



Move beyond “wellness” to embrace whole-person, whole-ecosystem well-being

Our Work-place well-being index helps you do exactly this!!

The philosophy

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 index 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.

Ecosystem - The work environment, also referred to as the ‘often over-looked essential of well-being’ is critical to how one feels at work. In fact, recent research by the World Economic Forum indicates that these factors have as much of an impact on individuals as do physical and psychological health

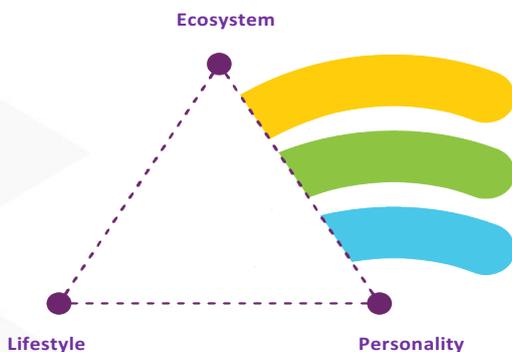
Lifestyle - Increasing pressure and anxiety has led to deterioration of our lifestyle. Largely sedentary lifestyles, disturbed sleep, no time for sleep and ‘stress eating’ are just some of the many lifestyle red flags. These lifestyle habits impact the body’s physiology, thereby our emotions and interactions at the work place

Personality & well-being behaviours - Ever wondered why some people always remain calm no matter what the situation, while others begin to panic on the slightest provocation? Some people are encouraging with themselves, while others are extremely self-critical? Though many factors influence such behaviour, our inherent dispositions play a key role here

Why the workplace well-being index?

1. Detailed view of the factors that are currently enhancing and hindering well-being

Areas assessed through the work-place well-being index



Ecosystem	Lifestyle	Personality
<ul style="list-style-type: none"> - Leadership support - Team Psychological safety - Work & Role - Culture of well-being 	<ul style="list-style-type: none"> - BMI - Sleep - Diet & Nutrition - Alcohol & nicotine in-take - Physical Activity - Current health conditions 	<ul style="list-style-type: none"> - Self-compassion - Emotional Regulation - Grit - Resilience - Altruism - Optimism - Gratitude



2. *Employee view*

The well-being index is taken by employees & leaders within the organization, and can help you assess areas that need to be strengthened based on their collective inputs

3. *Designed such that output can be integrated into your HR processes, leadership development interventions, and employee wellness initiatives*

The output can help you at multiple levels:

1. **Address gaps through improving HR/talent processes** – e.g.: A lower score on ‘meaning’ can be addressed through re-looking employee value proposition, embedding purpose/meaning related aspects into on-boarding etc.
2. **Enhance leadership development programs to include well-being** – Areas related to Personality & Well-being behaviours can be addressed through leadership development interventions. In fact, even some of the lifestyle & eco-system related dimensions can be enhanced through an effective leadership development & well-being journey
3. **Create internal well-being initiatives/campaigns** – Through our team micro-immersion experience process and other channels, we help you design and execute internal well-being initiatives targeted at improving identified areas from the well-being assessment

Other features of the Workplace well-being index

- 20 to 25-minute completion time
- Instantaneous scoring & reporting output
- Online administration
- Protected access