the new frontier in workplace wellness

getting managers on the move

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imagine if…


the good news

Physical Health
Social Connections
Financial Security
Emotional Health

89%
85%
61%
48%

the bad news

9
89
85
61

imagine if…

Review the literature
Overview of Manager on the Move
First-hand account of Manager on the Move
Our findings - quantitative & qualitative
Application
Q & A
Close

agenda

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review of the literature

managers hold the key

70%

Source: Gallup


overview of manager on the move

DO: Embody well-being (lead by example).

SPEAK: Engage your team members in well-being, one conversation at a time.

CREATE: Enable your team members with processes that make well-being easy & “normal.”

manager on the move

are you acting as a multiplier…

or as a gatekeeper?

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DO
(Embody)
SPEAK
(Engage)
CREATE
(Enable)

It starts with you.

Engage in qualitative assessments.

Envision what’s possible.

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Interact throughout.

Stand up for more movement.

Take action.

DO: lead by example

SPEAK: talk about it

CREATE: design nudges & cues

first-hand account of manager on the move

our findings

Manager on the Move Results

Manager Characteristics

Increased Well-being

Participants completed the Cantril Self-Anchoring Striving Scale to assess present and future life evaluation. Based on responses, overall well-being is categorized in three ways:

- **Thriving**
  - Well-being is strong, consistent, and progressing

- **Struggling**
  - Well-being is moderate or inconsistent

- **Suffering**
  - Well-being is at high risk

Improved Productivity

61% of managers reported increased productivity.

Stronger Engagement

53% of managers reported higher engagement.

Increased Well-being

32% of managers moved from “suffering” or “struggling” to “thriving” after participation in the workshop.

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I am aware of the well-being resources in our organization.

Well-being is a key metric for our organization.

Participants completed the Well-being Assessment for Productivity (WBA-P) to measure productivity loss due to well-being-related barriers focused on two domains:

- **Work**
  - Lack of resources and training
  - Technical issues
  - Not enough time
  - Issues with co-workers and supervisors
- **Personal**
  - Physical and emotional well-being
  - Financial well-being
  - Other personal issues

Participants were assessed on three domains of managerial influence:

- **Do**
  - Embody well-being and lead by example
- **Speak**
  - Persuade others to join through explicit and effective communication
- **Create**
  - Develop infrastructure to support well-being

We desperately need this type of content to separate ourselves from the competition. If one aspect of our strategy and priority is to build winning teams, well-being is critical to driving the motivation that makes our good employees want to get up and come to work every day. It is also a valuable recruiting tool - we need to get this right. This is also a critical element of differentiating ourselves from our competition in our ability to grow the business over time.

We have started a movement...