

August 2024 – July 2025 ISU Adventure2 Program:

Well-being & Engagement Impact Analysis

Overall Program Success Metrics

3,747

ISU employees registered in Limeade ONE (53% of total population)

50%

of registered users participated in the program

4.6

out of 5 user satisfaction score

1,615

Well-Being Assessments completed (43% of registered users)

22%

less turnover in employees registered in the program vs. non-registered

Well-being Risk Status Changes

Health	Risk Dimension	% Change YOY
	Nutrition	+1.86%
	Sleep	+1.00%
	Self-Care	+1.33%
Well-being	Exercise & Fitness	+0.65%
	Energy Level	+0.62%
	Resilience	+0.18%
	Managing Stress & Anxiety	+0.37%
Productivity	Work-Life Balance	+0.68%
	Job Satisfaction	-0.16%
	Work Growth	-1.38%
	Sense of Team	-1.64%
	Resources & Support	-1.06%

Employee Engagement and Burnout Risk

Engagement: A deep connection and sense of purpose at work that creates extra energy and commitment.

Burnout: When people have been highly engaged for a long time, without the personal skills and organizational support to maintain their well-being.

Designation	*Actively Engaged %	**Burnout Risk %
Limeade BoB	37.1%	7.8%
Iowa State University	26.7%	10.4%
P & S	23.8%	10.0%
Merit	28.9%	10.0%
Faculty	42.5%	14.2%
Post Doctorate	24.1%	3.4%

* Actively Engaged is based on the Well-Being Assessment response to the question: "I am engaged in the work I do."

** At risk for burnout is if a user indicates high engagement as well as high stress in the annual Well-Being Assessment.

Retention Rates

Turnover Rates by Registration Status

Registered Users	10.8%
Non-Registered Users	13.5%