

2020 ISU ADVENTURE2 PROGRAM: WELL-BEING & ENGAGEMENT IMPACT ANALYSIS

OVERALL PROGRAM SUCCESS METRICS

2,725

ISU EMPLOYEES
REGISTERED (39% OF
TOTAL POPULATION)

53%

OF REGISTERED
USERS
PARTICIPATED IN
THE PROGRAM

4.2

OUT OF 5
USER
SATISFACTION
SCORE

1,063

WELL-BEING
ASSESSMENTS
COMPLETED (39% OF
REGISTERED USERS)

2x

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

WELL-BEING RISK STATUS CHANGES

| | RISK DIMENSION | *% CHANGE YOY |
|--------------|---------------------------|---------------|
| HEALTH | Nutrition | +1.02% |
| | Sleep | +1.62% |
| | Self-Care | +1.37% |
| | Exercise & Fitness | +1.73% |
| WELL-BEING | Energy Level | +0.31% |
| | Resilience | +1.06% |
| | Managing Stress & Anxiety | +1.13% |
| | Work-Life Balance | +0.23% |
| PRODUCTIVITY | Job Satisfaction | +0.09% |
| | Work Growth | +0.48% |
| | Sense of Team | +0.12% |
| | Resources & Support | -0.66% |

*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 BoB | 37.0% | 5.1% |
| Iowa State University | 26.3% | 8.5% |
| P&S | 25.4% | 9.1% |
| Merit Employee Hourly & Salary | 25.3% | 7.2% |
| Faculty 9-Month & 12-Month | 43.6% | 10.3% |
| Post Doctorate | 11.0% | 11.0% |

*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.