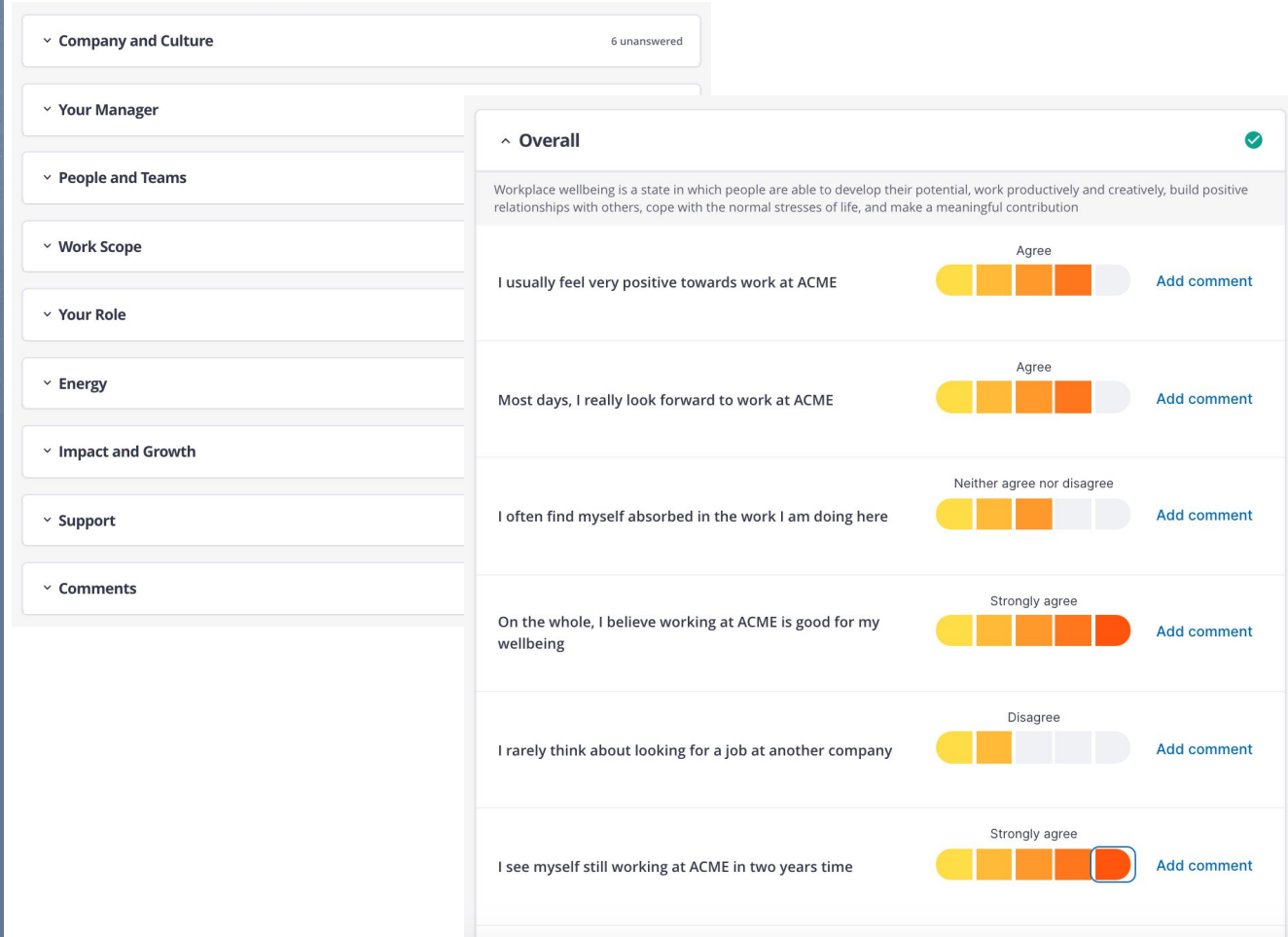


A Brief Intro to Measuring Wellbeing

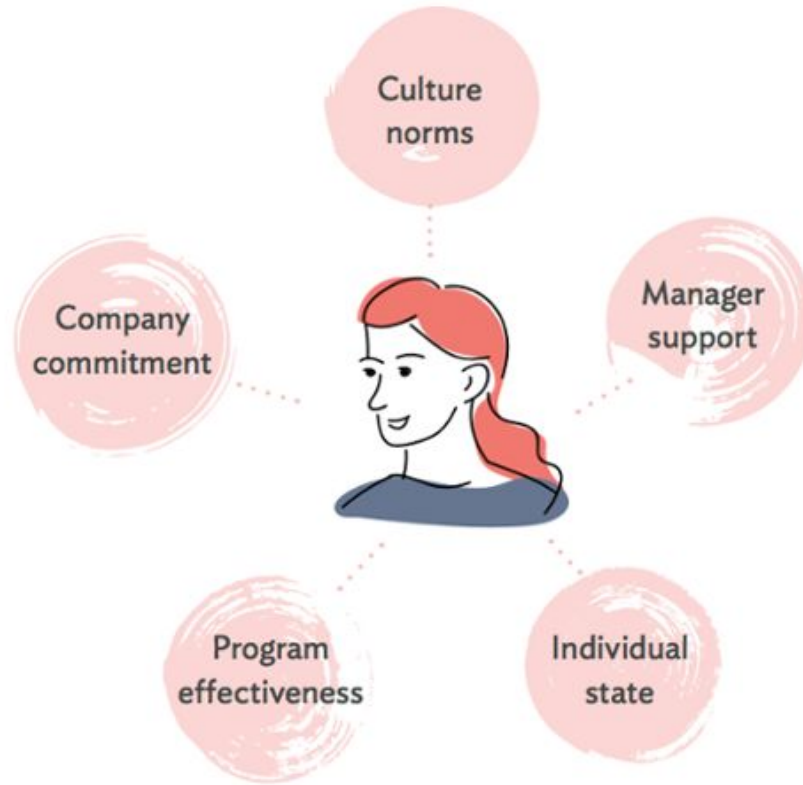
*Josh Berman, Culture Amp
Founders Circle, Oct 14 2020*

Measuring wellbeing helps you be proactive in your wellbeing strategy



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

The senior leaders here are demonstrating that employee well-being is important

My manager is setting a good example for employee well-being

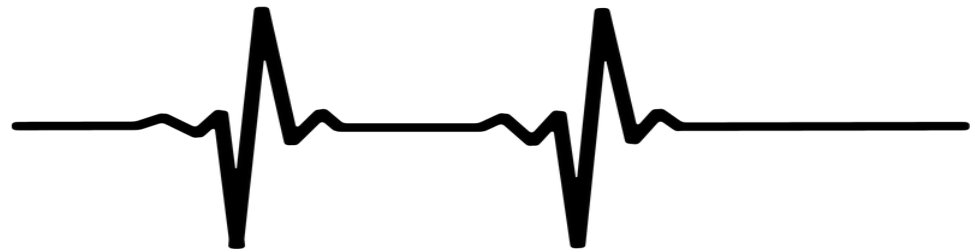
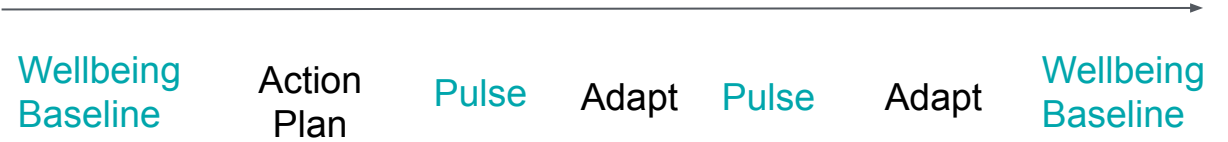


My workload right now feels reasonable for my role

I find the pace of work here energizing



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)