



Dharma

WORKPLACE WELLBEING CULTURE ASSESSMENT

DHARMA CENTRE
for WELLBEING



Workplace Wellbeing Assessment

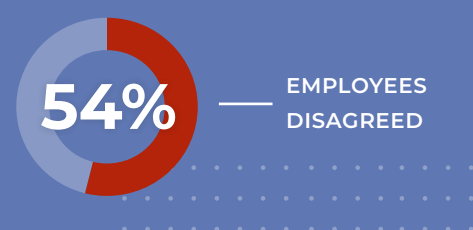
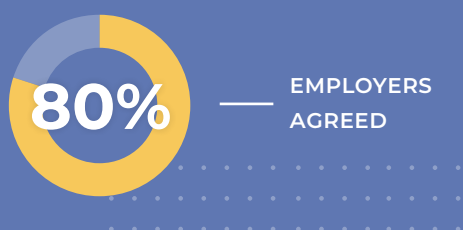
Why should you measure your company's workplace wellbeing?

The World Economic Forum commissioned a study that showed how **employers significantly overestimate the effectiveness of their efforts to support the wellbeing of their employees.**

When employers were asked whether they support the physical and mental health of their workforce, **80% of employers agreed, whilst 54% of employees disagreed.**

This gaping chasm creates scepticism amongst employees about the support they receive from management, which ultimately leads to low levels of engagement. Management extraordinaire Peter Drucker once stated, "If you can't measure it, you can't improve it". So if you want to optimise your investment in employee wellbeing, you need to get solid data that can guide you in the right direction.

EMPLOYERS WERE ASKED WHETHER THEY SUPPORT THE PHYSICAL AND MENTAL HEALTH OF THEIR WORKFORCE:



SOURCE: WORLD ECONOMIC FORUM

Our extensive assessment will provide you with a rich set of data and insights across **7 dimensions of workplace wellbeing:**



01. PHYSICAL WELLBEING

Physical wellbeing is about positive health and bodily functioning, including high energy levels, restful sleep, regular exercise, adequate mobility and movement, good nutrition and access to good health care.



05. FINANCIAL WELLBEING

Financial wellbeing encompasses financial literacy, including feelings of being able to manage and control one's finances and to make sound financial decisions, as well as feelings of financial security and ability to make choices that allow for enjoyment of life. It also includes fair pay, compensation transparency and rewards.



02. MENTAL WELLBEING

Mental wellbeing encompasses everything to do with the thinking mind, including the ability to handle stress effectively, the ability to focus and concentrate, and the capacity for creativity and innovation. Increased mental wellbeing strengthens resilience, mental clarity and enhances decision making.



06. ENVIRONMENTAL WELLBEING

Environmental wellbeing is about the physical environment, including access to the necessary physical resources and attractive hybrid and/or flexible working policies. It also includes non-physical resources, such as employee competence, company pride, sense of purpose, sense of work-life harmony and psychological safety.



03. EMOTIONAL WELLBEING

Emotional wellbeing is about self-confidence, self-esteem, and self-efficacy. It includes emotional resilience, emotional strength & equanimity, and our ability to manage emotions effectively, to have positive relationships, and to effectively handle conflict.



07. SOCIAL WELLBEING

Social wellbeing is the sense of belonging to a community, including supportive and fulfilling relationships, feelings of trust and cooperation, a sense of social connectedness and acceptance, acknowledgement and recognition, and opportunities to contribute.



04. PROFESSIONAL WELLBEING

Professional wellbeing is about trust in management, belief in the organisation's mission and values, and opportunities of advancement. It encompasses company culture and how people treat each other, levels of empowerment and accountability, clear communication as well as management showing empathy and providing personal and professional support.



The Workplace Wellbeing Executive Report

Once the workplace wellbeing assessment is complete, we will provide you with a detailed executive report of the findings and will offer advice on key priorities, best practices and industry insights.

THE EXTENSIVE EXECUTIVE REPORT YOU WILL RECEIVE INCLUDES:

COMPANY WORKPLACE WELLBEING SCORE

EMPLOYEE DEMOGRAPHIC INSIGHTS

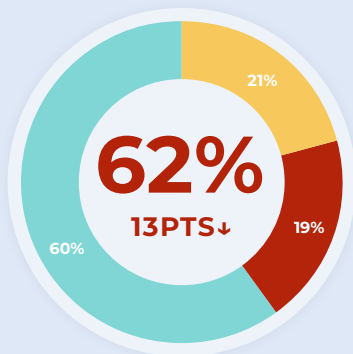
SEGMENTED SCORES AND KEY DATA BY GROUPS

ANONYMISED VERBATIM EMPLOYEE COMMENTS

Knowing your company's overall workplace wellbeing score and the breakdown of scoring across the 7 main wellbeing dimensions and 23 sub-dimensions will allow you to know how close your business is to meet an international standard of workplace wellbeing.

This comprehensive report will provide you with deep insights which will enable your company to identify the critical areas that need addressing and will be fundamental for designing an effective workplace wellbeing strategy that directly responds to the needs of the employees.

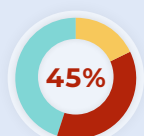
WORKPLACE WELLBEING COMPANY SCORES — JANUARY 2023



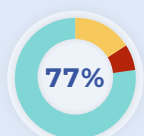
- **Communication, empowerment & accountability and belief in the company are strong.**
- **Scores are reasonably consistent across all segmentations.**
- **Physical and financial wellbeing could be improved.**
- **Mental and emotional resilience and psychological safety are a concern.**



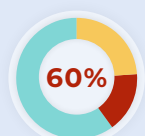
94% PARTICIPATION 301 RESPONSES OF 320 EMPLOYEES



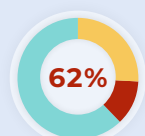
PHYSICAL



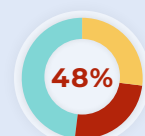
PROFESSIONAL



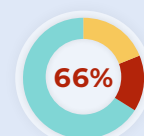
MENTAL & EMOTIONAL



SOCIAL



FINANCIAL



ENVIRONMENTAL

SOURCE: DHARMA CENTER FOR WELLBEING

The Benefits of Our Workplace Wellbeing Assessment



Our workplace wellbeing assessment is integral for your business if you are seeking to take a data-driven and optimised approach to create a best-in-class culture of workplace wellbeing.

GET THE MOST RELIABLE WORKPLACE WELLBEING ASSESSMENT FOR YOUR BUSINESS

Our comprehensive assessment will provide you with qualitative data on all the major workplace wellbeing dimensions, as well as 23 sub-dimensions, that influence your employee's capacity to perform.

The report will include anonymised comments from your people that will clearly indicate how they really feel about the workplace wellbeing culture in your business.

ACT FASTER

We will undertake a comprehensive review of your wellbeing efforts and conduct a gap analysis to determine the areas of your workplace wellbeing culture that require immediate attention.

By finding out precisely what are the fundamental aspects of your business environment that need to be corrected, you will be in a better position to react quicker and with a higher degree of precision.



DEIRDRE O'KENNEDY

HEALTH & SAFETY ADVISOR, AER LINGUS



César was invited by our senior management and other members of our staff to help us increase our capacity for professional wellbeing. Based on evidenced-based research, through a comprehensive workplace wellbeing assessment, he made a compelling case for the need to invest in developing the physical, mental and emotional wellbeing of our employees in order to increase productivity, safety and performance.



PAUL BUCK

MANAGING DIRECTOR,
EPIC RISK MANAGEMENT



Our company is a commercially sustainable and socially driven business. We strive to put people at the very heart of all we do.

We made the decision to work with César, and his team at Dharma Centre for Wellbeing, after being introduced through a CEO network. We were determined to further our culture of workplace wellbeing.

It is the best decision we made. Our well-being focus ensures we have happy, healthy and connected people who are productive."

MAXIMISE THE OPTIMISATION OF YOUR WELLBEING EFFORTS

To help you improve employee wellbeing effectively, our extensive report will segment your data by geographical location, business function, demographics, organisational hierarchy or any other segmentation that you prefer. These insights will allow you to find solutions in a more targeted and optimised way, maximising the return on your investments.

GET YOUR BUSINESS ACCREDITED AS A BEST WORKPLACE FOR WELLBEING

You will receive expert advice on the actions your business needs to take that will have the biggest impact in your organisation's wellbeing culture. By implementing these personalised recommendations, your business will take firm steps toward being accredited and recognised as a best workplace for wellbeing.

LEADING ACROSS THE GLOBE

BIOGRAPHY

Soon after earning his degree in International Business Management from universities in the United States and Japan, César led a successful career in two Fortune 500 companies in the technology & communications industry for 15 years, holding executive leadership positions in various regions across the world.

César is now an adjunct professor at IE Business School, a Corporate Wellness Specialist certified by the Corporate Health and Wellness Association (U.S.A.), and an Executive Life Coach accredited by the European Mentoring and Coaching Council (EMCC), as well as a Senior Educator for the Chopra Center for Wellbeing and Senior Advisor to the London-based Global Centre for Conscious Leadership.



EMMA MARTIN

HEAD OF PEOPLE & CULTURE,
PEDIGREE WHOLESALE

This approach to workplace wellbeing works!

After years of trying to make a difference to workplace wellbeing and not achieving the impact we were looking for, César and his team shift your perspective to a systematic and strategic approach which, honestly, transforms your thinking and makes a tangible difference.



CESAR GAMIO

WORKPLACE WELLBEING
CONSULTANT