

2019 ISU ADVENTURE2 PROGRAM: WELL-BEING & ENGAGEMENT IMPACT ANALYSIS

OVERALL PROGRAM SUCCESS METRICS

2,430

ISU EMPLOYEES REGISTERED (36% OF TOTAL POPULATION)

69%

OF REGISTERED USERS PARTICIPATED IN THE PROGRAM

4.2

OUT OF 5 USER SATISFACTION SCORE

980

WELL-BEING ASSESSMENTS COMPLETED (40% OF REGISTERED USERS)

3x

LESS TURNOVER IN EMPLOYEES REGISTERED IN THE PROGRAM VS. NON-REGISTERED

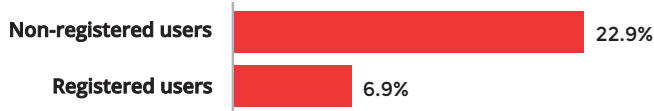
WELL-BEING RISK STATUS CHANGES

	RISK DIMENSION	*% CHANGE YOY
HEALTH	Nutrition	+2.77%
	Sleep	+2.17%
	Self-Care	+1.64%
	Exercise & Fitness	+1.49%
WELL-BEING	Energy Level	+2.08%
	Resilience	+1.49%
	Managing Stress & Anxiety	+1.27%
	Work-Life Balance	-0.01%
PRODUCTIVITY	Job Satisfaction	+1.05%
	Work Growth	-0.77%
	Sense of Team	-0.92%
	Resources & Support	-0.97%

* The changes above indicate the % difference in the average score from the prior year. A positive change indicates improvement in that dimension of risk.

RETENTION RATES

TURNOVER RATES BY REGISTRATION STATUS



EMPLOYEE ENGAGEMENT & 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 Book of Business	37.0%	5.1%
Iowa State University	25.8%	9.1%
P&S	23%	8.6%
Merit Employee (Hourly & Salary)	25.4%	7%
9 & 12 Month Faculty	32.4%	10.8%
Post Doctorate	14.3%	9.3%

* 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.