



Leverage the Wellbeing Advantage for your organization

Well-being is not just an employee benefit, it is a business performance, employee engagement and productivity strategy.

The Human Prism is a Psychology and Mindfulness driven company that helps individuals and corporates enhance mental, and emotional well-being, for improved productivity!

Well-being at work is associated with multiple positive outcomes...

- **Researchers at the University of Nottingham, determined that 88% of employees** who experience high wellbeing at work are also more engaged on the job
- ASSOCHAM, India's leading chamber of commerce for Business & Industry estimated that a higher level of wellbeing is associated with **35% lower attrition**

However, high stress levels are now taking away from this!

- **Stress upsets our PSYCHOLOGY & PHYSIOLOGY** – It changes our behaviour and upsets the body & hormonal balance, which ultimately impact important organizational outcomes, such as productivity & innovation
- **Stressors at work are the new normal:** Deadlines, frequent role transitions, consistent performance pressure, volatile external environment, virtual teams...**It is impossible to evade the stressors, but it is POSSIBLE to evade stress**

At the Human Prism, we believe

1. Psychological well-being and mindfulness are the key pillars of leadership & employee development
2. Contrary to popular belief, these can be cultivated, and are not a static state of mind
3. Stressors are not the same as stress: **Stressors** can be related to our work environment, the way we live (lifestyle), and who we are (inherent personality). **Stress**, on the other hand is our reaction to these triggers
4. Sustainable life style change requires behaviour change. The '**Human touch**' is critical in helping people achieve this
5. Well-being has multiple dimensions. Measurement & data of the change required across these dimensions is the starting point of designing an effective well-being strategy

How we help?

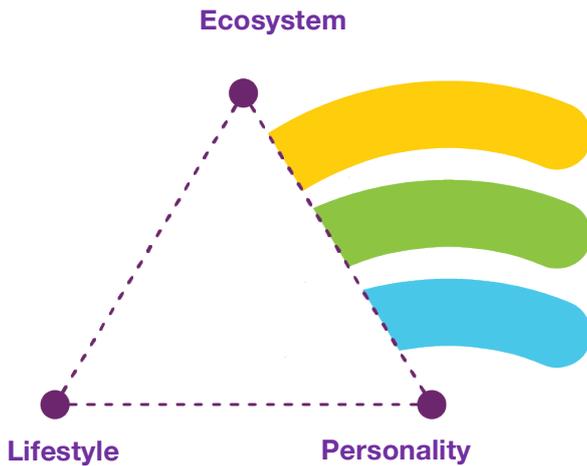
1. ***Assessing current stressors & state of well-being (through the Workplace Well-being Index - WWI)***

The term well-being is often considered to be 'Physical health' or 'fitness' or 'lifestyle'. However, it is much more! We spend 1/3 of our time at work, and through the time, feeling 'well' depends on various factors – including our work environment, team, leader, our personal lifestyle, and who we are!

Our BP, Cholesterol, and other values can tell us about our physical health, however, the work-place well-being index is designed to complement this health assessment by identifying key TRIGGERS that tend to STRESS employees. This is also a great add-on to any leadership assessment done by your organization - it indicates how other work environment, lifestyle, and personality traits impact leadership style and/or behaviour at work.

We assess the 3 areas that impact our well-being at work (and sub dimensions within these areas)

- i. **The organizational eco-system/environment**
- ii. **Lifestyle**
- iii. **Well-being behaviours/Personality**



Through the proprietary WWI, we look to assess total well-being of your leaders, and how this impacts organizational outcomes – like employee engagement and job satisfaction!

Interventions to enhance leadership & employee well-being

Working with Organizations to co-create a Well-being Vision & Strategy

Based on the data from the WWI, and inputs from the organization, we will help design a well-being strategy by working closely with the well-being champions and HR. The intent would be to integrate well-being into your talent, leadership development, and employee engagement initiatives

Once created, we can help design engaging internal campaigns to promote a culture of well-being!

Integrating well-being with a Corporate's Leadership & employee development strategy

Some modules include, but are not limited to:

Well-being: the new leadership edge

Description: Today's relentless pace of business, and fast & furious work culture has undoubtedly increased productivity- but has, at the same time, led to increased stress and burn-out. What if we could somehow take away the stress and actually enhance productivity? In our leadership and well-being module we get leaders to understand well-being, become aware of their level of well-being, and equip them with the tools to enhance well-being and productivity.

Yoga Psychology to enhance leadership effectiveness

Description: This is a special workshop that leverages ancient wisdom, particularly Yoga Sutras, Yoga practice and Mindfulness to give leaders very deep, yet practical ways to become more effective in their roles.

Unlocking well-being for your teams / Creating 'flourishing' teams

Description: Employees value pay, they value role clarity, and they value challenging, stimulating work...however, research has shown that most of all, the 'right' leader drives both well-being and performance...and we've all experienced it at some stage or another...it is for this reason that they say "we join an organization, but quit a boss" – a leader has the power (and responsibility) to engage and retain. Whilst there is a lot out there about how to be a better leader, driving employee well-being is a critical (yet often ignored) factor. Here's a workshop that will help you enhance your well-being, become aware of your leadership value add, and leverage practical principles (grounded in research).

Well-being and Mindfulness sessions can also be integrated within strategy days, off sites or as short retreats!

Designing & Implementing Team wellbeing immersion experiences

We set goals with our teams, execute projects with them, so why not also improve our mental, emotional & physical well-being with them?

We work with your organization to help teams set collective well-being goals, and track each others' progress!



On-going Wellness coaching for Leaders at the work-place -

Key objectives of this coaching:

1. Alleviating stress
2. Work-life integration

Enhancing employee mind share towards Well-being & Mindfulness through “Wellness power hours”

Are you looking for regular, short capsules related to different aspects of psychological well-being & mindfulness?

If yes, the well-being power hours are your solution. We can customize a theme based on your needs, and/or look at themes related to

- The Physiology of stress
- Mindful interactions at work
- Cultivating resilience
- Emotional regulation
- Mind-Body balance