

## Developing A Holistic Wellness Model

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### Abstract

The objective of the present study was the development of a holistic theoretical wellness model that served as frame of reference for the construction of a valid and reliable inventory that was considered suitable for the assessment of wellness of employees of a South African life insurance organisation. The 5 Factor Wellness Inventory was developed from existing proven wellness inventories. A non-random sample of 673 employees of the organisation concerned participated in a cross-sectional survey by completing the Inventory and a biographical questionnaire. Goodness of fit between the holistic wellness model and a data set derived from the application of the 5 Factor Wellness Inventory was determined empirically. The structural equation modelling statistics produced acceptable goodnessof- fit indices albeit with some scope for improvement. The Root Mean Square Error of Approximation indices supported acceptance of the holistic work-wellness model. The validity of the Inventory was also estimated.

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