

Holistic Wellness Assessments and Dashboards for Organisations



THE WELLNESS BLUEPRINT

Unlocking Employee Well-being Insights



UNDERSTANDING WELLNESS

Wellness Directly Impacts Relationships & Success



happiness

relationships

Happier People

have better peace of mind

have a better family life

are liked by friends & peers

have better balanced life goals

have more successful relationships

happiness

success

Happier People

have better employment outcomes

are more likely to secure job interviews

are evaluated more positively by superiors

have higher productivity

are less likely to experience job burnout

HAPPINESS

WELLNESS

PERFORMANCE

The 8 Dimensions Of Wellness



Holistic wellness is an approach that considers the whole person, encompassing the 8 Dimensions of well-being.

- | | | | |
|----|-----------------------|----|------------------------|
| 01 | EMOTIONAL WELLNESS | 02 | PHYSICAL WELLNESS |
| 03 | SOCIAL WELLNESS | 04 | OCCUPATIONAL WELLNESS |
| 05 | FINANCIAL WELLNESS | 06 | ENVIRONMENTAL WELLNESS |
| 07 | INTELLECTUAL WELLNESS | 08 | SPIRITUAL WELLNESS |

Holistic Wellness emphasizes the interconnectedness of these dimensions and the need for balance and harmony in each area.

It recognizes that optimal health and well-being go beyond the absence of illness and encompasses a state of thriving in all aspects of life.



*The **Wellness Blueprint** provides insights into areas of strength and opportunities for improvement to enable organisations create a healthier, more engaged, and productive workforce.*

THE Wellness Blueprint Comprises Of

Wellness Self-Assessment for Employees

Employees use the **Wellness Compass** tool to engage in an online **confidential** structured wellness self-assessment that includes targeted questions related to the 8 different dimensions of wellness.

The assessment responses generate an overall wellness profile (scorecard) for the participants, highlighting strengths and areas for improvement.



State of Wellness Dashboard for Organisations

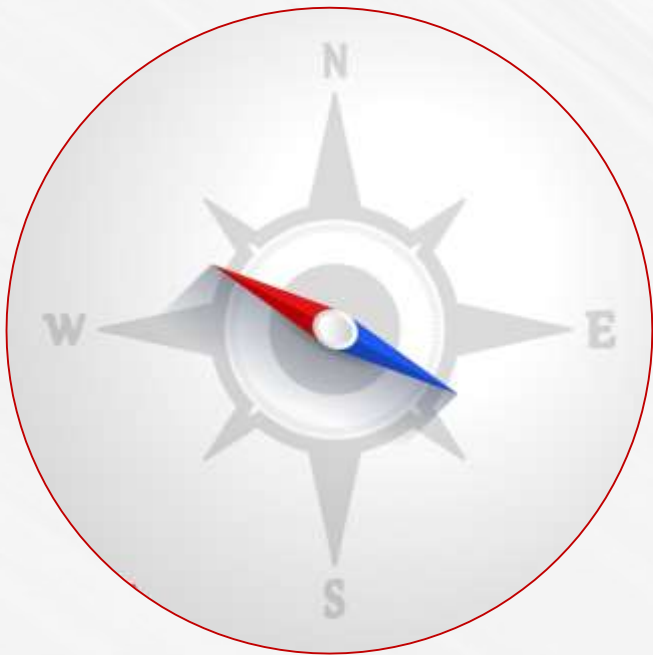
The State of Wellness Dashboard is a **data-driven platform** offering comprehensive **insights** into **employee well-being**.

Derived from "The Wellness Compass" self-assessment tool, it simplifies **navigation through Tabs and Filters** to explore well-being dimensions. **Scorecards, querying tools, and Red Flags** provide a holistic view, guiding wellness programs and fostering a culture of well-being.



THE WELLNESS COMPASS

The Wellness Compass



Holistic Self-Assessments

Self-Assess across the 8 Dimensions of Wellness.

Online Tool

Assessments are online – hence can be done when & where it is convenient.

Wellness Profile

Get a personalised wellness profile (scores) for the 8 Dimensions of wellbeing.

Two Versions

LITE & PRO versions to choose from.

Recommendations

Receive recommendations based on your Wellness Profile.

Lower stress and anxiety

Implement recommendations for reduced stress and anxiety levels.



The Wellness Compass – LITE version



LITE VERSION

**Welcome to
THE WELLNESS COMPASS**

for individuals

Measure your Wellness

Navigate Your Path to Holistic Wellness



LITE VERSION

**Welcome to
THE WELLNESS COMPASS**

for organisations

Measure your Wellness

Navigate Your Path to Holistic Wellness

Discover a transformative approach to holistic well-being with The Wellness Compass - LITE, designed to guide you towards a balanced and thriving life. With a concise yet insightful assessment comprising 40 key criteria, this version offers a streamlined journey to self-discovery.

Key Features:

- Swift assessment of 40 key criteria
- Insights into emotional, physical, social, occupational, financial, environmental, intellectual, and spiritual well-being
- Clear visualization of your wellness strengths and areas for growth
- Personalized recommendations to enhance specific dimensions of your well-being

The Wellness Compass – PRO version



PRO VERSION

**Welcome to
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for individuals

Measure your Wellness

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PRO VERSION

**Welcome to
THE WELLNESS COMPASS**

for organisations

Measure your Wellness

Navigate Your Path to Holistic Wellness

Discover a transformative approach to holistic
Elevate your wellness journey with The Wellness
Compass - PRO, a comprehensive tool designed
to uncover the depths of your holistic well-being
unveils nuanced insights into your well-being
landscape, guiding you towards optimal balance
and fulfilment.

Key Features:

- Comprehensive assessment covering almost 150 essential criteria
- In-depth exploration of emotional, physical, social, occupational, financial, environmental, intellectual, and spiritual well-being
- Nuanced interpretation of your wellness landscape
- Personalized recommendations to ignite transformative well-being changes

Navigating the wellness journey



1. Participants **receive personalized wellness profiles** based on their assessment responses.
2. The profiles provide a comprehensive overview of their well-being, **highlighting strengths and areas for improvement** in each cardinal point.
3. Participants learn how to **interpret their wellness profiles** and understand the significance of the scores and grading for each dimension.
4. Understanding the **meaning behind the scores**, such as how higher scores indicate strengths while lower scores indicate areas for growth and focus.
5. Make **informed decisions** about their wellness journey.

The Process



Participants create their personal profile.



Engage in a *confidential* structured self-assessment that includes targeted questions related to the 8 different dimensions of wellness.



The assessment responses will generate an overall wellness profile (scorecard), highlighting strengths and areas for improvement.



Participants can gain valuable insights and recommendations into their well-being from the scorecards, enabling them to prioritize areas of focus and take proactive steps toward enhancing their holistic wellness.

Wellness Profile (Scorecard)



Note: This is a sample Wellness Profile .



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DASHBOARD FOR ORGANISATIONS



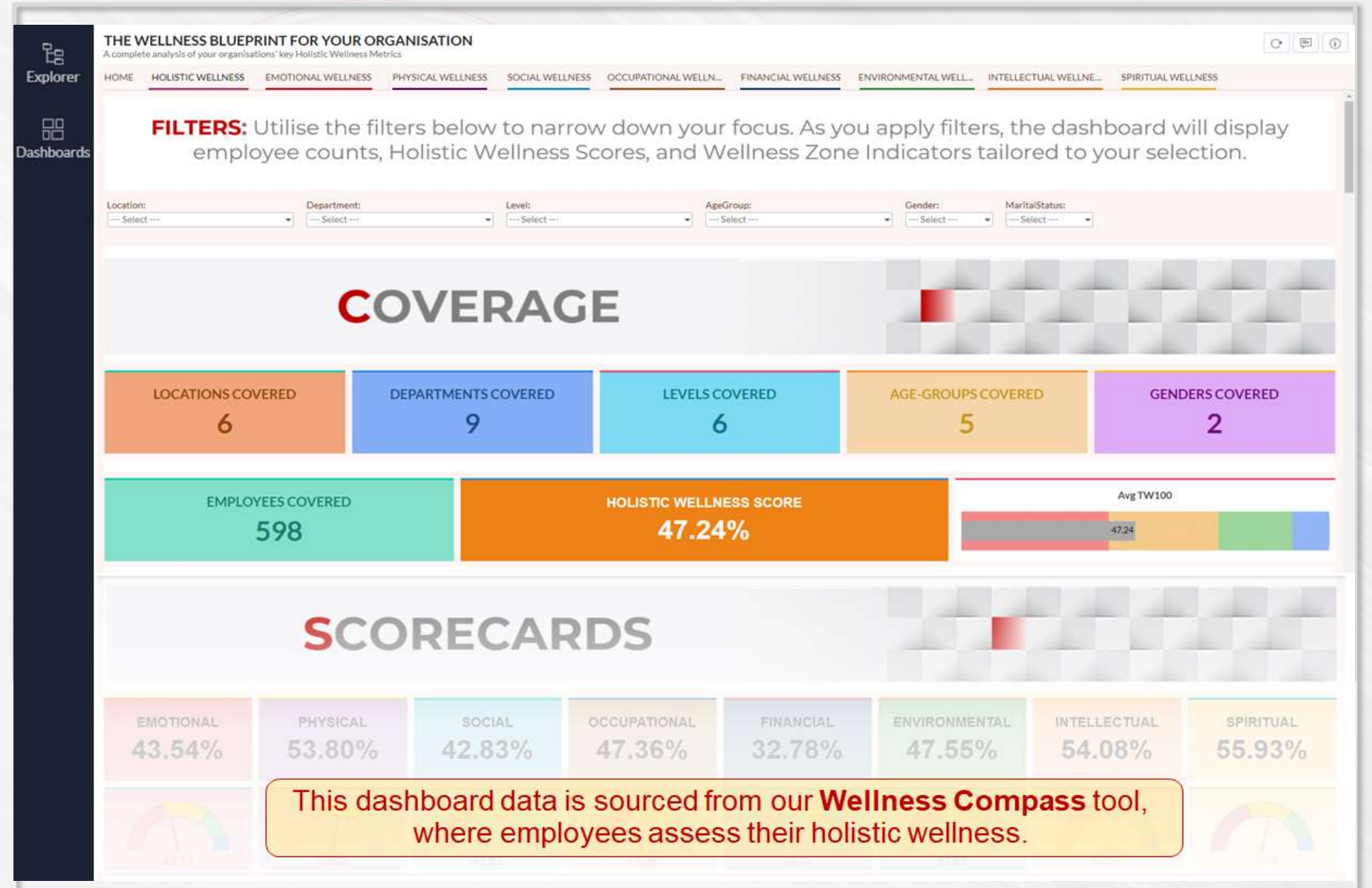


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- Extensive Coverage
- Multiple Scorecards
- Navigation Tools
- Tabs
- Filters
- Data Queries
- Red Flags
- Insights

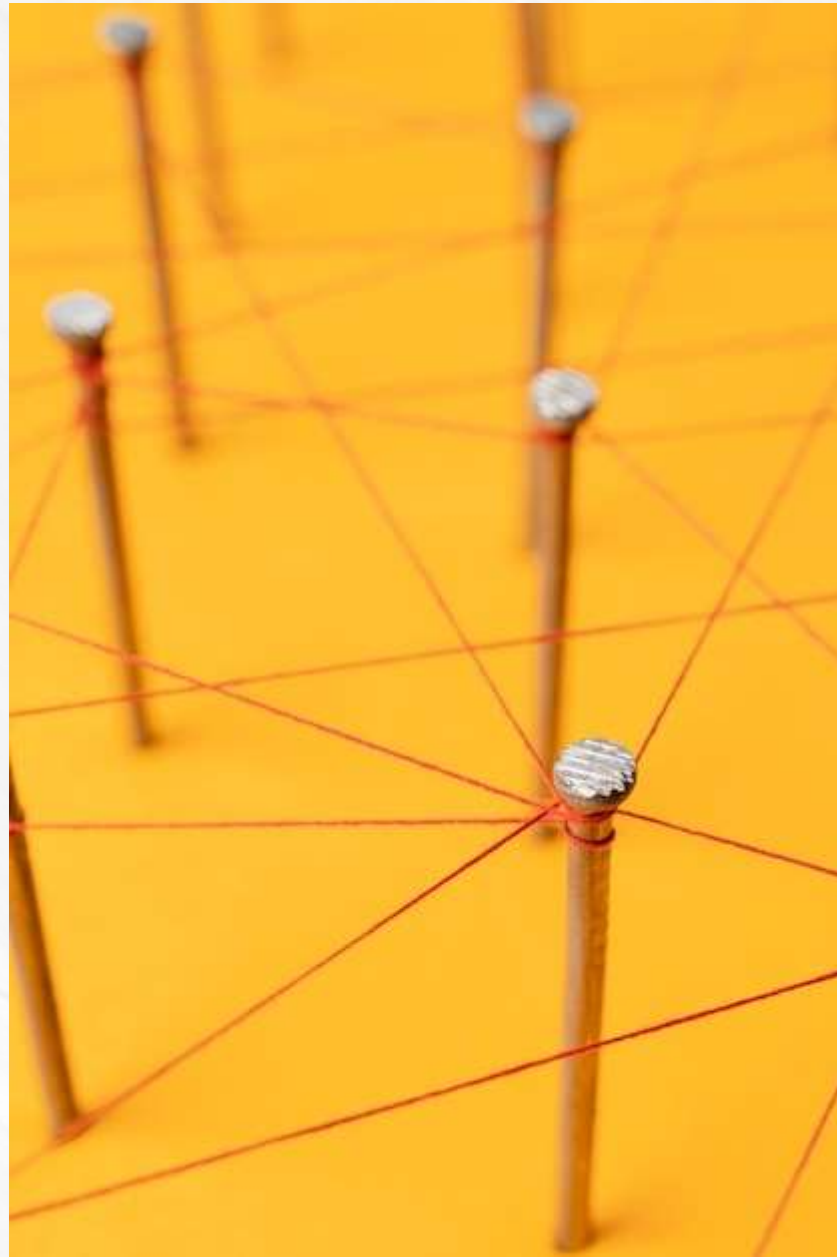
THE DASHBOARD





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COVERAGE

1. **Extensive coverage** is the foundation of our insights into employee well-being.
2. It **encompasses various aspects**, including the number of employees covered.
3. We go beyond headcounts to cover other **attributes such as locations, departments, levels, age groups, genders**, and more.
4. Our data coverage reflects the employees included **based on the filters** applied.
5. It is important to note that all subsequent **data analytics** are built upon this comprehensive coverage.



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SCORECARDS

1. Wellness Scorecards are the **visual representations** of your employee well-being data.
2. These scorecards provide **at-a-glance insights** into various dimensions of employee wellness.
3. They are generated based on the **Tabs you select and the filters you apply**.
4. The **default scorecards** offer an overview of wellness across the entire organization.



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EXCELLENT

GOOD

FAIR

POOR

SCORECARD ZONES

THE FOUR ZONES.

Each value of the scorecards generated for the State of Wellness Report falls under one of the following 4 zones.

Blue Zone – State of Wellness is **Excellent** : Score > 40

Green Zone – State of Wellness is **Good** : Score more than 30 but less than 40

Amber Zone – State of Wellness is **Fair** : Score more than 20 but less than 30

Red Zone – State of Wellness is **Poor** : Score less than 20



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NAVIGATION TOOLS

1. Our dashboard offers **intuitive navigation tools** to guide your exploration.
2. **Tabs** serve as our primary navigation feature, helping us delve into specific dimensions of well-being. Each tab corresponds to one of the eight Wellness Dimensions, allowing for focused analysis.
3. **Filters**, located below the Tabs, enable precision in drilling down into specific data points.
4. These tools are designed for **user-friendliness and flexibility**.
5. The Filters feature enhances your dashboard experience by **offering precision**.
6. With Filters, you can **narrow down your view** by selecting specific parameters.
7. **Choose from options** such as Locations, Departments, Levels, Age groups, and Genders.
8. As you apply filters, the **dashboard adapts**, providing tailored and detailed perspectives.
9. These filters enable you to **customize your analysis** based on unique organizational needs.



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TABS – Holistic Wellness

1. The 'HOLISTIC WELLNESS' tab offers a **panoramic view of well-being** across all eight Dimensions.
2. It serves as your **starting point** for understanding the overall wellness of your organisation.
3. This **consolidated view** provides insights into your organisation's comprehensive well-being status.
4. It's a valuable compass for **identifying trends and areas** that may require enhancement.



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TABS – Individual Dimensions

1. Each of the **subsequent tabs** corresponds to one of the eight Wellness Dimensions.
2. These tabs offer dedicated insights into **specific facets** of employee well-being.
3. They provide a more **detailed examination** of how each dimension impacts your workforce.
4. Exploring these tabs enables you to **understand specific areas** that contribute to your employees' overall well-being.



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DATA QUERIES

1. In the 'Query' section, we introduce you to our **robust querying tool**.
2. This tool provides **On-Demand Query-Based views** for deeper analysis.
3. It enables you to **dive into specific** data points, trends, and insights beyond standard options.
4. You have the flexibility to **tailor your analysis** based on your unique needs.
5. The 'Query' section empowers you to conduct **in-depth assessments** of your organization's well-being.



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RED FLAGS AND INSIGHTS

1. The wellness assessment includes a set of **built-in Red Flags** that an assessee can potentially trigger during their self-assessment.
2. Red Flags are specific **responses that deviate from the norm** or appear unusual in nature.
3. These signals act as indicators that **something might be out** of the ordinary.
4. The **number of Red Flags triggered** during an assessment (ranging from 0 to 32) provides insights into the assesses' responses.
5. Typically, tripping up to 8 flags is considered within the **normal range**.
6. However, any assessment with more than 24 red flags should raise **caution**.
7. It's essential to remember that Red Flags do not imply guilt or innocence but rather **serve as warning signs** of potential anomalies.



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THE POWER OF INSIGHTS

1. The State of Wellness Dashboard empowers you with the ability to **make data-driven decisions**.
2. It serves as a compass for **crafting impactful wellness programs** and fostering a culture of holistic well-being.
3. The insights can guide you towards **enhancing the overall wellness** of your organisation.
4. You can **identify** trends, areas for improvement, and opportunities for growth.
5. Harness the power of insights to **steer your organisation** towards a healthier and more engaged workforce.

Value of the State of Wellness Dashboard

By *leveraging the insights* derived from the State of Wellness Dashboard and *integrating the wellness principles into L&D programs*, HR departments can strategically plan their L&D activities to *enhance employee development* and contribute to a *culture of holistic wellness* within the organization.



- *The State of Wellness Dashboard opens doors to your organization's path to holistic well-being.*
- *It's a powerful tool that facilitates data-driven decisions, empowers informed wellness programs, and shapes a culture of well-being.*
- *Your insights from this dashboard can guide you to enhance the overall well-being of your organisation.*
- *By identifying trends, opportunities, and areas for improvement, you can build a healthier and more engaged workforce.*



We are excited to invite organisations to start experiencing the transformative impact our Employee Wellness Assessments and the State of Wellness Dashboard can have on their Employee Wellness Programs.

Our mission is to empower businesses to create healthier and more engaged workforces, which in turn leads to increased productivity, lower healthcare costs, and improved morale.

So, let's embark on this journey together. Use the State of Wellness Dashboard as your compass to a brighter well-being future.

~ Ajay Mahajan
Chief Executive Officer
Wellness Seekers Academy



Let us **connect**, and **start** a possibilities conversation.

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What's **next??**



HARMONY

A SUSTAINABLE
HOLISTIC WELLNESS PROGRAM
THAT ENSURES A
25-35% IMPROVEMENT
IN THE OVERALL WELLNESS OF
THE EMPLOYEES.