

August 2023 – July 2024 ISU Adventure2 Program:

Well-being & Engagement Impact Analysis

IOWA STATE UNIVERSITY

—ADVENTURE2—

Overall Program Success Metrics

3,559

ISU employees registered in Limeade ONE (49% of total population)

46%

of registered users participated in the program

4.5

out of 5 user satisfaction score

1,333

Well-Being Assessments completed (37% 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	+1.03%
	Sleep	-0.64%
	Self-Care	+0.18%
	Exercise & Fitness	+2.13%
Well-being	Energy Level	-0.77%
	Resilience	+0.21%
	Managing Stress & Anxiety	+0.47%
	Work-Life Balance	+0.60%
Productivity	Job Satisfaction	-0.16%
	Work Growth	-1.69%
	Sense of Team	-1.17%
	Resources & Support	-0.92%

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	35%	5.9%
Iowa State University	27.4%	10.8%
P & S	25.2%	11.1%
Merit Employee Hourly & Salary	34.3%	7.8%
9 & 12 Month Faculty	37.5%	25.0%
Post Doctorate	50%	0%

* 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		8.9%
Non-Registered Users		13.4%