

# Building Engagement Through the Lens of Wellbeing

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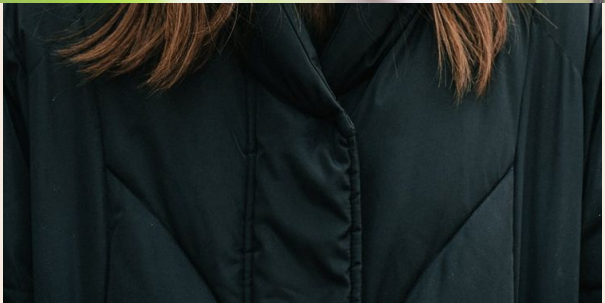
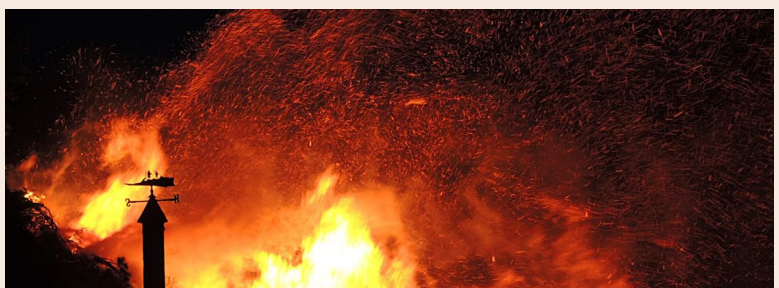


## Agenda

- Introductions
- State of the Workplace Today
- Culture of Wellbeing
- Wellness Programs Defined
- Impacting Engagement through Wellbeing









## State of the Workplace



Work/Life Balance



Burnout and Fatigue



Job Satisfaction



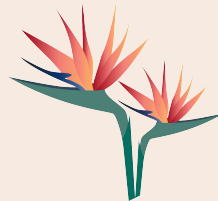
Recruiting/Retention



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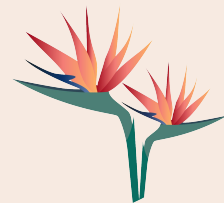
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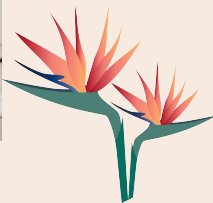
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*"I'm in my early 30s right now and am grappling with the recognition that climate change seems increasingly inevitable and that the housing and financial systems are stacked against me, so the dream of one day being able to retire carefree and see the world thereafter is one that seems more and more like a fantasy each year.*

*I obviously don't expect my workplace to be able to fix that, but I do think that if the organization offered more vacation time, it would go a long way toward making me feel like I will at least have more of an opportunity to live a full life before things get truly dire in 30 or 40 years. Having that extra opportunity and encouragement to enjoy what we have while we have it would certainly make me feel more valued by and committed to the organization."*

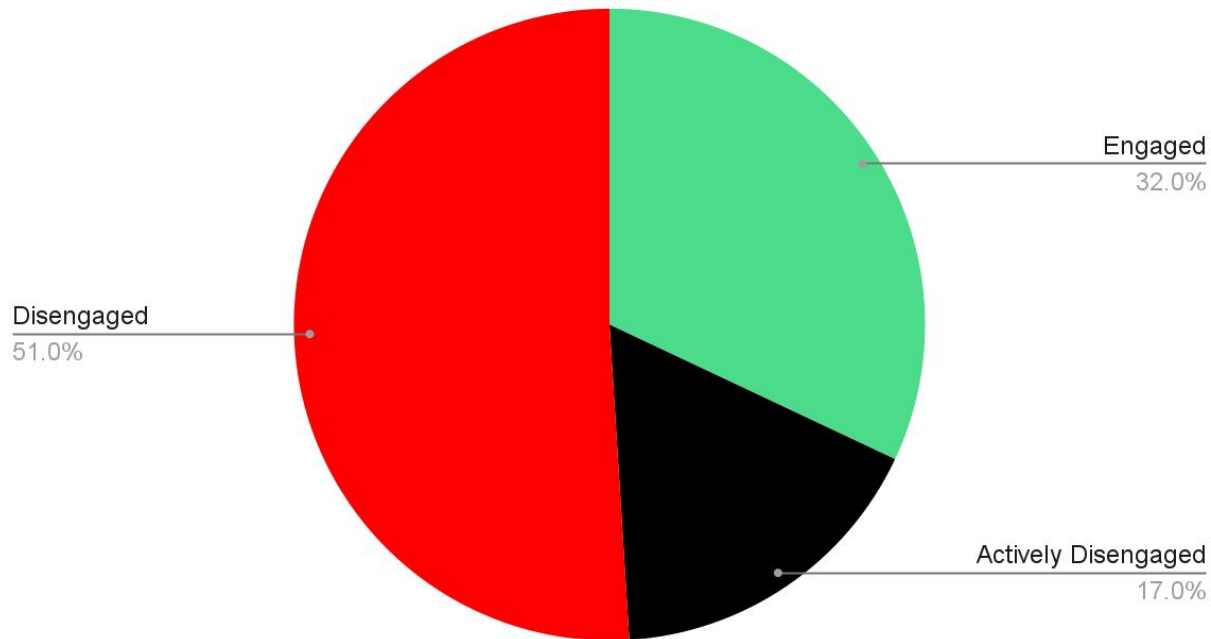


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## The State of Engagement





## Engaged Employees:

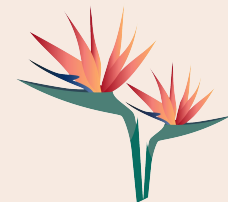
- Have enthusiasm about and dedication to their jobs
- Care about their work and company performance
- Know that their efforts make a difference





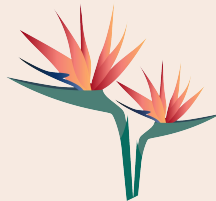
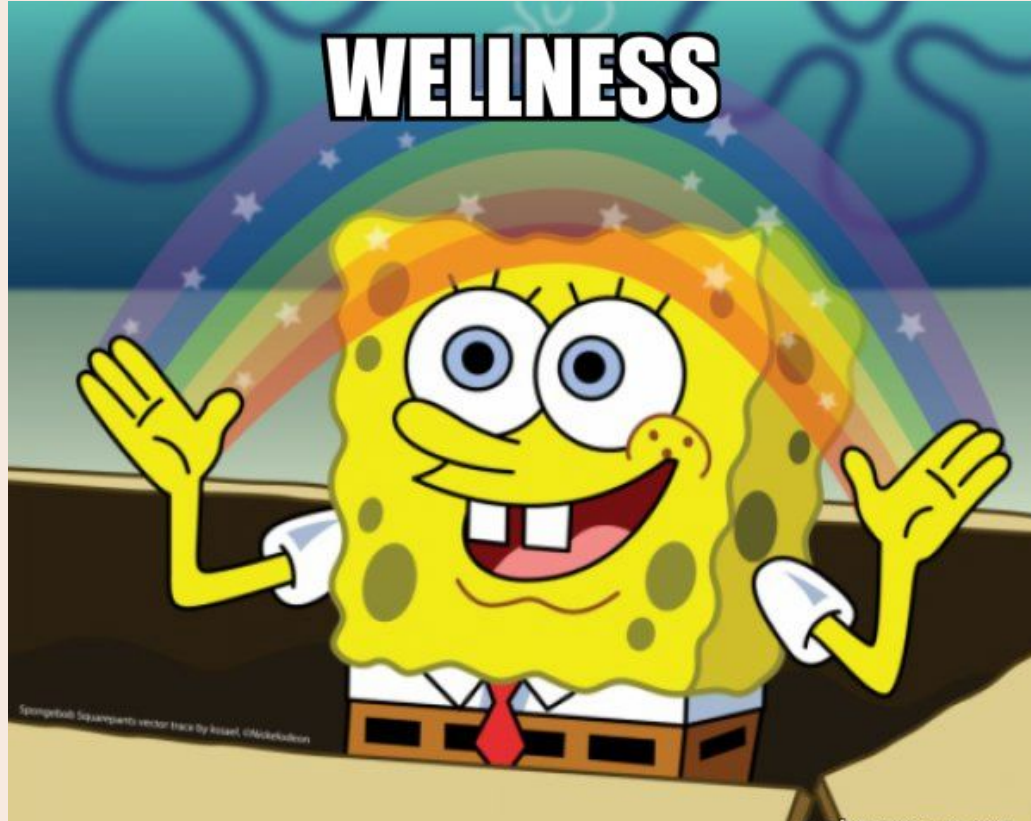
## COMPANIES WITH HIGH ENGAGEMENT

- Are more productive
- See much lower absenteeism
- Experience fewer safety incidents
- Have better health outcomes
- Enjoy greater customer satisfaction
- Enjoy greater customer loyalty
- Are more profitable





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# History of Workplace Wellness

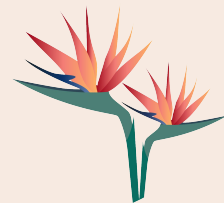
Early Adopters: Pullman Company, Ford, NCR, and Hershey's

1950 – 70's: EAP's, OSHA, Xerox & Texas Instruments launch programs, smoking cessation, Johnson & Johnson Live for Life established, emergence of employer sponsored health insurance, National Wellness Institute formed

1980's – early 2000's: Healthy People 2000/2010, focus on physical activity programs, health risk assessments, Boeing goes smoke free, WELCOA launches

2001 – 2018: Dee Eddington, HSA's, ACA, outcomes-based incentives, disease management, Total Worker Health, wearables, portals, EEOC, legal issues

2019 – now: Business Roundtable, rise of B Corps and Conscious Capitalism, mental health, financial wellbeing, employee engagement, rehumanizing the workplace, impact of COVID, working remote, inflation, work/family conflict

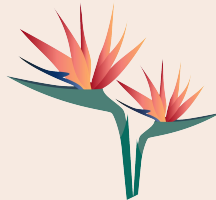


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What does wellbeing mean to your organization?

What does success look like?





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## Research Driven Measurement Resources

[HERO Scorecard](#)

[WELCOA 7 Benchmarks](#)

[NIOSH WellBQ](#)

[Gallup Q12](#)

[Harvard Flourishing Index](#)



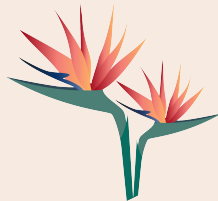
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## **BREAKING DOWN THE SILOS OF ENGAGEMENT**

- Human Resources
- Benefits
- Corporate Communications
- Learning and Development
- Equity, Diversity and Inclusion
- Wellbeing Programs
- People Leaders





	2021 Score	2022 Score
Do you know what is expected of you at work?	4.32	4.59
Do you have the materials and equipment to do your work right?	4.17	4.24
At work, do you have the opportunity to do what you do best every day?	3.94	4.14
In the last seven days, have you received recognition or praise for doing good work?	3.07	3.58
Does your supervisor, or someone at work, seem to care about you as a person?	3.97	4.29
Is there someone at work who encourages your development?	3.58	3.9
At work, do your opinions seem to count?	3.4	3.85
Does the mission/purpose of your company make you feel your job is important?	4	4.24
Are your associates (fellow employees) committed to doing quality work?	3.89	4.27
Do you have a best friend at work?	3.16	3.44
In the last six months, has someone at work talked to you about your progress?	3.12	3.44
In the last year, have you had opportunities to learn and grow?	3.66	3.97

	2021 Score	2022 Score
Employer shows their commitment to diversity, equity, and inclusion efforts through its actions.	3.81	4.22
I feel a sense of belonging at my workplace.	3.81	4.11
Workplace diversity is valued at our organization.	3.78	4.24
If I raised a concern about discrimination, I am confident my employer would do what is right.	3.8	4.21
If I saw something wrong at work, I would feel comfortable reporting it.	3.67	4.17
Leadership understands that diversity is critical to our future success.	3.87	4.29
People from all backgrounds and with a range of identities have equitable opportunities to advance their careers at the workplace.	3.85	4.19
Our workplace fosters an environment that allows employees to be themselves at work without fear.	3.66	4.04
There is a career development path for all employees here.	3.07	3.52
Employees of different backgrounds interact and get along well.	4.07	4.29



## Three Questions to Frame your Strategy

What?

Why?

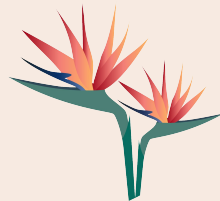
How?







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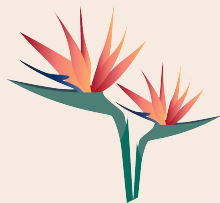
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