

Case Study – Resiliency Workshops & Online Wellbeing Profiler – WBP

Who took part?

The participants in this programme ranged from manual workers to executives and numbered just over 3000. The programme was launched at a series of H&S workshops, ensuring that users had the opportunity to ask questions and allay any fears which were mainly around ‘data security.’

Workshop Content

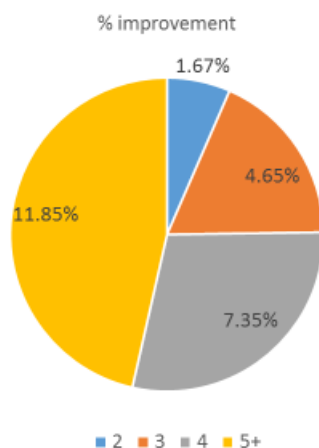
This was specific to this particular client which in itself provided a challenge due to the wide range of functions performed by the attendees and additionally, many of the attendees worked ‘shifts’ including nights and so the advice and interventions, varied somewhat. For this particular programme the advice centred around Wellbeing & Resiliency, particularly towards stress management and fatigue.

Wellbeing Profiler Programme

Following the workshops all 3000+ employees were invited to complete the WBP online via a ‘white labelled’ and bespoke website. The WBP covers 11 areas of Health, Wellbeing & Resiliency, including Lifestyle. Fifty-six validated questions are asked and on completion all users receive a comprehensive report detailing their overall resiliency level and in each of the 11 areas, with advice being provided in the 2 areas where they have scored least well. From then on users are re-invited to complete the WBP on a monthly basis and on so doing additional comparison reports and ‘distance travelled’ reports are also provided along with more bespoke advice to each user.

Data Management Reports

WBP uses vs improvement in resiliency scores

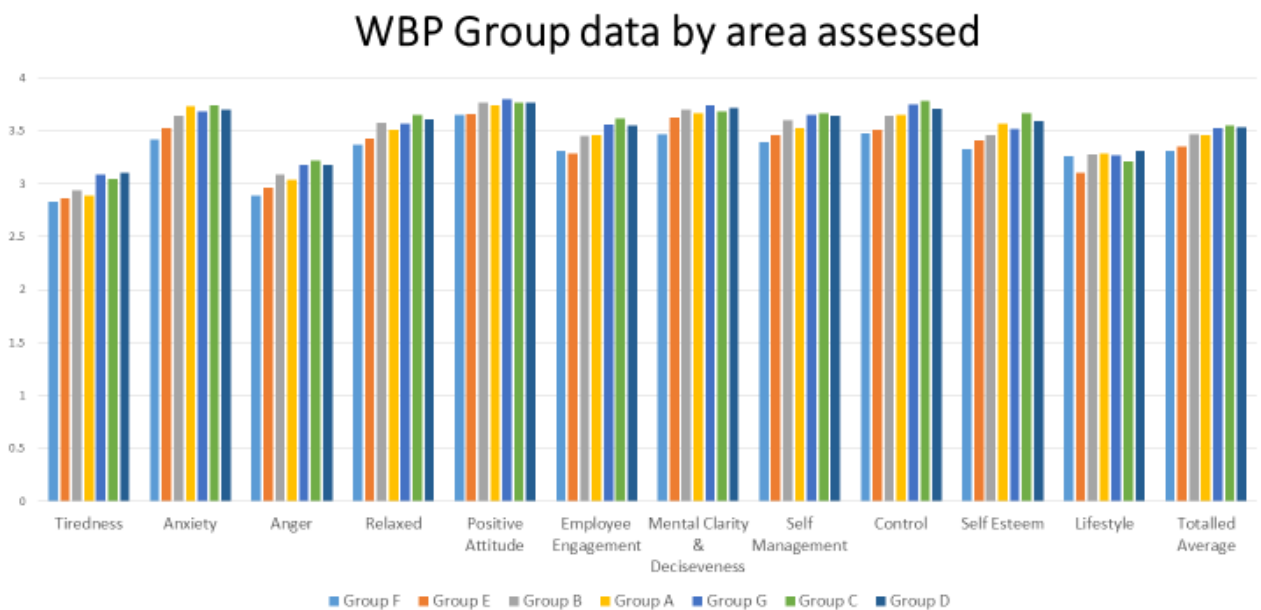


- This data is based on 1826 WBP completions from 1157 unique users and is 7 months after programme launch
- This chart shows the improvement in resiliency scores compared to how many times the user has completed the profiler. This data reinforces many other companies data over the last 10 years
- The more they use the tool and engage with the programme the more resilient they become
- It is important to focus on those that ‘do’ use the programme and their results rather than those that choose not to take part!

The above chart shows once again, and impressively some 10 years after Performance on Demand launched the WBP, that those that engage the most with the programme show the greatest improvement in resiliency with those using it 5+ times improving their resiliency by nearly 12%.

This particular client was set up with a number of 'divisions' which provides greater clarity when pulling group reports and allows for further training to be identified, not just in what area of need but to which group and to which users.

The below chart shows how we were able to additionally show which areas 'tested' by the WBP need to be addressed the most and importantly, who needs that help the most.



Follow up Workshops

Based on the data provided by the users of the WBP we are now in the process of delivering a series of smaller workshops, locally, focussing on the key areas of need.

Costs & Summary

The Wellbeing Profiler is still sold for just £1 per user per month; the same price as at launch in 2009! Workshops are priced on application as is one to one support for individuals.

In summary, this programme is affordable for all employees, relevant to all employees and has a proven track record of working, providing a ROI in both terms of performance by individuals, corporately, and importantly, in wellbeing and resiliency.

For more information please call or e-mail on andy@performanceondemand.co.uk