

August 2022 – July 2023

ISU Adventure2 Program:

Well-being & Engagement Impact Analysis

IOWA STATE UNIVERSITY

ADVENTURE2

Overall Program Success Metrics

2,839

ISU employees registered in Limeade ONE (40% of total population)

78%

of registered users participated in the program

4.5

out of 5 user satisfaction score

1,104

Well-Being Assessments completed (32% of registered users)

32%

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

Well-being Risk Status Changes

	Risk Dimension	% Change YOY
Health	Nutrition	-0.07%
	Sleep	-0.30%
	Self-Care	+1.19%
	Exercise & Fitness	-0.78%
Well-being	Energy Level	-0.01%
	Resilience	+0.03%
	Managing Stress & Anxiety	+1.55%
	Work-Life Balance	-2.53%
Productivity	Job Satisfaction	-0.02%
	Work Growth	-1.95%
	Sense of Team	-0.86%
	Resources & Support	-0.57%

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	36.6%	7.4%
Iowa State University	28%	10.3%
P & S	26.5%	9.7%
Merit Employee Hourly & Salary	24.8%	10.3%
9 & 12 Month Faculty	41.6%	18.2%
Post Doctorate	31.6%	21.1%

* 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	7.3%
Non-Registered Users	11.3%