



STATE OF WELLNESS

REPORT FOR ORGANISATIONS





The *State of Wellness Report* for Organisations is a comprehensive overview of the holistic wellness of employees across the eight dimensions of wellness.

It provides *insights into areas of strength and opportunities for improvement* to help organisations create a healthier, more engaged, and productive workforce.

THE PROCESS

Step 01 – Holistic Wellness Self-Assessment



**THE WELLNESS
COMPASS**

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

THE PROCESS

Step 02 – The Personal Wellness Profile



EMOTIONAL WELLNESS	28		21-40
PHYSICAL WELLNESS	34		21-40
SOCIAL WELLNESS	18		00-20
OCCUPATIONAL WELLNESS	42		41-50
FINANCIAL WELLNESS	33		21-40
ENVIRONMENTAL WELLNESS	12		00-20
INTELLECTUAL WELLNESS	26		21-40
SPIRITUAL WELLNESS	44		41-50

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

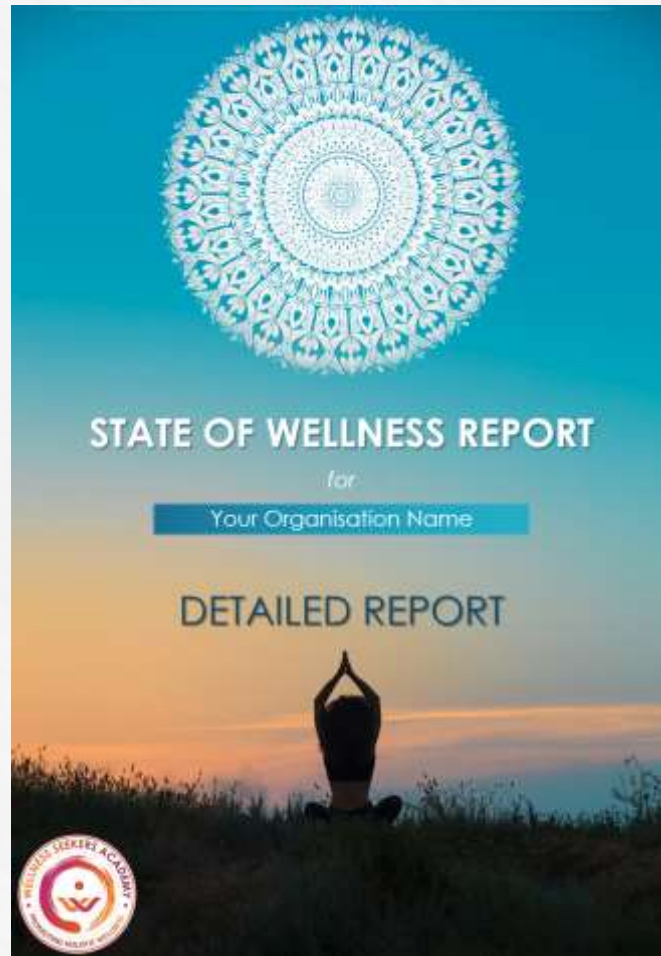
THE PROCESS

Step 03 – The Organisation’s State of Wellness



The assessment data is then collated, processed, and analysed to generate the **State of Wellness Reports** for the organisation.

The State of Wellness Report



In recent years, wellness programs have gained popularity among organisations as a way to promote the health and well-being of employees.

Such programs typically offer a range of activities and resources designed to improve physical, emotional, and mental health.

However, before an organisation can develop an effective wellness program, it is essential to understand the overall wellness status of employees.

One way to assess this is through a holistic wellness self-assessment of employees, which is then used to derive a State of Wellness Report for the organisation.

The State of Wellness Report

EXCELLENT

GOOD

FAIR

POOR

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

The State of Wellness Report

Parameters used in the report.

The State of Wellness Report analysis the organisation's wellness across multiple parameters. These include:

- The 8 Dimensions of Holistic Wellness
- Work Locations
- Departments / Groups
- Seniority Levels
- Age Groups
- Gender
- Marital Status

*The SoW Report can **be customised** across more parameters if needed.*



The 8 Dimensions



Work Locations



Departments / Groups



Seniority Levels



Age Groups



Gender



Marital Status



The State of Wellness Report

The Organisations State of Wellness Index.

- Wellness Index for the Organisation
- Wellness Indexes for
 - each Dimension
 - each Location
 - each Dimension for each Location
- Colour coded for Blue, Green, Amber, & Red zones

ORGANISATION SOW INDEX	LOCATION SOW INDEX	EMOTIONAL WELLNESS	PHYSICAL WELLNESS	SOCIAL WELLNESS	OCCUPATIONAL WELLNESS	FINANCIAL WELLNESS	ENVIRONMENTAL WELLNESS	INTELLECTUAL WELLNESS	SPIRITUAL WELLNESS
DIMENSIONAL SOW INDEX	26.45	26.50	28.33	31.00	20.33	30.17	20.83	29.83	24.83
GURUGRAM	27.00	24	32	36	19	32	18	31	24
NEW DELHI	25.63	25	28	29	21	31	20	27	24
MUMBAI	26.88	31	26	35	18	32	19	29	25
BANGALORE	27.00	28	28	31	21	28	26	28	26
CHENNAI	27.25	27	30	27	23	30	22	31	28
HYDERABAD	25.13	24	26	28	20	28	20	33	22

The State of Wellness Report

The Wellness Index for each Department

- Wellness Index for the Organisation
- Wellness Indexes for
 - each Dimension
 - each Department
 - each Dimension for each Department
- Colour coded for Blue, Green, Amber, & Red zones

ORGANISATION SOW INDEX	DEPARTMENT SOW INDEX	EMOTIONAL WELLNESS	PHYSICAL WELLNESS	SOCIAL WELLNESS	OCCUPATIONAL WELLNESS	FINANCIAL WELLNESS	ENVIRONMENTAL WELLNESS	INTELLECTUAL WELLNESS	SPIRITUAL WELLNESS
DIMENSIONAL SOW INDEX	26.45	26.50	28.33	31.00	20.33	30.17	20.83	29.83	24.83
CXO	38.88	42	38	43	42	43	29	38	36
SALES/BD	23.50	24	26	29	25	26	22	18	18
MARKETING/PR	26.75	27	28	32	27	28	24	27	21
HR	28.00	28	32	29	31	29	21	31	23
LEGAL	28.13	31	24	26	33	34	21	32	24
INFOTECH	22.63	28	24	24	27	25	16	19	18
OPERATIONS	24.25	23	28	27	31	26	15	22	22
FINANCE	25.75	28	31	25	28	31	21	19	23
PRODUCT DEV.	28.13	31	29	31	32	24	20	31	27

The State of Wellness Report

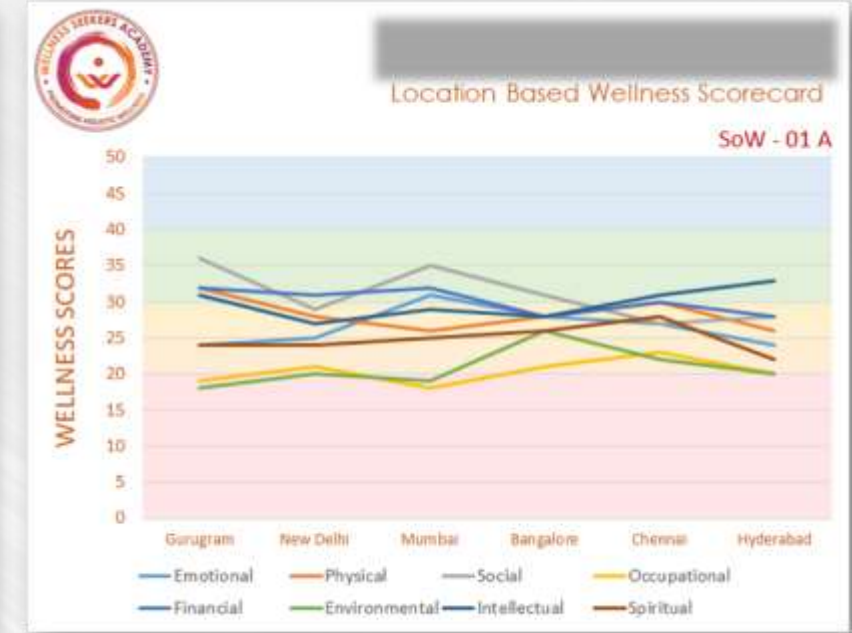
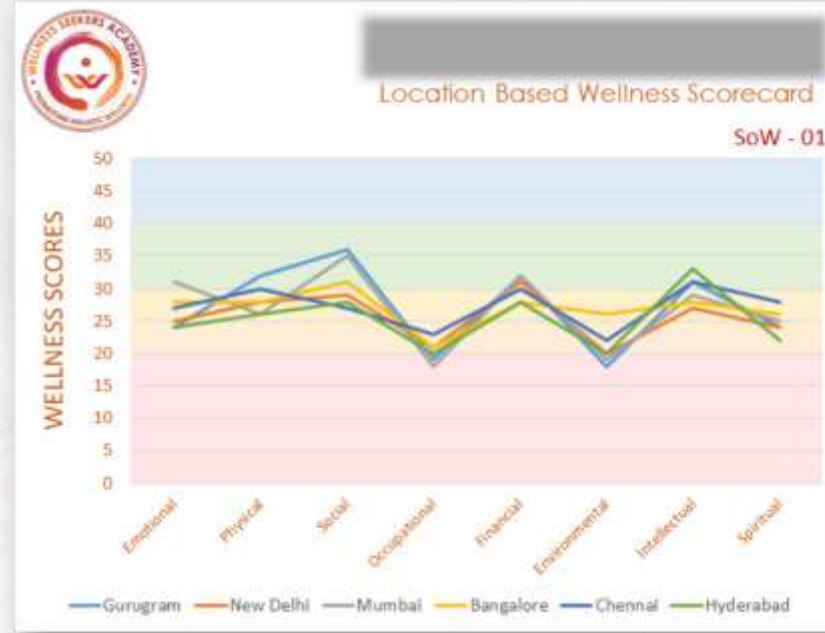
The Wellness Scorecards

- Wellness scorecards **provide a comprehensive assessment** of an organization's State of Wellness.
- A visual representation of assessment data that can be **used to track progress** and identify areas of improvement.
- Identify **areas for improvements**, and highlight successful **strategies to be implemented**.
- Provide an accurate and comprehensive **snapshot of an organisation's wellness initiatives' impact** on employee well-being.
- Vital to help organisations **make data-driven decisions**, develop **effective wellness programs**, and **measure the success** of these programs over time.
- The scorecards provide a **detailed breakdown of wellness activities** by various parameters like location, department, seniority level, age groups, and more.
- By looking at these different parameters, organisations can **gain insights into which areas of their workforce are most engaged with wellness initiatives**, and which areas may require more attention.

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Location Scorecard

- by Department
- by Location
- with Detailed Analysis
- and Recommendations



ORGANISATION [Redacted]
Reporting Name | State of Wellness Report
Reporting Category | 8 Dimensions of Wellness

SoW - 01

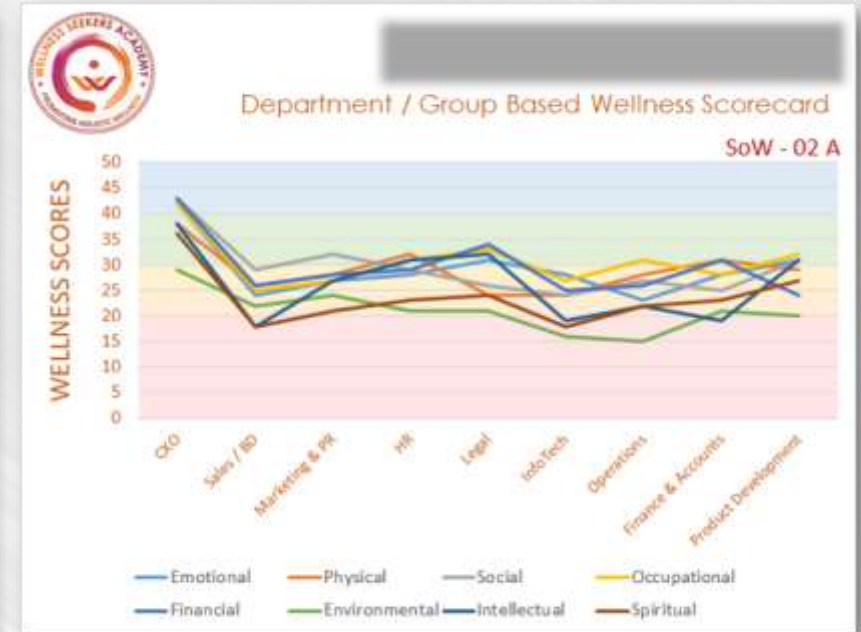
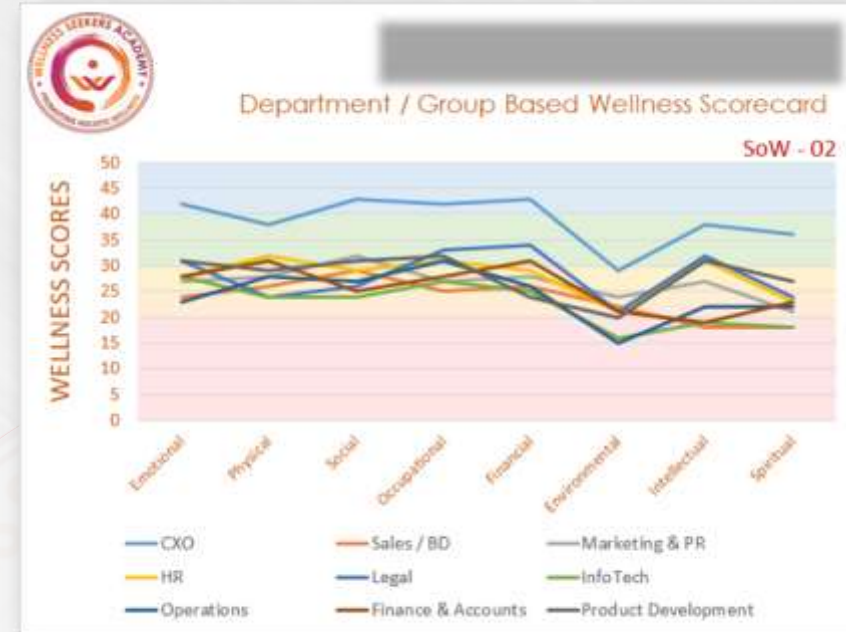
Location Based Wellness Scorecard

	LOCATION	WELLNESS DIMENSION		1. Emotional Wellness		2. Physical Wellness		3. Social Wellness		4. Occupational Wellness		5. Financial Wellness		6. Environmental Wellness		7. Intellectual Wellness		8. Spiritual Wellness		SOW INDEX	
		%AGE	EMPLOYEE COUNT	Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone
1	Gurugram	29.77	176	24.00	Fair	32.00	Good	36.00	Good	19.00	Poor	32.00	Good	18.00	Poor	31.00	Good	24.00	Fair	27.00	Fair
2	New Delhi	3.01	18	25.00	Fair	28.00	Fair	29.00	Fair	21.00	Fair	31.00	Good	20.00	Poor	27.00	Fair	24.00	Fair	25.63	Fair
3	Mumbai	7.69	46	31.00	Good	26.00	Fair	35.00	Good	18.00	Poor	32.00	Good	19.00	Poor	29.00	Fair	25.00	Fair	26.88	Fair
4	Bangalore	3.01	18	28.00	Fair	28.00	Fair	31.00	Good	21.00	Fair	28.00	Fair	26.00	Fair	28.00	Fair	26.00	Fair	27.00	Fair
5	Chennai	19.23	115	27.00	Fair	30.00	Fair	27.00	Fair	23.00	Fair	30.00	Fair	22.00	Fair	31.00	Good	28.00	Fair	27.25	Fair
6	Hyderabad	37.29	223	24.00	Fair	26.00	Fair	28.00	Fair	20.00	Poor	28.00	Fair	20.00	Poor	33.00	Good	22.00	Fair	25.13	Fair
All Locations		100.00	598	26.50	Fair	28.33	Fair	31.00	Good	20.33	Fair	30.17	Good	20.83	Fair	29.83	Fair	24.83	Fair	26.48	Fair

2

Department/Group Scorecard

- by Department
- by Dimension
- with Detailed Analysis
- and recommendations



ORGANISATION | [Redacted]
Reporting Name | State of Wellness Report
Reporting Category | 8 Dimensions of Wellness

SoW - 02

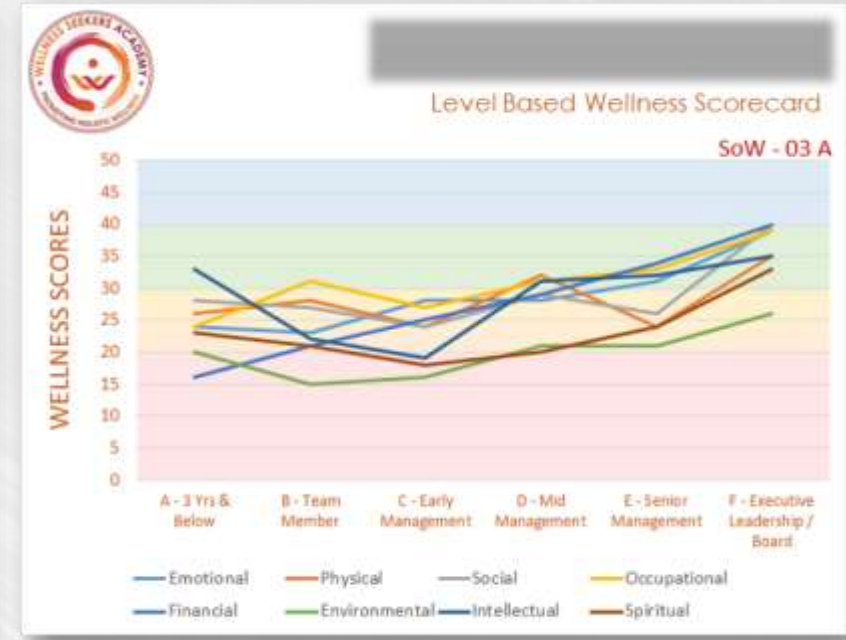
Department / Group Based Wellness Scorecard

	DEPARTMENT	WELLNESS DIMENSION		1. Emotional Wellness		2. Physical Wellness		3. Social Wellness		4. Occupational Wellness		5. Financial Wellness		6. Environmental Wellness		7. Intellectual Wellness		8. Spiritual Wellness		SOW INDEX	
		%AGE	EMPLOYEE COUNT	Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone
1	CXO	1.51	9	42.00	Excel	38.00	Good	43.00	Excel	42.00	Excel	43.00	Excel	29.00	Fair	38.00	Good	36.00	Good	38.88	Good
2	Sales / BD	12.88	77	24.00	Fair	26.00	Fair	29.00	Fair	25.00	Fair	26.00	Fair	22.00	Fair	18.00	Poor	18.00	Poor	23.50	Fair
3	Marketing & PR	5.02	30	27.00	Fair	28.00	Fair	32.00	Good	27.00	Fair	28.00	Fair	24.00	Fair	27.00	Fair	21.00	Fair	26.75	Fair
4	HR	9.36	56	28.00	Fair	32.00	Good	29.00	Fair	31.00	Good	29.00	Fair	21.00	Fair	31.00	Good	23.00	Fair	28.00	Fair
5	Legal	0.84	5	31.00	Good	24.00	Fair	26.00	Fair	33.00	Good	34.00	Good	21.00	Fair	32.00	Good	24.00	Fair	28.13	Fair
6	InfoTech	8.36	50	28.00	Fair	24.00	Fair	24.00	Fair	27.00	Fair	25.00	Fair	16.00	Poor	19.00	Poor	18.00	Poor	22.63	Fair
7	Operations	18.90	113	23.00	Fair	28.00	Fair	27.00	Fair	31.00	Good	26.00	Fair	15.00	Poor	22.00	Fair	22.00	Fair	24.25	Fair
8	Finance & Accounts	6.19	37	28.00	Fair	31.00	Good	25.00	Fair	28.00	Fair	31.00	Good	21.00	Fair	19.00	Poor	23.00	Fair	25.75	Fair
9	Product Developmen	36.96	221	31.00	Good	29.00	Fair	31.00	Good	32.00	Good	24.00	Fair	20.00	Poor	31.00	Good	27.00	Fair	28.13	Fair
All Departments		100.00	598	29.11	Fair	28.89	Fair	29.56	Fair	30.67	Good	29.56	Fair	21.00	Fair	26.33	Fair	23.56	Fair	27.33	Fair

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Level / Seniority Scorecard

- by Level / Seniority
- by Dimension
- with Detailed Analysis
- and recommendations



ORGANISATION [Redacted]

Reporting Name | State of Wellness Report
Reporting Category | 8 Dimensions of Wellness

SoW - 03

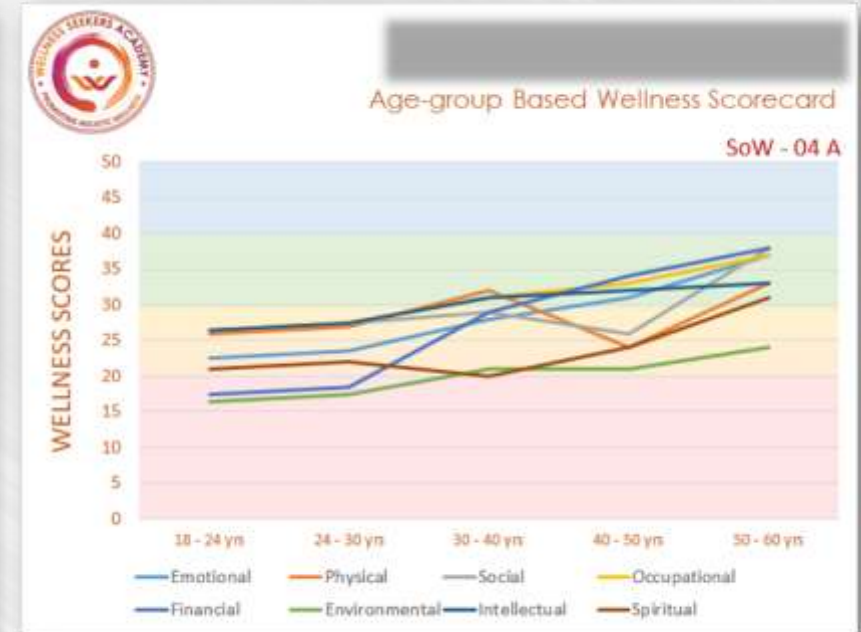
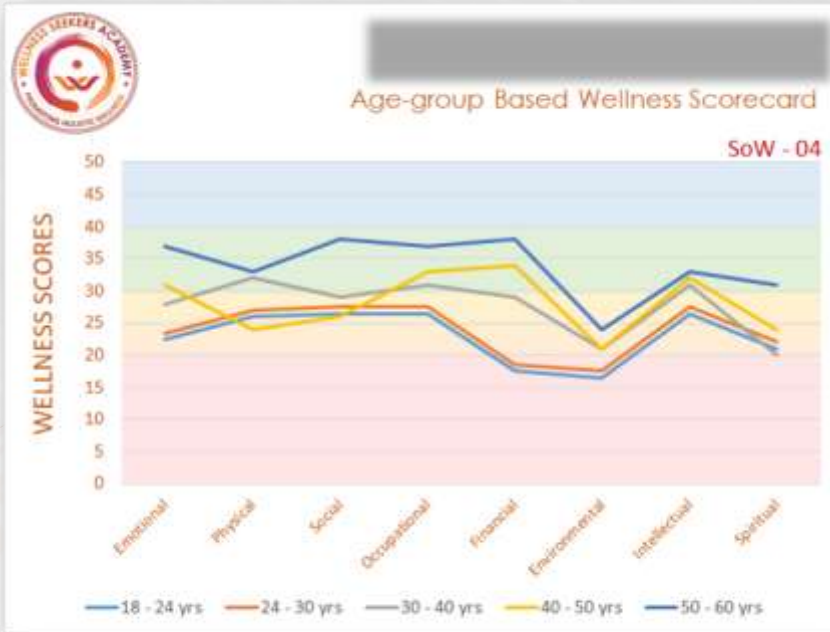
Level Based Wellness Scorecard

	LEVEL	WELLNESS DIMENSION		1. Emotional Wellness		2. Physical Wellness		3. Social Wellness		4. Occupational Wellness		5. Financial Wellness		6. Environmental Wellness		7. Intellectual Wellness		8. Spiritual Wellness		SOW INDEX	
		%AGE	EMPLOYEE COUNT	Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone
1	A - 3 Yrs & Below	19.73	118	24.00	Fair	26.00	Fair	28.00	Fair	24.00	Fair	16.00	Poor	20.00	Poor	33.00	Good	23.00	Fair	24.25	Fair
2	B - Team Member	36.62	219	23.00	Fair	28.00	Fair	27.00	Fair	31.00	Good	21.00	Fair	15.00	Poor	22.00	Fair	21.00	Fair	23.50	Fair
3	C - Early Management	15.55	93	28.00	Fair	24.00	Fair	24.00	Fair	27.00	Fair	25.00	Fair	16.00	Poor	19.00	Poor	18.00	Poor	22.63	Fair
4	D - Mid Management	14.38	86	28.00	Fair	32.00	Good	29.00	Fair	31.00	Good	29.00	Fair	21.00	Fair	31.00	Good	20.00	Poor	27.63	Fair
5	E - Senior Management	9.20	55	31.00	Good	24.00	Fair	26.00	Fair	33.00	Good	34.00	Good	21.00	Fair	32.00	Good	24.00	Fair	28.13	Fair
6	F - Executive Leadership	4.52	27	39.00	Good	35.00	Good	40.00	Good	39.00	Good	40.00	Good	26.00	Fair	35.00	Good	33.00	Good	35.88	Good
All Levels		100.00	598	28.83	Fair	28.17	Fair	29.00	Fair	30.83	Good	27.50	Fair	19.83	Poor	28.67	Fair	23.17	Fair	27.00	Fair

4

Age-group Scorecard

- by Age-group
- by Dimension
- with Detailed Analysis
- and recommendations



ORGANISATION [Redacted]

Reporting Name | State of Wellness Report
Reporting Category | 8 Dimensions of Wellness

SoW - 04

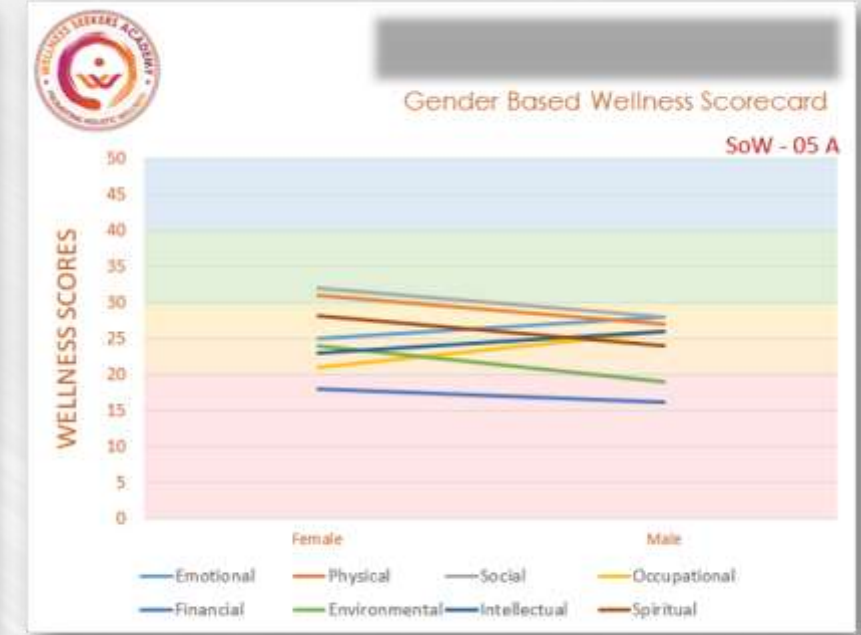
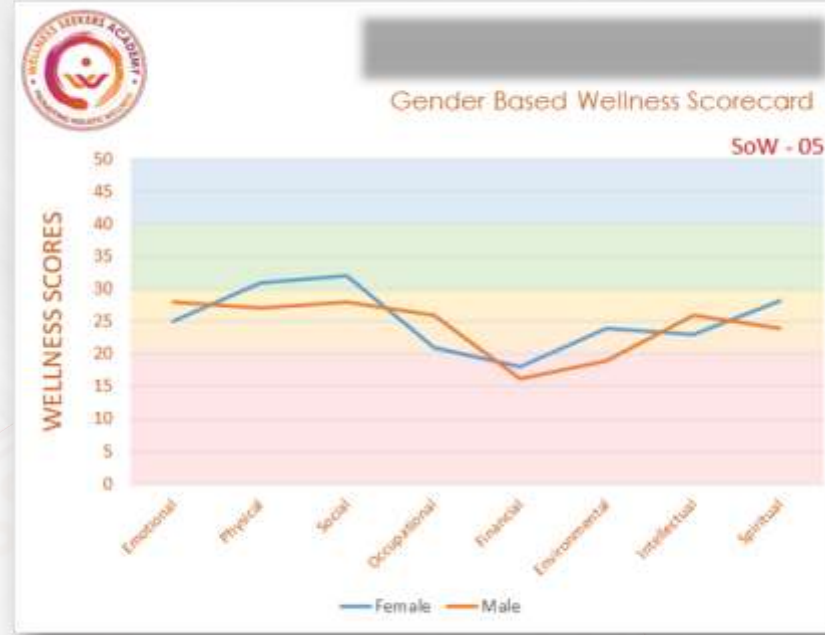
Age-Group Based Wellness Scorecard

	AGE-GROUPS	WELLNESS DIMENSION		1. Emotional Wellness		2. Physical Wellness		3. Social Wellness		4. Occupational Wellness		5. Financial Wellness		6. Environmental Wellness		7. Intellectual Wellness		8. Spiritual Wellness		SOW INDEX	
		%AGE	EMPLOYEE COUNT	Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone
1	18 - 24 yrs	19.73	118	22.50	Fair	26.00	Fair	26.50	Fair	26.50	Fair	17.50	Poor	16.50	Poor	26.50	Fair	21.00	Fair	22.88	Fair
2	24 - 30 yrs	48.83	292	23.50	Fair	27.00	Fair	27.50	Fair	27.50	Fair	18.50	Poor	17.50	Poor	27.50	Fair	22.00	Fair	23.88	Fair
3	30 - 40 yrs	11.87	71	28.00	Fair	32.00	Good	29.00	Fair	31.00	Good	29.00	Fair	21.00	Fair	31.00	Good	20.00	Poor	27.63	Fair
4	40 - 50 yrs	16.22	97	31.00	Good	24.00	Fair	26.00	Fair	33.00	Good	34.00	Good	21.00	Fair	32.00	Good	24.00	Fair	28.13	Fair
5	50 - 60 yrs	3.34	20	37.00	Good	33.00	Good	38.00	Good	37.00	Good	38.00	Good	24.00	Fair	33.00	Good	31.00	Good	33.88	Good
6	60 yrs plus																				
ALL AGE-GROUPS		100.00	598	28.40	Fair	28.40	Fair	29.40	Fair	31.00	Good	27.40	Fair	20.00	Poor	30.00	Fair	23.60	Fair	27.28	Fair

5

Gender Scorecard

- by Gender
- by Dimension
- with Detailed Analysis
- and recommendations



ORGANISATION [Redacted]

Reporting Name | State of Wellness Report
Reporting Category | 8 Dimensions of Wellness

SoW - 05

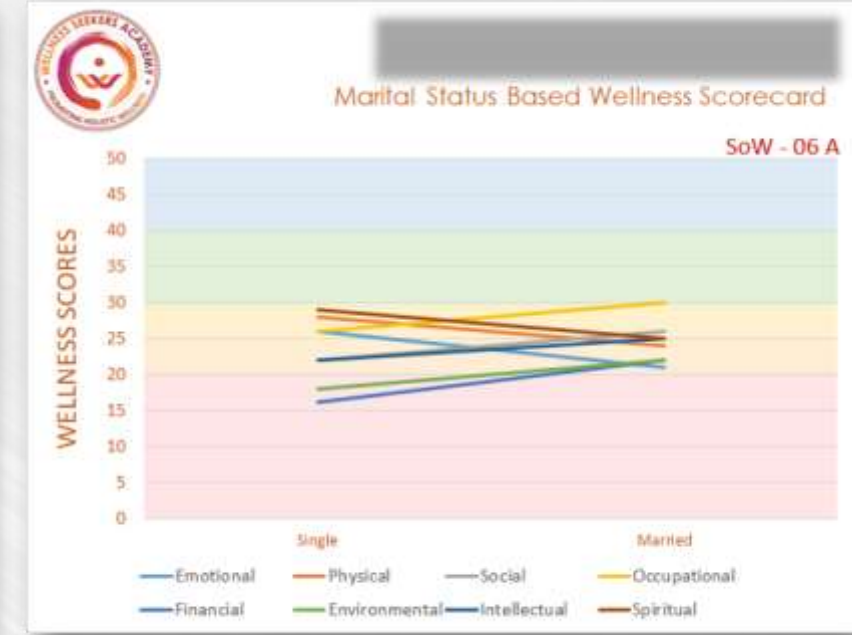
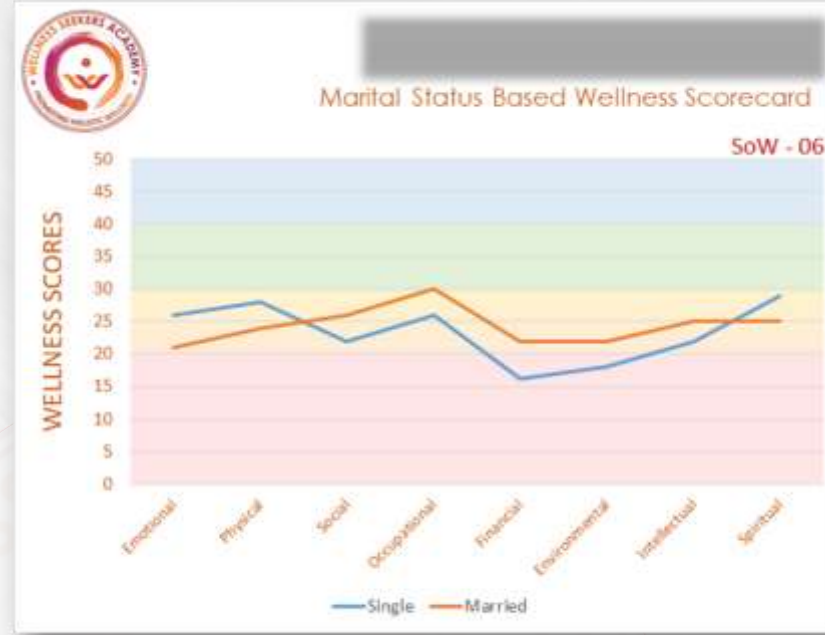
Gender Based Wellness Scorecard


	WELLNESS DIMENSION	GENDER	%AGE	EMPLOYEE COUNT	1. Emotional Wellness		2. Physical Wellness		3. Social Wellness		4. Occupational Wellness		5. Financial Wellness		6. Environmental Wellness		7. Intellectual Wellness		8. Spiritual Wellness		SOW INDEX			
					Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone		
1		Female	26.76	160	25.00	Fair	31.00	Good	32.00	Good	21.00	Fair	18.00	Poor	24.00	Fair	23.00	Fair	28.22	Fair	25.28	Fair		
2		Male	73.24	438	28.00	Fair	27.00	Fair	28.00	Fair	26.00	Fair	16.24	Poor	19.00	Poor	26.00	Fair	24.00	Fair	24.28	Fair		
3		Others																						
ALL GENDERS					100.00	598	26.50	Fair	29.00	Fair	30.00	Fair	23.50	Fair	17.12	Poor	21.50	Fair	24.50	Fair	26.11	Fair	24.78	Fair

6

Marital Status Scorecard

- by Marital Status
- by Dimension
- with Detailed Analysis
- and recommendations




ORGANISATION [Redacted]
Reporting Name | State of Wellness Report
Reporting Category | 8 Dimensions of Wellness
SoW - 06

Marital Status Based Wellness Scorecard

	MARITAL STATUS	WELLNESS DIMENSION		1. Emotional Wellness		2. Physical Wellness		3. Social Wellness		4. Occupational Wellness		5. Financial Wellness		6. Environmental Wellness		7. Intellectual Wellness		8. Spiritual Wellness		SOW INDEX	
		%AGE	EMPLOYEE COUNT	Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone	Avg	Zone
1	Single	55.52	332	26.00	Fair	28.00	Fair	22.00	Fair	26.00	Fair	16.27	Poor	18.00	Poor	22.00	Fair	29.00	Fair	23.41	Fair
2	Married	44.48	266	21.00	Fair	24.00	Fair	26.00	Fair	30.00	Fair	22.00	Fair	22.00	Fair	25.00	Fair	25.00	Fair	24.38	Fair
3	Seperated																				
4	Don't Wish to State																				
ALL GENDERS		100.00	598	23.50	Fair	26.00	Fair	24.00	Fair	28.00	Fair	19.13	Poor	20.00	Poor	23.50	Fair	27.00	Fair	23.89	Fair

Value of the State of Wellness Report

By leveraging the insights and recommendations of the State of Wellness Report 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.



- *Get important Health and well-being indicators*
- *Measure the effectiveness of wellness programs and initiatives*
- *Get recommendations for future wellness strategies*
- *Identify L&D needs*
- *Align L&D with wellness goals*
- *Incorporate wellness-focused training*
- *Utilize benchmarking data*
- *Assess training effectiveness*



[VIEW SAMPLE OF THE **DETAILED** REPORT HERE](#)



We are excited to invite organisations to start experiencing the transformative impact our Employee Wellness Assessments and the State of Wellness Reports 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.

~ Ajay Mahajan
Founder & CEO
Wellness Seekers Academy



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

Website: www.WellnessSeekersAcademy.com

Email: connect@wellnessseekersacademy.com

Phone: +91 96548 89815

What's **next??**



HARMONY

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