

# September 2021 – July 2022 ISU Adventure2 Program:

## Well-being & Engagement Impact Analysis

IOWA STATE UNIVERSITY

— ADVENTURE2 —

### Overall Program Success Metrics

**2,999**

ISU employees registered (43% of total population)

**38%**

of registered users participated in the program

**4.6**

out of 5 user satisfaction score

**888**

Well-Being Assessments completed (30% of registered users)

**2x**

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

### Well-being Risk Status Changes

	Risk Dimension	% Change YOY
<b>Health</b>	Nutrition	-0.20%
	Sleep	-0.42%
	Self-Care	+1.34%
	Exercise & Fitness	-1.04%

	Risk Dimension	% Change YOY
<b>Well-being</b>	Energy Level	-0.70%
	Resilience	-0.22%
	Managing Stress & Anxiety	+0.81%
	Work-Life Balance	-2.72%

	Risk Dimension	% Change YOY
<b>Productivity</b>	Job Satisfaction	-0.29%
	Work Growth	-2.10%
	Sense of Team	-1.41%
	Resources & Support	-1.19%

### 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	35.7%	6.2%
Iowa State University	26.1%	11.2%
P & S	25.6%	11.0%
Merit Employee Hourly & Salary	19.9%	8.3%
9 & 12 Month Faculty	41.8%	14.9%
Post Doctorate	31.6%	31.6%

\* 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

Non-Registered Users **7.4%**

Registered Users **3.7%**