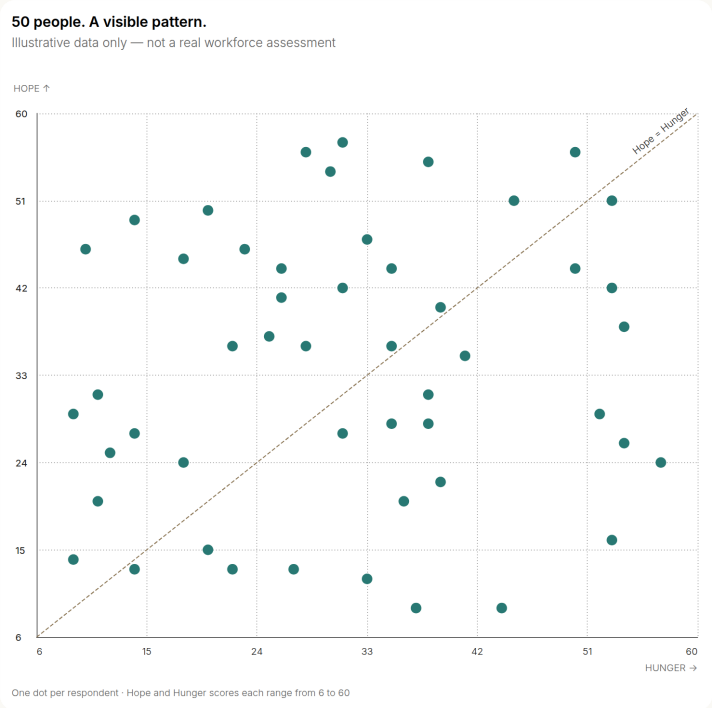
Frven Lim brings 25 years of architectural experience, leadership and management experience covering 260 staff, coaching and human communication training, and authorship of six books on happiness for success.

50 staff. A clearer picture.

One dot = one respondent's self-reported totals. Hope reflects resources such as purpose and connection; Hunger reflects burdens such as stress, money worries and uncertainty.

50 staff invited · 50 responses · 100% participation

Example only · No real staff data



28 of 50 · 56%

Above the line: reported Hope is greater than Hunger. This does not establish that someone is clinically well.

22 of 50 · 44%

Below the line: reported Hunger is greater than Hope. A prompt to explore support needs—not a diagnosis or an employee ranking.

Look beyond the average

The spread reveals different experiences that a single company average can hide.

Read the axes: Hunger → horizontal. Hope ↑ vertical.
The dashed line means Hope and Hunger totals are equal.

Is the wellbeing policy being put into practice?

Policy commitment	What management reviews each quarter
"We listen."	Response rate, the distribution and staff feedback. Low participation or a changing respondent mix limits comparisons.
"Support is available."	Coaching hours offered, booked, used and remaining; access barriers. Uptake does not prove improvement.
"We take action."	Completed actions, owners and deadlines: e.g. workload reviews, clearer priorities or manager communication.
"We review the effect."	Repeat the assessment; review changes alongside feedback and delivery records. Change does not establish causation.

Safeguards: Scores run from 6–60; the line is not a clinical cut-off. Equal ratios can conceal different totals. Track individuals only with appropriate consent; otherwise compare workforce snapshots. Agree privacy, access, minimum reporting group sizes and escalation before collection. Management sees no names or identifiable coaching details. Not a replacement for clinical assessment or a formal stress risk assessment.

Measure experience. Deliver support. Review action.

Link wellbeing and work-process improvements to business priorities. Explore business indicators without promising ROI or increased profitability.

Discuss your quarterly scope and coaching retainer:
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