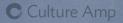
A Brief Intro to Measuring Wellbeing

Josh Berman, Culture Amp Founders Circle, Oct 14 2020



Measuring wellbeing helps you be proactive in your wellbeing strategy

 Company and Culture 	6 unanswered
Your Manager	∧ Overall
 People and Teams 	Workplace wellbeing is a state in which people are able to develop their potential, work productively and creatively, build positive relationships with others, cope with the normal stresses of life, and make a meaningful contribution
 Work Scope 	Agree I usually feel very positive towards work at ACME Add comment
✓ Your Role	
~ Energy	Agree Most days, I really look forward to work at ACME
 Impact and Growth 	Neither agree nor disagree
~ Support	I often find myself absorbed in the work I am doing here Add comment
~ Comments	Strongly agree On the whole, I believe working at ACME is good for my
	wellbeing
	Disagree
	Strongly agree I see myself still working at ACME in two years time Add comment

Understanding workplace wellbeing

Employee well-being as an ecosystem;



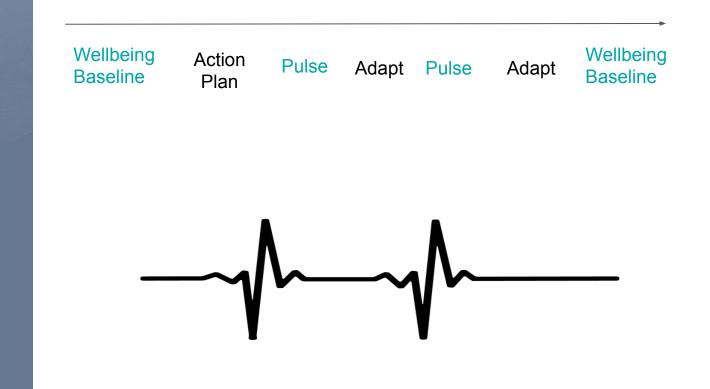
Measuring wellbeing

Questions you can ask;

We have found meaningful ways to stay connected as colleagues during this time



Embedding pulses



Example:

Using data to drive wellbeing

Survey data:

People find your company is flexible with employees, but they are having challenges finding energy

HRIS Data: 60% of employees haven't taken PTO in past 3 months

More data (pulse or focus group):

The choice of when to take PTO itself causes stress, and is compounded by having to play catch-up the day they come back

Quick and Budget-free Action:

Company "Refresh" Day (day off)

- Removes stress of decision to take time off
- Minimizes "return to work" stress because everyone is offline together

Tailor programs by understanding who you're supporting What experiences would benefit someone depending on their status as:

- A Caregiver (not just parents...)
- Someone who identifies as having a mental health challenge
- Someone who identifies as having a physical health challenge
- BIPOC
- LGBTQ*
- Living situation (alone vs. others)