

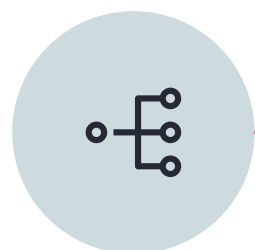
3-Pronged Path to Assess Your Employee Wellbeing Risk



Identify Impact and Indicators

The first step in quantifying the risk of an organization's employee wellbeing is to understand its impact and potential losses that may occur. Understanding what and who are essential to the organization can help organize thoughts around the potential risk.

Also, look at the availability of trackable metrics that can serve as leading and lagging indicators. Perhaps data shows there is attrition in worker productivity during the summer. Also, keep an eye on include absenteeism rates, employee health costs, employee engagement surveys and injury rates.



Model a Credible Scenario

Now it's time to map out potential scenarios. For example, if you're a large retailer and you can quantify that poor employee wellbeing leads to 30% turnover, you can then model what that 30% would cost in terms of the hiring of replacements, onboarding, productivity lags and revenue losses.

The key is to make connections among the various types of risk factors on individual and organizational levels. One company may see higher turnover, while another firm may see poor employee wellbeing surface in something such as employee fraud.



Make Necessary Trade-offs

Building workforce resilience around the risk of employee wellbeing must begin with a mindset shift. Leaders who understand that poor mental health is as much of a risk as other catastrophic exposures will help set up their employees — and their company — for success.

A strong broker may help companies understand what employees want out of their careers and how to go about changing company culture to improve employee wellbeing and productivity. The broker also can help identify gaps in specific offerings that may trip employees up.