

## PARTICIPATE

### GETTING INVOLVED IN STRATEGY DEVELOPMENT & DECISION-MAKING

#### QUESTION 1

To what extent are you as benefits leader currently involved in delivering upon strategic initiatives?



2

3

4

5



**NOT  
AT ALL**

DRAG THE DIAL TO BEST MATCH YOUR ANSWER - from 1 to 5

**VERY  
EXTENSIVE**

<< **PREV**

1 of 32 Questions. Approximately 12 minutes.

**NEXT** >>



#### Contact Info

Main: (281) 768-2900

Toll-Free: (800) 934-1451

3010 Briarpark Drive, Suite 8000  
Houston, TX 77042

#### Benefits Solutions

Client Success

Insights

Company

Get Demo

#### Leadership

Careers

Contact Us

## QUESTION 1

To what extent is building a more positive workplace culture a critical element within your HR strategy?



DRAG THE DIAL TO BEST MATCH YOUR ANSWER - from 1 to 5

**NOT AT ALL**

**VERY EXTENSIVELY**

<< **PREV**

**NEXT** >>



### Contact Info

Main: (281) 768-2900

Benefit Solutions

Client Success


Insights

Get Demo

Leadership

Careers

# GETTING INVOLVED IN STRATEGY DEVELOPMENT & DECISION-MAKING

If benefits have a role to play in delivering an enhanced workplace culture, then it is important that benefits leaders are involved in the HR strategy development impacting  workplace culture. This section examines the extent to which benefits leaders are involved in appropriate strategic initiatives and decision-making.

<< PREV

NEXT >>



**Contact Info**

Main: (281) 768-2900  
Toll-Free: (800) 934-1451  
3010 Briarpark Drive, Suite 8000  
Houston, TX 77042

Benefit Solutions  
Client Success  
Insights  
Company

Get Demo  
Leadership  
Careers  
Contact Us

ADDRESSING TOTAL WELLBEING AT THE  
INDIVIDUAL LEVEL (PERSONALIZATION  
AT SCALE)



<< PREV

NEXT >>



Contact Info


Main: (281) 768-2900  
Toll-Free: (800) 934-1451  
3010 Briarpark Drive, Suite 8000  
Houston, TX 77042

Benefit Solutions  
Client Success  
Insights  
Company

Get Demo  
Leadership  
Careers  
Contact Us



QUESTION 1

To what extent has your benefits operations achieved high levels of automation & workflows minimizing both the user "clicks" and the number of user interfaces and ensuring effective data flows from enrollment to claims?



DRAG THE DIAL TO BEST MATCH YOUR ANSWER - from 1 to 5


NOT AT ALL

VERY EXTENSIVELY

< PREV

NEXT >>

QUESTION 5

offerings? 



DRAG THE DIAL TO BEST MATCH YOUR ANSWER - from 1 to 5

NOT AT ALL

VERY EXTENSIVELY

<< PREV

NEXT >>

- interviews/surveys
- Play a greater role in employee experience and retention, and move the conversation to “people” and participant experience, acknowledging that employees can better focus on work if their families are also well supported
- Take a broad role in benefits design, communications, and its impact on lifestyle.

---

## **C. ADDRESSING TOTAL WELLBEING AT THE INDIVIDUAL LEVEL**

### **(PERSONALIZATION AT SCALE)**

---

#### **YOUR RESULT: LOW**

Your employees are likely to be moderately satisfied with their benefits experience for physical health support.

Employee benefits have evolved significantly. Employees now expect a broader range of supplemental benefits, making total employee wellness a significant benefits trend.

There is likely scope to enhance your benefits experience around mental health and wellness. This has become highly important in recent years but still needs to be achieved in most organizations. The mental health of many employees has been severely impacted by the pandemic and the switch to work-from-home. Indeed, just 12% of benefits leaders (14% of HR leaders) are highly satisfied with their organization’s current mental health support. Over 80% of both benefits and HR leaders perceive a need for significant improvement.

Activities that could be undertaken to address total wellbeing at an individual level better include:

- Enhance your knowledge of types of voluntary benefits and consider expanding your program to support more benefits that address total wellbeing
- Consider offering financial wellness if not already provided. Given the current environment of high inflation, benefits can have a greater impact on ensuring employees are adequately supported where pockets are pinched and living costs are increasing. Even if it is not used, knowing it is available can help build resilience
- Expand telehealth-enabled benefits and work more closely to understand which providers can support this medium and the cost-benefit

Please complete the following information so that we may email you a report with your organization's Benefits Maturity Assessment.

First Name

First Name

Email

Email


Last Name

Last Name

Company

Company

**SEND**

By completing this form, you agree to be contacted by Empyrean  for marketing purposes.