

2021 ISU Adventure2 Program: Well-Being & Engagement Impact Analysis

IOWA STATE UNIVERSITY

ADVENTURE2

Overall Program Success Metrics

(August 2020 - September 2021)

2,688

ISU employees registered (40.9% of total population)

43.42%

of registered users participated in the program

4.4

out of 5 user satisfaction score

839

Well-Being Assessments completed (31% of registered users)

1.6x

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

Well-Being Risk Status Changes

	Risk Dimension	% Change YOY
Health	Nutrition	+0.63%
	Sleep	+1.47%
	Self-Care	+0.14%
	Exercise & Fitness	+0.87%
Well-Being	Energy Level	+1.32%
	Resilience	-0.37%
	Managing Stress & Anxiety	-1.83%
	Work-Life Balance	+3.05%
Productivity	Job Satisfaction	-0.18%
	Work Growth	-1.00%
	Sense of Team	+1.20%
	Resources & Support	+2.11%

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	40.4%	6.2%
Iowa State University	27.2%	11.5%
P & S	26.6%	11.4%
Merit Employee Hourly & Salary	21.3%	6.7%
9 & 12 Month Faculty	34.4%	21.9%
Post Doctorate/Trainee	50%	10%

* 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



Note: Turnover rates include all retirees. Impact on Registered Users was higher in 2021 due to RIO.