

Team Health

1. Knowledge

2. Impact on company

Stats:

- According to a recent Gallup report, companies with the highest employee engagement outperform their competitors by 2.5 times
- That same Gallup report found that 70% of the U.S. workforce was disengaged, and 20% are actively working to sabotage their employer's objectives
- The Corporate Leadership Council surveyed over 50,000 employees and found that those individuals who are most committed perform 20% better and are 87% less likely to quit
- A study conducted by Harvard researchers found that for every pound a business spends on wellbeing programmes, including **Emotional Intelligence and Wellbeing speakers**, they will save over £2.00 per employee on reduced absenteeism.
- For a thriving business, you need thriving employees
- Disengaged team can be an expensive one
- A strong constitution is necessary for teams to overcome adversity, maintain resilience and nurture a culture rich in collaboration.

- Increased Productivity
- Better Performance
- Improve Business ROI
- Reduces Employee Absenteeism
- Improves Staff Retention
- Improved physical health of employees so reduced costs for the employer on healthcare and insurance

Example:

Take the industrial automation business TURCK, for instance. It began implementing health and wellness strategies around a decade ago, with initiatives that range from encouraging physical activities to setting up a health clinic and a pharmacy. Five years on, the organization has seen substantial growth in employee engagement, and a turnover rate of only 1% – compared to the industry average of 13%. Just as significantly, the impact of its health and wellness program has led to an 8% increase in profits.

3. Measure that impact

1. Observe

Warning Signs:

- Staying late/ leaving early
- Poor Communication
- Job Hunting

2. Converse

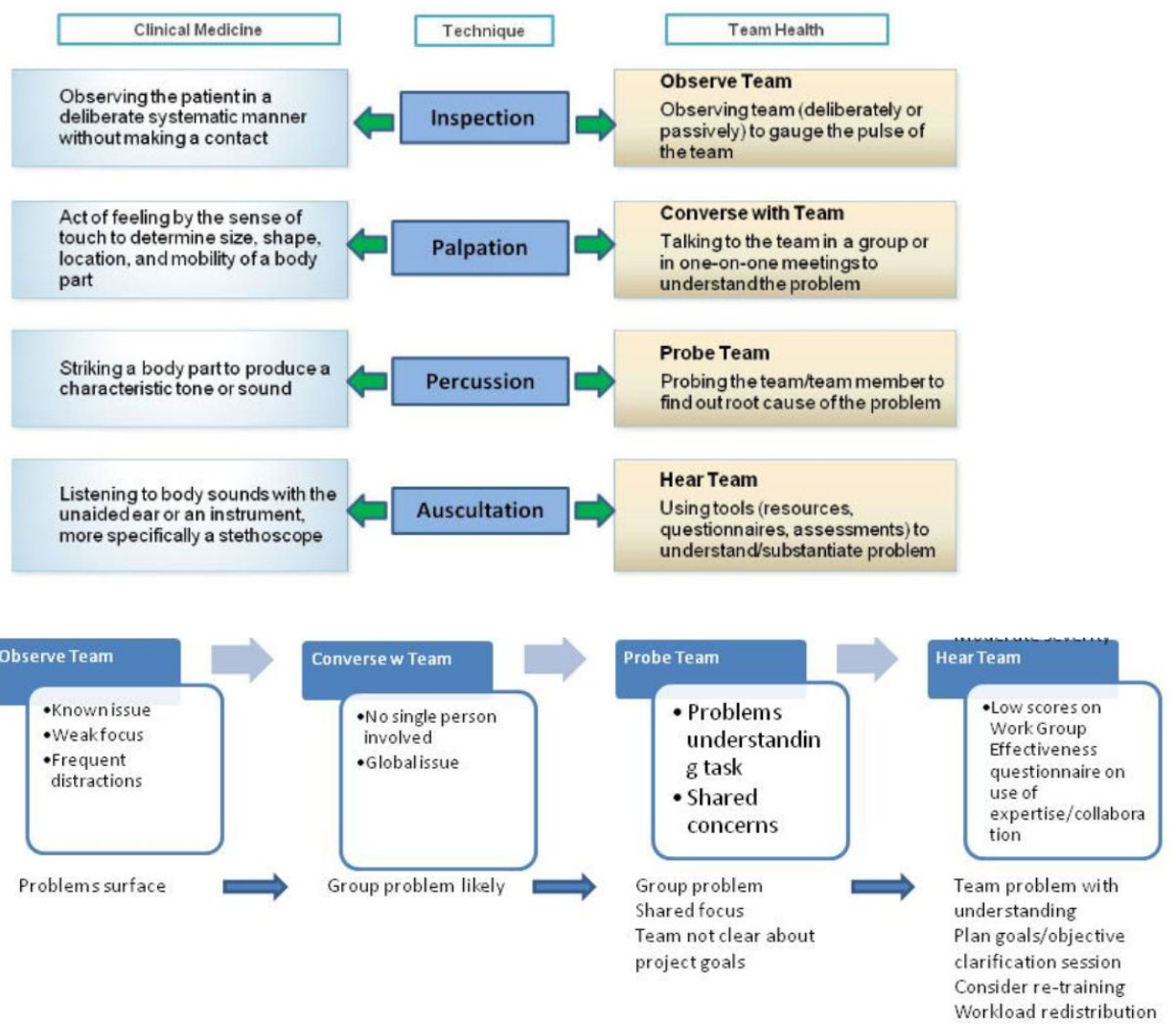
- General talk without pushing

3. Probe

- Pointed talk to determine root cause

4. Hear

- Team Assessment Questionnaire
- 360 degree feedback
- Simulation based training for team (SBTT)



1. <https://www.linkedin.com/pulse/20141028211548-593587-why-you-should-measure-team-health>
2. <https://medium.com/@justsitthere/team-health-morale-checks-ed534816e53>
3. <https://www.projectmanagement.com/articles/304936/Team-Health--The-Pulse-of-Team-Management--Part-5---Auscultation>
4. <https://www.projectmanager.com/blog/monitor-team-health>