

Your guide to the Entrepreneur Wellbeing Check (EWC) questionnaire

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The Entrepreneur Wellbeing Check was carefully developed and validated
by entrepreneur mental health and wellbeing specialists
in the San Francisco Bay Area, California

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The FounderScreen Initiative

You are about to complete the Entrepreneur Wellbeing Check (EWC), brought to you by Econa's FounderScreen Initiative. This document is the MVP version of a program that is intended to screen thousands of entrepreneurs annually, and offer immediate access to mental health and wellbeing supports that are tailored for entrepreneurs. Like the blood pressure check you get at your annual primary care visit, the EWC is meant to be your annual entrepreneur-centric mental health and wellbeing checkup.

For entrepreneurs, mental health and wellbeing are part of the same continuum, ranging from demoralization, distress, and work disengagement on one end, to thriving and peak performance on the other. This simple survey has only seven questions. Your total score will indicate the extent to which you are optimizing your mental health, wellbeing, and performance as an entrepreneur.

After you complete the EWC questionnaire, you will learn more about how to interpret your score, and what strategies entrepreneurs can use to improve business and life outcomes.

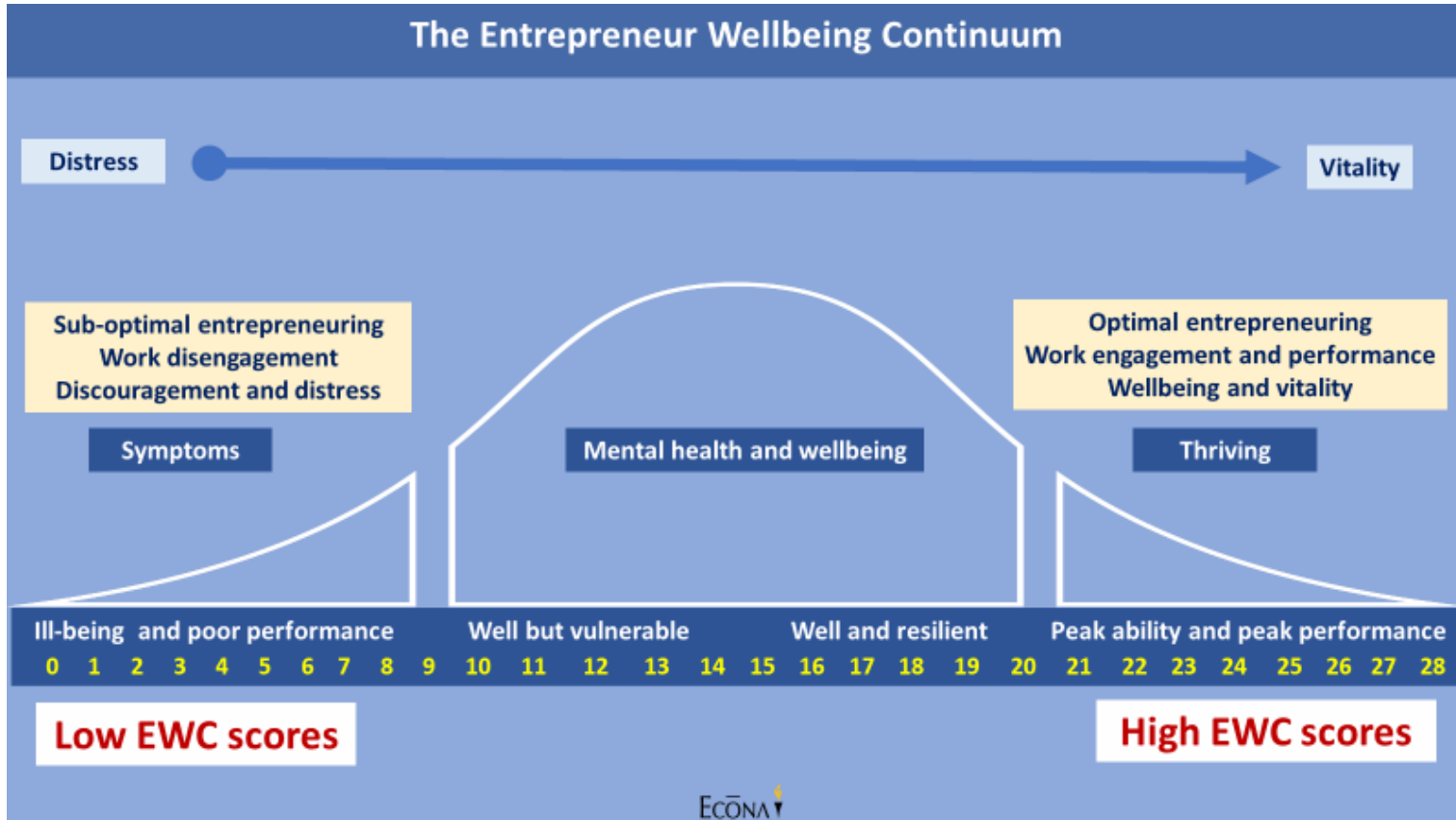
Complete the EWC questionnaire and calculate your total score

Next, please complete the seven-question Entrepreneur Wellbeing Check. A numeric score, from zero to four, is associated with each of your answers. When you are done, please add up all of these individual question scores to determine your total score, which can range from 0-28.

Entrepreneur Wellbeing Check Please answer these questions considering the last month.	
1. Are you thriving in your personal and professional life? Completely (4) Mostly (3) Somewhat (2) Very little (1) Not at all (0)	
2. In general, how satisfied are you with your life? Very satisfied (4) Satisfied (3) Acceptable (2) Dissatisfied (1) Very dissatisfied (0)	
3. How would you rate your effectiveness in your personal life? This includes • at home and in your community; • as a spouse or partner, as a parent, and as a member of your extended family; • with your friends, your neighbors, and with community organizations. Excellent (4) Very good (3) Good (2) Fair (1) Poor (0)	
4. How would you rate your effectiveness at work? This includes • as a founder/co-founder/leader, executive and manager; • as a coach and mentor, relationship builder, and business developer; • driving results like revenue growth, profitability, and innovation. Excellent (4) Very good (3) Good (2) Fair (1) Poor (0)	
5. How often do you experience work-related burnout? This includes • feeling depleted, exhausted, and overwhelmed at work; • feeling detached and disengaged from team members; • feeling futile or ineffective. Never (4) Rarely (3) Sometimes (2) Often (1) Always (0)	
6. How often have you experienced negative emotions? This could include • feeling tense, nervous, worried, anxious or upset; • feeling envious or insecure; • feeling hopeless, worthless, sad or depressed. Never (4) Rarely (3) Sometimes (2) Often (1) Always (0)	
7. How often have sleep issues caused problems for you at work? This could include • decreased energy, alertness, attention span or memory; • reduced enthusiasm, optimism, motivation, or creativity; • diminished coping, self-control or “people skills;” • fatigue, procrastination, irritability, or depression. Never (4) Rarely (3) Sometimes (2) Often (1) Always (0)	
The sum of all seven question scores is your total score:	

How to interpret your EWC total score

Please find your score on the image below to determine approximately where you fit on the entrepreneur wellbeing continuum at this time. Keep in mind that, for entrepreneurs, distress levels fluctuate in response to personal and business conditions. Evidence-based self-care and performance optimization skills can help entrepreneurs build strengths that move their EWC score to the right.



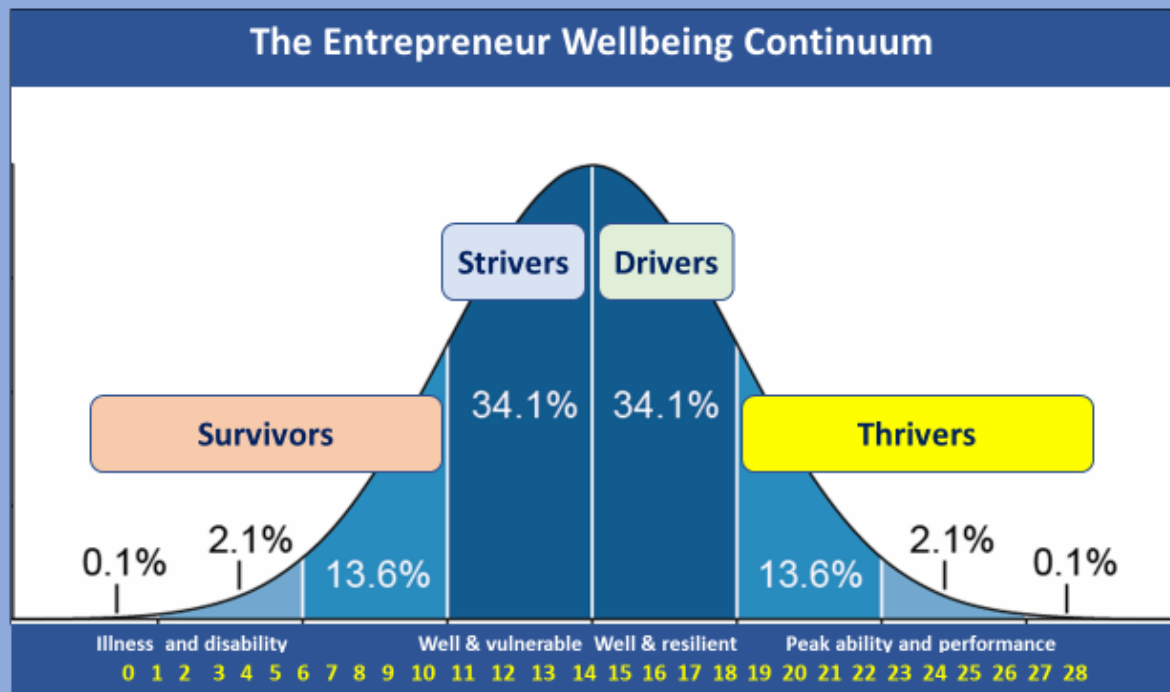
Your EWC total score illustrates your strengths, vulnerabilities, and your risk of having mental health and wellbeing concerns. There are no exact “cutoff” scores, however you can think of entrepreneurs as falling into one of four mental health and wellbeing categories.

Thrivers are entrepreneurs with high levels of vitality, wellbeing, and entrepreneurial performance. Shown on the right side of the curve below, thrivers – on average – tend to be well adjusted and productive; they usually have good life and business outcomes.

Drivers are well and resilient. They are working hard, doing well, and generally in a good frame of mind. However, drivers could be even better and more productive by identifying their personal challenges and optimizing for improvement.

Strivers are well but vulnerable. Strivers are working hard and generally successful, however they are troubled by personal, business, and emotional challenges. Strivers experience elevated levels of stress, are vulnerable to burnout, and are more likely to experience the “emotional roller coaster” impact of entrepreneurship. From problems with work – life balance, to managing intrusive emotional symptoms, strivers must manage a range of issues that prevent them from achieving higher levels of wellbeing and performance.

Survivors are entrepreneurs who experience significant distress much of the time. Entrepreneurs with low EWC scores are likely to have one or more co-occurring mental health conditions. Emotional and mental health distress has a negative impact on their ability to lead and grow their companies. Consequently, entrepreneurs with low EWC scores are more likely to have both adverse life outcomes, and adverse business outcomes.



There are no “cutoff” scores for the EWC, and scores that indicate concerns will vary between different kinds of entrepreneurs (for example old/middle/young, women/men/non-binary, immigrant/native, etc.). The percentages shown here are approximations to illustrate how to interpret your own EWC total score.

Suggestions based on your EWC total score

Disclaimer – a few words of caution: The information provided here is not intended as a substitute for professional psychological or medical advice, diagnosis, or treatment. The suggestions below should not be construed as the provision of advice or recommendations, and should not be relied upon as the basis for any decision or action, including the diagnosis or treatment of any health problem. Our relationship with you is not a physician-patient or similar relationship. Always seek the advice of your physician or other qualified health provider with any questions you may have regarding a medical condition, and never disregard professional medical advice or delay in seeking it because of something you have read here, or elsewhere on the Econa website. If you think you may have a medical emergency, call your doctor or 911 immediately. We do not recommend or endorse any specific tests, physicians, products, procedures, opinions, or other information that may be mentioned on the Econa website.

Thrivers: Thrivers are doing very well, but there's always room for improvement. Thrivers are nicely set up for sustained wellbeing and effective entrepreneuring, and have room to make life and business-related choices that reflect personal values and aspirations. For thrives, now is a great time to strengthen more advanced emotional-behavioral-business competencies. For example, thrivers could focus on enhancing emotional intelligence, leadership and communication skills, capacity for innovation and improvisation, and the richness of life outside of work. Thrivers could also contemplate a pathway to exit, or towards managing growth, that would allow for refocusing on other aspects of life that have been crowded out by building and operating a business.

Drivers: Drivers are working hard and generally doing well, but something is holding them back from reaching their full potential for thriving, flourishing, and optimal entrepreneurial performance. Drivers are generally well and resilient, yet there may be external factors (such as co-founder conflict) and/or internal factors (such as distractibility) or skill set deficiencies (such as how to delegate and manage growth) that prevent drivers from reaching peak levels of performance and wellbeing. This would be a great time for drivers to identify stuck points and to determine the best strategies for overcoming them.

Strivers: Sometimes strivers may feel that they are running as fast as you can just to stay in the same place, or paddling as hard as possible just to stay above water. Business is viable but sustaining and building it can often be profoundly stressful and comes with a personal cost. Entrepreneurs with EWC scores in the striver range are typically well but vulnerable. Little setbacks at work or in personal life may be difficult to handle, and their emotional impact may be out of proportion to what is actually happening. It's also possible that strivers are working very long hours and experiencing burnout, and/or emotional or mental health issues, such as anxiety, panic attacks, irritability, or insomnia. Below we outline an approach that strivers may take to recognizing some of the root causes of current stress, and related strategies for improved mental health and wellbeing program. If you think that you are experiencing mental health symptoms, please take the [Connected Mind free mental health screen](#). This takes less than 10 minutes and will give you a report that highlights your mental health concerns. You can share this report with a licensed mental health professional and with your loved ones.

Survivors: Survivors have an EWC score that suggests there may be cause for concern. Survivors usually experience an elevated level of distress, and emotional symptoms that interfere with personal life and the ability to lead their business. This distress may be related to aspects of personal life, such as conflict at home or the breakup of a relationship. These life events may amplify emotional concerns connected to work-related stress. Many aspects of entrepreneurship can induce significant levels of stress and deterioration of mental health. Examples include failing to find product – market fit, inability to secure funding, and being in a lawsuit. For some entrepreneurs, distress may also be related to having one or more mental health conditions. For example, entrepreneurs frequently experience mood swings, ADHD, depression, anxiety, PTSD and workaholic behavioral addictions. Low EWC scores have been shown to associate with most of these mental health concerns. It is possible that your distress may be related to all of the above. Whatever the root cause, if your EWC score is in the Survivor range, we suggest that you seek professional help by meeting with a licensed mental health professional. You can take the [Connected Mind free mental health screen](#) to scan for specific mental health issues. This takes less than 10 minutes and will produce a report that you can give to your mental health clinician, and perhaps to your loved ones as well.

Identify your strengths and vulnerabilities

Each of the seven EWC questions is designed to help you identify your strengths and vulnerabilities. While these seven items may not fully reflect your entire range of superpowers and challenges, research has determined that they are some of the most important, and predictive drivers of entrepreneur mental health and wellbeing, and that they are associated with business outcomes.

Each of the seven questions is scored from zero to seven. Low scores reflect vulnerabilities, and high scores reflect strengths.

	Thriving	Driving	Striving	Surviving
What your score means	4	3	2	0-1
Indicate your EWC individual question scores here: Now look at your EWC test again and put an X in the score box that reflects how you answered each of the seven questions.				
Strengths and weaknesses	4	3	2	0-1
1. Thriving				
2. Life satisfaction				
3. Social functioning				
4. Occupational functioning				
5. Burnout				
6. Negative emotionality				
7. Sleep impairment				

Your individualized mental health and wellbeing strategy

Take a look at your individual question scores, and identify any of them with scores of 0, 1 or 2. These are most likely your greatest mental health and wellbeing concerns. Investing some time and energy in making improvements in these specific areas could be your most effective strategy to improve your overall mental health and wellbeing, and to optimize your performance as an entrepreneur. These are your “hot spots,” and intervening in these areas first should give you your greatest “emotional ROI.”

Here are some suggestions to help you launch you individualized mental health and wellbeing strategy.

1. Thriving

Thriving results from many different things going right in the context of resilience and emotional stability. If you are not thriving, it's best to focus on the root causes of your distress.

If your score is 4: Focus on other issues where you got a lower score.

If your score is 3: Ask yourself what could be better, and consider making that a priority.

If your score is 2: We suggest that you strengthen your basic wellbeing skills and practices, such as sleep, exercise, social support, time spent outdoors in natural environments, stress

management and coping skills, and pleasurable activities. [This link](#) will take you to relevant resources. We also suggest that you identify your low score EWC items and prioritize addressing those.

If your score is 0 or 1: This suggests that you are not doing well. We suggest that you strengthen your basic wellbeing skills and practices (see link above), and that you actively address your other low score EWC items.

2. Life satisfaction

Your overall happiness and contentment with life, and the extent to which you are meeting your personal goals, are reflected by your satisfaction with life. Stress tolerance and resilience, a sense of purpose, and strong relationships and gratitude can be contributing factors.

If your score is 4: Focus on other issues where you got a lower score.

If your score is 3: Determine what specific aspects of your life you are not satisfied with, and make it a priority to address those specific issues.

If your score is 2: We suggest that you strengthen your basic wellbeing skills and practices, such as sleep, exercise, social support, time spent outdoors in natural environments, stress management and coping skills, and pleasurable activities. [This link](#) will take you to relevant resources. It may be a good time to clarify your sense of purpose, build stress management skills, invest in your most important relationships, and develop a gratitude practice. We also suggest that you identify your low score EWC items and prioritize addressing those.

If your score is 0 or 1: This suggests that you are not doing well and as a result you feel dissatisfied with your life. We suggest that you strengthen your basic wellbeing skills and practices (see link above), and that you actively address your other low score EWC items.

3. Social engagement

Social engagement is your main form of protection from isolation and loneliness, which are all too common among entrepreneurs. How well are you fulfilling your roles and commitments at home and in your community? Are you doing well as a spouse or partner, as a parent, and as a member of your extended family? Are you engaged with your friends, your neighbors, and with community organizations?

If your score is 4: Focus on other issues where you got a lower score.

If your score is 3: Determine what specific aspects of your non-work social life could be improved, and make it a priority to address those specific issues. You may benefit from communications skills coaching, couples or family therapy, or simply making more time for your romantic partner, your children, and your friends.

If your score is 2: Make improving your non-work interpersonal relationships a priority. You can start by taking an inventory of how connected and engaged you are with your partner, family, friends, and neighbors. Ask the important people in your life for feedback about the strengths and weaknesses of your relationships. You may benefit from communications skills coaching, couples or family therapy, or simply making more time for your romantic partner, your children, and your friends.

If your score is 0 or 1: Isolation and loneliness are major risk factors for entrepreneurs, and unfortunately not uncommon. Loneliness can be a mental health emergency, so it should be a very high priority for you to strengthen your non-work social relationships. Work relationships come and go, but friends and family are the people who care about you the most and will always be there for you during good times and bad.

Social engagement and support are foundational to mental health and wellbeing. To start with, if your score is 0 or 1, we recommend that you start psychotherapy with a licensed mental health professional. [Our attached self-care resource directory](#) explains how to find a therapist. We also recommend that you join a support group. This could be a support group for entrepreneurs, or a support group linked to your lived experience, such as an addiction recovery group. Our self-care resource directory explains more about how to find a support group. [This link](#) will take you to resources that can help you build and strengthen your social skills, and your non-work relationship.

4. Occupational engagement and effectiveness

Being effective at work is essential for the mental health and wellbeing of entrepreneurs. If you are like most entrepreneurs, being a founder and building your business is a core aspect of your identity, and an important channel for your creativity and your personality-based superpowers. Entrepreneurial self-efficacy refers to how good you feel about your ability to successfully accomplish the work of entrepreneurship. Work-related engagement, competence and effectiveness is associated with wellbeing and mental health for entrepreneurs.

If your score is 4 or 3: You are doing well as the leader of your company. Focus on other EWC issues where you got a lower score.

If your score is 2: Identify your weaknesses as an entrepreneur, and get coaching or additional training to improve. Do you need to be better at leadership, management, communication, or mentoring? Are you weak in business development, innovation, driving growth and profitability? Many of the skills required for entrepreneuring can be learned, and you should make it a priority to get better in the areas where you may feel sub-optimal. And remember, it is often possible to hire key employees, or to divide up responsibilities with a co-founder, with complimentary skill sets.

If your score is 0 or 1: Entrepreneurship is likely to be stressful, unrewarding, and possibly even traumatic for you. Most businesses fail, and a CEO who lacks basic business competencies can accelerate a company's decline. If you are in this situation, getting significant skill-building education and training, and coaching in areas of weakness, and outsourcing as much as possible, could help. You could also consider changing your position into a role that does not involve day-to-day operations, such as being a board member, independent contributor, or advisor.

5. Burnout

Burnout involves feeling ineffective, depleted, exhausted, and overwhelmed at work; detached and disengaged from your team members, often accompanied by a sense of futility. Burnout is common among entrepreneurs, and often precipitates and downward spiral of negative emotions and declining business performance.

If your score is 4 or 3: Burnout is not your problem and you should focus your attention on other EWC issues where you got a low score.

If your score is 2: Now is the time to intervene so that your burnout doesn't get worse. By proactively using resilience and restoration skills, you can heal your burnout and regain your energy and enthusiasm for leading your company. You will find resources to help you prevent or recover from burnout [here](#).

If your score is 0 or 1: You may have passed the tipping point where you become increasingly less effective at leading your company. Negative business outcomes may ensue. This is a good time for you to focus on recovery from your burnout. If it is possible to hand off responsibilities to a co-founder or key employees, this can free up some time for you to take a mental health break, rest and restore, reboot relationships with friends and family, get outdoors and enjoy nature, and learn

some resilience and stress management skills. You will find resources to help you recover from burnout [here](#).

6. Negative emotionality

Negative emotions include feeling tense, nervous, worried, anxious, upset, envious, insecure, hopeless, worthless, sad, and depressed. People with strong and persistent negative emotions are at risk for being emotionally unstable, avoiding conflict, and developing mental health conditions.

If your score is 4 or 3: Negative emotionality is not your problem and you should focus your attention on other EWC issues where you got a low score. Your score indicates that you tend to be emotionally stable, which is a very helpful trait for entrepreneurs.

If your score is 2: It would be helpful for you to learn emotion regulation skills. These skills can help you be less emotionally fragile and reactive, to feel calmer and more peaceful, and to have a greater sense of acceptance. You can find resources to help you learn emotion regulation skills [here](#).

If your score is 0 or 1: Entrepreneurs with this score can benefit from meeting with a licensed mental health professional for a more complete evaluation. Low scores often associate with anxiety and depression – for which effective, evidence-based care is available. Before you meet with a clinician, you can take the [Connected Mind free mental health screen](#) to better understand specific mental health issues you might be experiencing. This takes less than 10 minutes and will produce a report that you can give to your mental health clinician, and perhaps to your loved ones as well.

7. Sleep impairments

The demands of entrepreneurship can interfere with sleep, and sleep is a cornerstone of mental health. Difficulty sleeping or insufficient sleep can lead to performance impairments such as diminished energy, alertness, attention span, and memory. People with sleep impairments may experience reduced enthusiasm, optimism, motivation, and creativity. Insufficient sleep quantity and quality associates with diminished coping, self-control, and interpersonal effectiveness as well as fatigue, procrastination, irritability, or depression.

If your score is 4 or 3: Sleep impairments are not a problem for you and you should focus your attention on other EWC issues where you got a low score.

If your score is 1 or 2: You would most likely benefit from learning sleep hygiene skills, such as Cognitive Behavioral Therapy for Insomnia (CBTI). These skills can be learned and practiced, and significantly improve sleep quality and quantity. You can find resources to help you learn sleep hygiene skills [here](#).

If your score is 0: We suggest that you meet with your primary care physician for a more complete evaluation. Your sleep problems may be more complex, and they may have a medical component.

About Econa

Our Inspiration

Econa is inspired by our brilliant, brave and beloved entrepreneurs whose missions will never be accomplished, and by the passionate innovative builders who create our shared prosperity.

Our Mission

We empower entrepreneurs to flourish and thrive. We help you improve your life and business outcomes by strengthening your social, emotional, cognitive, and behavioral fitness and agility. Our mission is to enhance the wellbeing, resilience and capacity of founders and co-founders while mitigating the mental health challenges of entrepreneurship.

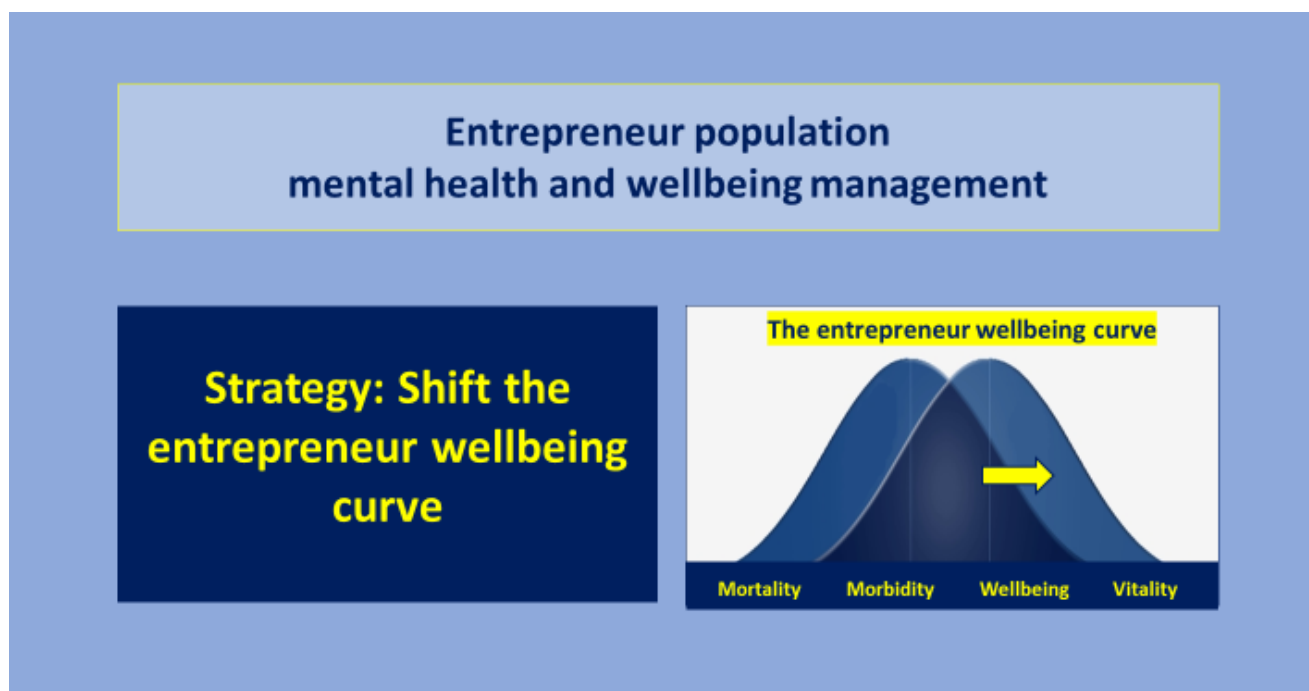
Our Vision

We envision a time when people appreciate that mental health differences empower entrepreneurs to create value, and that entrepreneurs with mental health differences have value.

How you can support the FounderScreen Initiative

The FounderScreen Initiative is a demonstration project that seeks to screen 5000 or more entrepreneurs, and provide immediate access to personalized mental health and wellbeing supports, at no cost to participants. The Initiative will conduct program evaluation studies to measure its impact, create and disseminate new knowledge, and determine the best path to sustainability.

The prevalence of entrepreneur mental health and wellbeing challenges is massive. Addressing the needs of individual entrepreneurs is helpful, however large scale, evidence based, prevention-oriented founder mental health and wellbeing interventions are more likely to shift the entire mental health and wellbeing distribution curve for large entrepreneur populations. The FounderScreen Initiative seeks to demonstrate proof of this concept.



You can help us bring free and evidence-based mental health and wellbeing supports to the global innovation ecosystem by sponsoring entrepreneurs to participate in this demonstration program. Your support may be extended as a sponsorship grant to Econa, or as a charitable and tax-deductible contribution to Econa's affiliated 501(c)3 non-profit organization.

The global innovation ecosystem depends upon us. We depend upon you. Let us know about your interest by [submitting this form](#). Thank you!