



# Organization Wellbeing

It is the overall **health & well-being of It's employees** in terms of their physical, mental, and happiness wellbeing. It is the **state of an organization** in which employees are healthy, engaged & motivated & the workplace culture is supportive, inclusive & conducive to employee well-being



## Physical Wellbeing

Overall Health & Fitness Level

**Factors** - Diet, Exercise, Sleep, and Lifestyle choices

**Impacts** - Energy levels, Mental health, Presenteeism, Job Satisfaction and Performance

**Promoted by** - Healthy work environment, Ergonomic workstations, Healthy food options, Fitness facilities, and Regular physical activity



## Mental Wellbeing

Emotional, Psychological & Social Health

**Factors** - Work-related stress, Personal life events, and Health problems

**Impacts** - Mental health, Resilience, Optimism, and Social Connectedness

**Promoted by** - Mental health support, Counseling services, Good Work-life Balance, Open Communication and Regular & Constructive feedback.



## Happiness Wellbeing

Sense of Happiness & Satisfaction

**Factors** - Relationships with coworkers & supervisor and Work-life balance.

**Impacts** - Productivity, Job satisfaction, Morale, and Presenteeism

**Promoted by** - Positive work culture, Regular Social meetups & gatherings, Opportunities for Personal & Professional growth, and Good work-life balance.

## WHAT gets measured, THAT gets improved

We have moved this idea from theory into practice with the **Scorecard**. A scorecard gives a "consolidated version of the truth." We take **multiple measurements**, and roll them up into combined metric that are analyzed and acted upon. Using a combination of these metrics, **managers make informed business decisions**, and work to improve things that have the greatest net effect. Over time business operations streamline, **productivity increases**, and the results can be seen on the bottom line.

### What do we measure?



#### Body, Mind and Soul

- Physical health conditions such as BP, cholesterol, glucose levels and BMI.
- Physical fitness levels such as cardiovascular endurance, muscular strength, and flexibility
- Mental health status, such as work related stress levels, emotional regulation, changes in an employee's behavior or mood.
- Level of happiness and satisfaction with work and environment
- involvement in social activities or community programs
- Absenteeism and sick days
- Workplace injuries

### How do we measure?



#### Surveys, Checkups, Reports

Objective and subjective measures to provide a comprehensive understanding using...

- Health risk assessments
- Fitness reports
- Surveys or questionnaires
- Observations and feedbacks
- Employee engagement surveys
- Blood test reports
- Annual health checkup reports
- DNA / Genetic test reports
- Sensitive and supportive approach that respects employee privacy and confidentiality