

OWHS Instrument Registry

Dataset v0.2.1, reviewed 2026-07-12. A resource maintained under the Open Workplace Health Standard, distinct from the normative specification. Absent = no published evidence located (a finding); n/a = category difference for the instrument type. * contested, ~ thin.

Instrument	Structural	Convergent	Criterion: reference	Criterion: organisational	Internal consistency	Test-retest	Invariance	Responsiveness
ONS-4 personal wellbeing questions	Low	Low ~	Very low	Absent	n/a	Absent	Absent	Absent
WHO-5 Well-Being Index	High	High	Moderate	Absent	High	Low ~	Moderate	Low ~
Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS) and Short Warwick-Edinburgh Mental Wellbeing Scale (SWEMWBS)	High *	High *	Low ~	Absent	High	Low ~	Moderate	Moderate
HSE Management Standards Indicator Tool	Moderate *	Moderate *	Moderate ~	Very low ~	High	Absent	Low *	Absent
Workplace PERMA-Profiler (and PERMA-Profiler)	Low *	Moderate *	Low ~	Absent	High	Low ~	Low ~	Absent
Utrecht Work Engagement Scale, 9-item (UWES-9)	Moderate *	Moderate *	Low ~	Low ~	High	Low ~	Moderate	Very low ~
Patient Health Questionnaire-9 (PHQ-9)	High *	Moderate *	High	Absent	High	Moderate ~	Low ~	Moderate ~
GAD-7 (Generalised Anxiety Disorder-7)	High *	Moderate	High	Absent	High	Low ~	High	Moderate ~
Kessler Psychological Distress Scale (K10)	Moderate *	Moderate	High	Absent	High	Absent	Moderate *	Absent
General Health Questionnaire-12 (GHQ-12)	High *	Moderate	High	Absent	High	Low ~	Low ~	Very low ~
COPSOQ III (Copenhagen Psychosocial Questionnaire, third version, core and dimension scales)	Moderate	Moderate	n/a	Very low ~	High	Low ~	Very low ~	Absent
Maslach Burnout Inventory (MBI, workplace forms)	Moderate *	Moderate	Very low *	Moderate	High	Low ~	Moderate *	Low ~
Copenhagen Burnout Inventory (CBI)	Moderate	Moderate	Absent	Moderate	High	Absent	Low *	Very low ~
Oldenburg Burnout Inventory (OLBI)	Moderate *	Moderate	Absent	Absent	Moderate	Low ~	Low *	Absent
Work Ability Index (WAI)	Moderate *	Moderate	Low ~	High	Moderate	Moderate	Absent	Absent
Work Ability Score (WAS), single-item	n/a	Moderate *	Moderate *	Moderate	n/a	Low *	n/a	Low ~
Work Productivity and Activity Impairment questionnaire (WPAI)	n/a	High	Absent	Absent	Low *	Low ~	Absent	High
International Physical Activity Questionnaire, Short Form (IPAQ-SF)	Very low ~	Moderate	Moderate	Absent	n/a	Moderate	Very low	Low ~
Insomnia Severity Index (ISI)	Moderate *	Moderate	High	Absent	High	Moderate	Moderate *	Moderate
Minimal Insomnia Symptom Scale (MISS)	Low ~	Very low ~	Low ~	Absent	Low ~	Absent	Very low ~	Absent
Turnover Intention Scale-6 (TIS-6, Roodt)	Moderate	Moderate	n/a	Moderate ~	Moderate	Absent	Absent	Absent
Civil Service People Survey: wellbeing and engagement items	Very low ~	Very low ~	Absent	Low ~	Absent	Absent	Absent	Absent
Eurofound EWCS/EQLS wellbeing and working-conditions item sets	Moderate *	Moderate	Moderate	Low ~	Moderate	Absent	Low *	Very low ~
Financial Capability / Financial Wellbeing Survey items (MaPS)	Very low ~	Low ~	n/a	Absent	Absent	Absent	Absent	Absent
Single-item overall job satisfaction (Wanous tradition)	n/a	High	n/a	Low ~	n/a	Absent	n/a	Absent
Single-item perceived stress measure (Elo tradition, SISQ)	n/a	Moderate	Low ~	Low ~	n/a	Low ~	n/a	Absent

Instrument	Structural	Convergent	Criterion: reference	Criterion: organisational	Internal consistency	Test-retest	Invariance	Responsiveness
Single-item fatigue measure (Van Hooff)	n/a	Low ~	Absent	Absent	n/a	Absent	n/a	Very low ~

Record summaries

ONS-4 personal wellbeing questions (item-set). Licence verified 2026-07-12. Structural: Low; Convergent: Low; Criterion: reference: Very low; Criterion: organisational: Absent; Internal consistency: Not-applicable; Test-retest: Absent; Invariance: Absent; Responsiveness: Absent.

WHO-5 Well-Being Index (multi-item-scale). Licence verified 2026-07-12. Structural: High; Convergent: High; Criterion: reference: Moderate; Criterion: organisational: Absent; Internal consistency: High; Test-retest: Low; Invariance: Moderate; Responsiveness: Low.

Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS) and Short Warwick-Edinburgh Mental Wellbeing Scale (SWEMWBS) (multi-item-scale). Licence verified 2026-07-12. Structural: High; Convergent: High; Criterion: reference: Low; Criterion: organisational: Absent; Internal consistency: High; Test-retest: Low; Invariance: Moderate; Responsiveness: Moderate.

HSE Management Standards Indicator Tool (multi-item-scale). Licence verified 2026-07-12. Structural: Moderate; Convergent: Moderate; Criterion: reference: Moderate; Criterion: organisational: Very low; Internal consistency: High; Test-retest: Absent; Invariance: Low; Responsiveness: Absent.

Workplace PERMA-Profiler (and PERMA-Profiler) (multi-item-scale). Licence verified 2026-07-12. Structural: Low; Convergent: Moderate; Criterion: reference: Low; Criterion: organisational: Absent; Internal consistency: High; Test-retest: Low; Invariance: Low; Responsiveness: Absent.

Utrecht Work Engagement Scale, 9-item (UWES-9) (multi-item-scale). Licence verified 2026-07-12. Structural: Moderate; Convergent: Moderate; Criterion: reference: Low; Criterion: organisational: Low; Internal consistency: High; Test-retest: Low; Invariance: Moderate; Responsiveness: Very low.

Patient Health Questionnaire-9 (PHQ-9) (multi-item-scale). Licence verified 2026-07-12. Structural: High; Convergent: Moderate; Criterion: reference: High; Criterion: organisational: Absent; Internal consistency: High; Test-retest: Moderate; Invariance: Low; Responsiveness: Moderate.

GAD-7 (Generalised Anxiety Disorder-7) (multi-item-scale). Licence verified 2026-07-12. Structural: High; Convergent: Moderate; Criterion: reference: High; Criterion: organisational: Absent; Internal consistency: High; Test-retest: Low; Invariance: High; Responsiveness: Moderate.

Kessler Psychological Distress Scale (K10) (multi-item-scale). Licence verified 2026-07-12. Structural: Moderate; Convergent: Moderate; Criterion: reference: High; Criterion: organisational: Absent; Internal consistency: High; Test-retest: Absent; Invariance: Moderate; Responsiveness: Absent.

General Health Questionnaire-12 (GHQ-12) (multi-item-scale). Licence verified 2026-07-12. Structural: High; Convergent: Moderate; Criterion: reference: High; Criterion: organisational: Absent; Internal consistency: High; Test-retest: Low; Invariance: Low; Responsiveness: Very low.

COPSOQ III (Copenhagen Psychosocial Questionnaire, third version, core and dimension scales) (multi-item-scale). Licence verified 2026-07-12. Structural: Moderate; Convergent: Moderate; Criterion: reference: Not-applicable; Criterion: organisational: Very low; Internal consistency: High; Test-retest: Low; Invariance: Very low; Responsiveness: Absent.

Maslach Burnout Inventory (MBI, workplace forms) (multi-item-scale). Licence verified 2026-07-12. Structural: Moderate; Convergent: Moderate; Criterion: reference: Very low; Criterion: organisational: Moderate; Internal consistency: High; Test-retest: Low; Invariance: Moderate; Responsiveness: Low.

Copenhagen Burnout Inventory (CBI) (multi-item-scale). Licence verified 2026-07-12. Structural: Moderate; Convergent: Moderate; Criterion: reference: Absent; Criterion: organisational: Moderate; Internal consistency: High; Test-retest: Absent; Invariance: Low; Responsiveness: Very low.

Oldenburg Burnout Inventory (OLBI) (multi-item-scale). Licence verified 2026-07-12 (verified against secondary instrument-database descriptions, not an official steward page, because none exists). Structural: Moderate; Convergent: Moderate; Criterion: reference: Absent; Criterion: organisational: Absent; Internal consistency: Moderate; Test-retest: Low; Invariance: Low; Responsiveness: Absent.

Work Ability Index (WAI) (multi-item-scale). Licence not yet verified against current steward terms. Structural: Moderate; Convergent: Moderate; Criterion: reference: Low; Criterion: organisational: High; Internal consistency: Moderate; Test-retest: Moderate; Invariance: Absent; Responsiveness: Absent.

Work Ability Score (WAS), single-item (single-item). Licence not yet verified against current steward terms. Structural: Not-applicable; Convergent: Moderate; Criterion: reference: Moderate; Criterion: organisational: Moderate; Internal consistency: Not-applicable; Test-retest: Low; Invariance: Not-applicable; Responsiveness: Low.

Work Productivity and Activity Impairment questionnaire (WPAI) (multi-item-scale). Licence not yet verified against current steward terms. Structural: Not-applicable; Convergent: High; Criterion: reference: Absent; Criterion: organisational: Absent; Internal consistency: Low; Test-retest: Low; Invariance: Absent; Responsiveness: High.

International Physical Activity Questionnaire, Short Form (IPAQ-SF) (multi-item-scale). Licence verified 2026-07-12. Structural: Very low; Convergent: Moderate; Criterion: reference: Moderate; Criterion: organisational: Absent; Internal consistency: Not-applicable; Test-retest: Moderate; Invariance: Very low; Responsiveness: Low.

Insomnia Severity Index (ISI) (multi-item-scale). Licence verified 2026-07-12. Structural: Moderate; Convergent: Moderate; Criterion: reference: High; Criterion: organisational: Absent; Internal consistency: High; Test-retest: Moderate; Invariance: Moderate; Responsiveness: Moderate.

Minimal Insomnia Symptom Scale (MISS) (multi-item-scale). Licence verified 2026-07-12. Structural: Low; Convergent: Very low; Criterion: reference: Low; Criterion: organisational: Absent; Internal consistency: Low; Test-retest: Absent; Invariance: Very low; Responsiveness: Absent.

Turnover Intention Scale-6 (TIS-6, Roodt) (multi-item-scale). Licence verified 2026-07-12. Structural: Moderate; Convergent: Moderate; Criterion: reference: Not-applicable; Criterion: organisational: Moderate; Internal consistency: Moderate; Test-retest: Absent; Invariance: Absent; Responsiveness: Absent.

Civil Service People Survey: wellbeing and engagement items (item-set). Licence verified 2026-07-12. Structural: Very low; Convergent: Very low; Criterion: reference: Absent; Criterion: organisational: Low; Internal consistency: Absent; Test-retest: Absent; Invariance: Absent; Responsiveness: Absent.

Eurofound EWCS/EQLS wellbeing and working-conditions item sets (item-set). Licence verified 2026-07-12. Structural: Moderate; Convergent: Moderate; Criterion: reference: Moderate; Criterion: organisational: Low; Internal consistency: Moderate; Test-retest: Absent; Invariance: Low; Responsiveness: Very low.

Financial Capability / Financial Wellbeing Survey items (MaPS) (item-set). Licence verified 2026-07-12. Structural: Very low; Convergent: Low; Criterion: reference: Not-applicable; Criterion: organisational: Absent; Internal consistency: Absent; Test-retest: Absent; Invariance: Absent; Responsiveness: Absent.

Single-item overall job satisfaction (Wanous tradition) (single-item). Licence verified 2026-07-12 (no instrument licence exists to verify; non-proprietary generic item). Structural: Not-applicable; Convergent: High; Criterion: reference: Not-applicable; Criterion: organisational: Low; Internal consistency: Not-applicable; Test-retest: Absent; Invariance: Not-applicable; Responsiveness: Absent.

Single-item perceived stress measure (Elo tradition, SISQ) (single-item). Licence verified 2026-07-12. Structural: Not-applicable; Convergent: Moderate; Criterion: reference: Low; Criterion: organisational: Low; Internal consistency: Not-applicable; Test-retest: Low; Invariance: Not-applicable; Responsiveness: Absent.

Single-item fatigue measure (Van Hooff) (single-item). Licence verified 2026-07-12. Structural: Not-applicable; Convergent: Low; Criterion: reference: Absent; Criterion: organisational: Absent; Internal consistency: Not-applicable; Test-retest: Absent; Invariance: Not-applicable; Responsiveness: Very low.