

NOW EVERYBODY UNITE



NEU Wellbeing Index (NWI)

*Integrated Methodology, Ethics, Measurement & Implementation
Framework*

“Measurement is the starting point. Support is the priority.”

NEU Community Wellbeing CIC – Now Everybody Unite

Empowering people, workplaces & communities through practical, evidence-based wellbeing

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Purpose and Rationale

The NEU Wellbeing Index (NWI) is a non-diagnostic, evidence-informed wellbeing measurement framework designed to track change over time across six interconnected areas of wellbeing:

Mental, Emotional, Social, Physical, Creative, and Environmental.

It exists to support ethical insight, early awareness, and proportionate wellbeing support in non-clinical settings.

Conceptual and Theoretical Foundations

The NWI is grounded in established psychological and wellbeing theory, including: biopsychosocial models of health; positive psychology; the Mental Health Continuum; Maslow's Hierarchy of Needs; trauma-informed practice principles; and neurodiversity-affirming approaches. These frameworks emphasise safety, meaning, connection, and functional wellbeing rather than pathology or diagnosis.

Structure of the Index

The Index consists of 12 statements across six wellbeing domains. Each domain is represented by two questions to balance robustness with accessibility. The Index is intentionally brief to support repeat use and longitudinal tracking.

NEU Wellbeing Index - Full Question Set

Mental Wellbeing

I can think clearly enough to deal with everyday tasks.

I feel able to cope with the demands on me most days.

Emotional Wellbeing

I can recognise and name how I'm feeling.

My emotions feel manageable rather than overwhelming.

Social Wellbeing

I feel connected to at least one supportive person.

I feel able to communicate my needs or boundaries.

Physical Wellbeing

My body has enough energy to get through the day.

I am getting enough rest, sleep, or recovery.

Creative Wellbeing

I experience moments of interest, curiosity, or enjoyment.

I have some way to express myself or feel a sense of purpose.

Environmental Wellbeing

My environment feels safe enough for me right now.

My surroundings support my wellbeing rather than drain it.

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Response Scale and Scoring Methodology

Each statement is rated using a five-point frequency scale: Never (1), Rarely (2), Sometimes (3), Often (4), Almost always (5). Each domain produces a score between 2 and 10. A total Index score (12–60) may be calculated for high-level trend reporting, though interpretation prioritises domain-level patterns.

Interpretation Framework

Scores are interpreted using a strengths-and-support model. Scores of 8–10 indicate a domain currently supporting wellbeing; 5–7 indicate a domain under pressure; 2–4 indicate a domain likely constraining wellbeing. The Index is designed to guide conversation and proportionate response, not to label or diagnose.

Change Over Time and Longitudinal Use

The NWI is designed for repeat use. Meaningful indicators include a change of two or more points within a domain, persistent low scores across time, or declines across multiple domains. NEU monitors direction of change, persistence of low scores, and patterns across multiple domains to inform next steps.

Single low scores do not trigger action without contextual review.

Ethics, Safeguarding and Boundaries

The NEU Wellbeing Index is not a clinical or diagnostic tool and does not replace professional mental health care. Data is used to support reflection, wellbeing planning, and safe signposting. Where sustained distress is indicated, responses are guided by human conversation, the Mental Health Continuum, and appropriate referral pathways.

Data Protection and Governance

Individuals retain ownership of their data. Organisational reporting is anonymised and aggregated. Identifiable data is only shared with explicit consent. The Index is not used for performance management, attendance monitoring, or disciplinary purposes.

Validation and Quality Assurance

The NWI is validated through pilot use, internal consistency review, longitudinal trend analysis, and triangulation with qualitative feedback and engagement outcomes. Optional alignment with established wellbeing measures may be used without reproducing licensed content.

Intended Contexts of Use

The NEU Wellbeing Index is suitable for workplaces, community organisations, education settings, justice and inclusion initiatives, and other non-clinical wellbeing contexts where ethical, human-centred wellbeing measurement is required. It is not intended for diagnosis, risk stratification, or eligibility decisions.

Implementation Model

Orientation & safeguarding clarity

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Baseline assessment
Human-led interpretation
Targeted domain intervention
Longitudinal review & impact reporting

Feedback

"This framework makes wellbeing measurable without making people feel judged."

"The sessions felt human, practical and empowering. It changed how we respond under pressure."

Ready to Implement?

Let's make wellbeing measurable, ethical and impactful in your organisation.

Contact: neu@neuwelbeing.co.uk

Read more: www.neuwelbeing.co.uk

Positive Wellbeing for All

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Executive Summary (v1.0)

The NEU Wellbeing Index (NWI) is a non-diagnostic, evidence-informed wellbeing measurement framework developed by NEU Wellbeing Ltd.

It is designed to track change over time across six interconnected domains of wellbeing: Mental, Emotional, Social, Physical, Creative, and Environmental. The Index supports ethical insight, early awareness, and proportionate wellbeing action in non-clinical settings. NWI prioritises accessibility, trauma-informed practice, and real-world usability over clinical classification. It enables organisations to evidence impact while protecting dignity, safety, and individual agency.

Licensing, Ownership & Attribution

The NEU Wellbeing Index (NWI) is the intellectual property of NEU Wellbeing Ltd.

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Organisations using the NWI do so under licence and must attribute the tool as: "NEU Wellbeing Index (NWI) © NEU Wellbeing Ltd - used with permission."

Funder & Commissioner Stress-Test

Is this a diagnostic or clinical tool?

No. The NWI is explicitly non-diagnostic and does not identify mental illness. It is a reflective wellbeing measure used to guide proportionate, non-clinical support.

Is it evidence-based?

Yes. The Index is grounded in established psychological and wellbeing theory including biopsychosocial models, positive psychology, the Mental Health Continuum, Maslow's Hierarchy of Needs, and trauma-informed practice.

How do you ensure ethical use?

NWI is governed by clear boundaries, privacy-first data handling, human-led safeguarding, and explicit exclusion from performance management or eligibility decisions.

How do you demonstrate impact?

Impact is evidenced through longitudinal domain-level change, trend analysis, and triangulation with engagement and qualitative outcomes.

Version Control & Continuous Improvement

Version: NWI v1.0

Status: Live framework

Date released: 2026

NEU Wellbeing Ltd maintains version control of the Index. Minor revisions (v1.1, v1.2) may include wording refinements or guidance updates without altering core scoring. Major revisions (v2.0) involve structural or conceptual changes and will be clearly documented. All licensed users will be notified of updates.

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