August 2024 – July 2025 ISU Adventure 2 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%		
Exercise & Fitness	+0.65%		

Well-being

Energy Level	+0.62%		
Resilience	+0.18%		
Managing Stress & Anxiety	+0.37%		
Work-Life Balance	+0.68%		
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Productivity

Job Satisfaction	-0.16%
Work Growth	-1.38%
Sense of Team	-1.64%
Resources & Support	-1.06%

Retention Rates

Turnover Rates by Registration Status

Registered Users 10.8%
Non-Registered Users 13.5%

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 Employee Hourly & Salary	28.9%	10.0%
9 & 12 Month 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.