



Placing well-being at the heart of success.

Quan.

March 2021





You can look no further than a pandemic to very clearly see that matters of health and well-being do directly impact employee productivity, engagement and, moreover, how employers think about deploying their workforce.

Ellen Kelsay, CEO, Business Group on Health

Key facts.

Mental health at work*:

- **76%** of employees **experience burn-out**
- **By 2030 depression will have overtaken heart disease as number 1 health problem**

Effect on productivity**:

- Burned-out employees - **leads to increased absenteeism (62%)**, staff turnover rates, and decreased productivity and performance.**
- The global cost of unproductivity is estimated to be **US \$7 trillion*****



*Sources: WHO, Gallup study 2019, My year of living mindfully, 2020, The other COVID-19 crisis: Mental health, Qualtrics, April 2020

**WHO, Gallup study 2019, My year of living mindfully, 2020, European Commission, Guidance on work-related stress, 2002, Consultancy.uk

With the onset of COVID-19:

- Personal-life and work-life has started to blur
- Remote-working, many organisations claimed that productivity improved, however, it is now starting to decrease
- Organisations have been providing generic well-being resources and offerings
- Team leads need more support in identifying and discussing topics with their teams to ensure they stay motivated and productive
- Individuals lack understanding of what well-being is



“It's so much easier to suggest solutions when you don't know too much about the problem.”

Malcolm Forbes

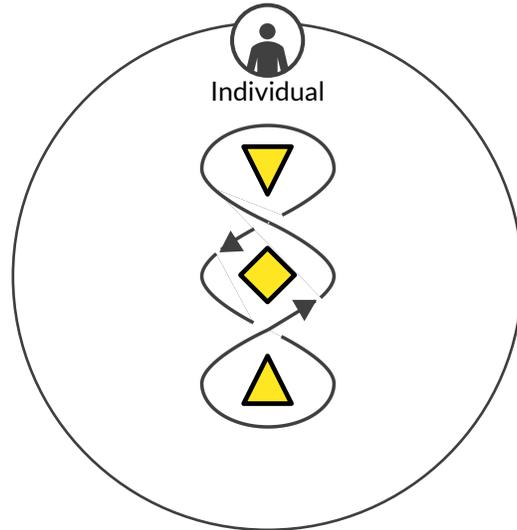
Well-being

/wel-bee-ing/

noun [U]

The experience of mental and physical health and the sense of meaning, self-fulfillment and social connectedness

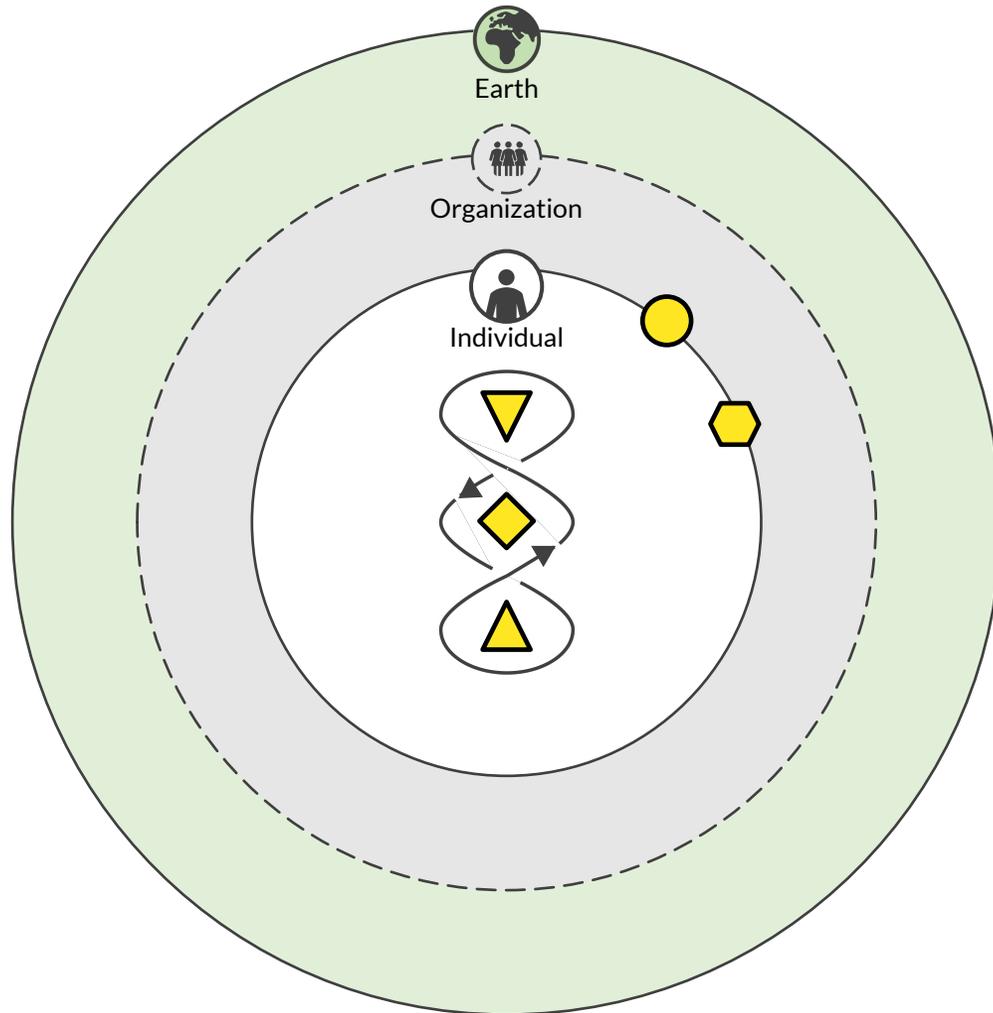
Quan well-being framework.



Individual

- ▲ **Body** - Individual's perception of their physical condition.
- ▼ **Mind** - Individual's perception of their thoughts and feelings.
- ◆ **Meaning** - Individual's perception of their life having purpose, value and coherence.

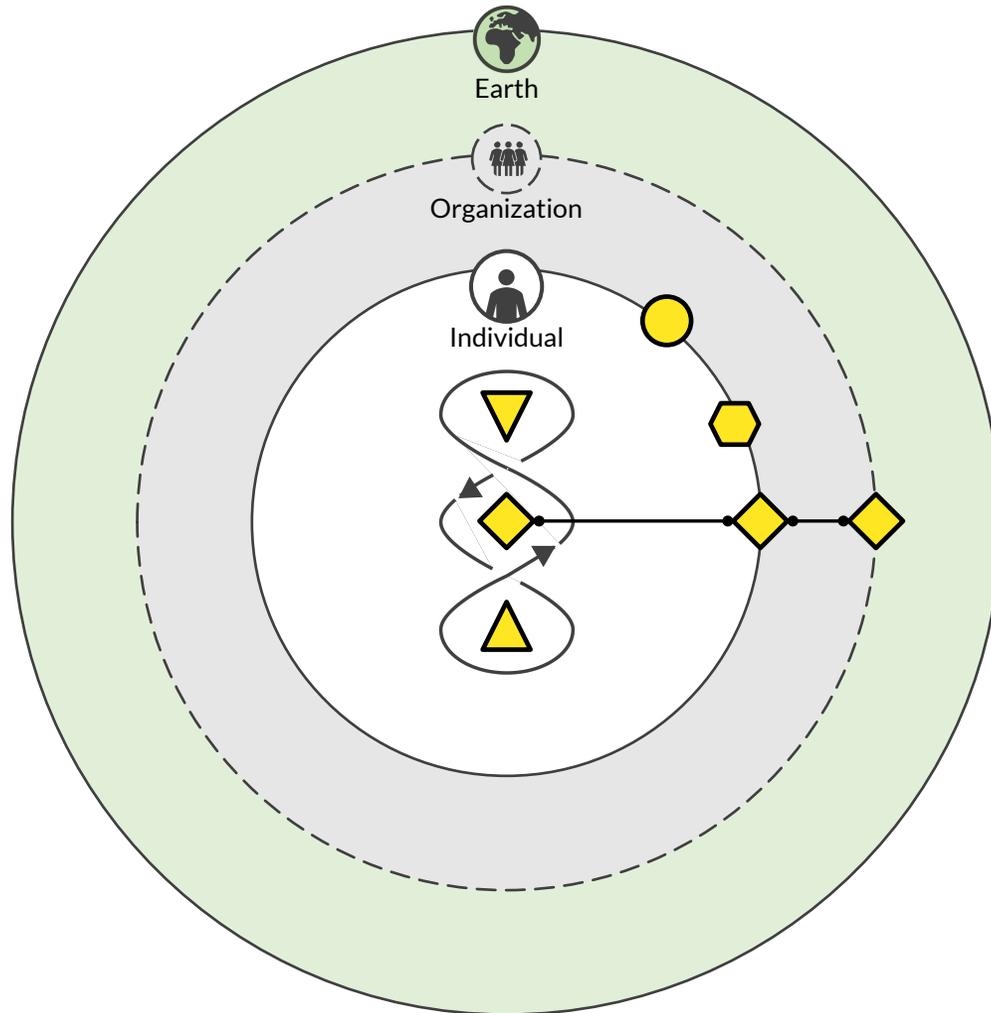
Quan well-being framework.



Environment (organization and earth)

-  **Self-fulfillment** - Individual's perception of fulfillment of their potential and talents.
-  **Social connectedness** - Individual's perception of having close interpersonal relationships.

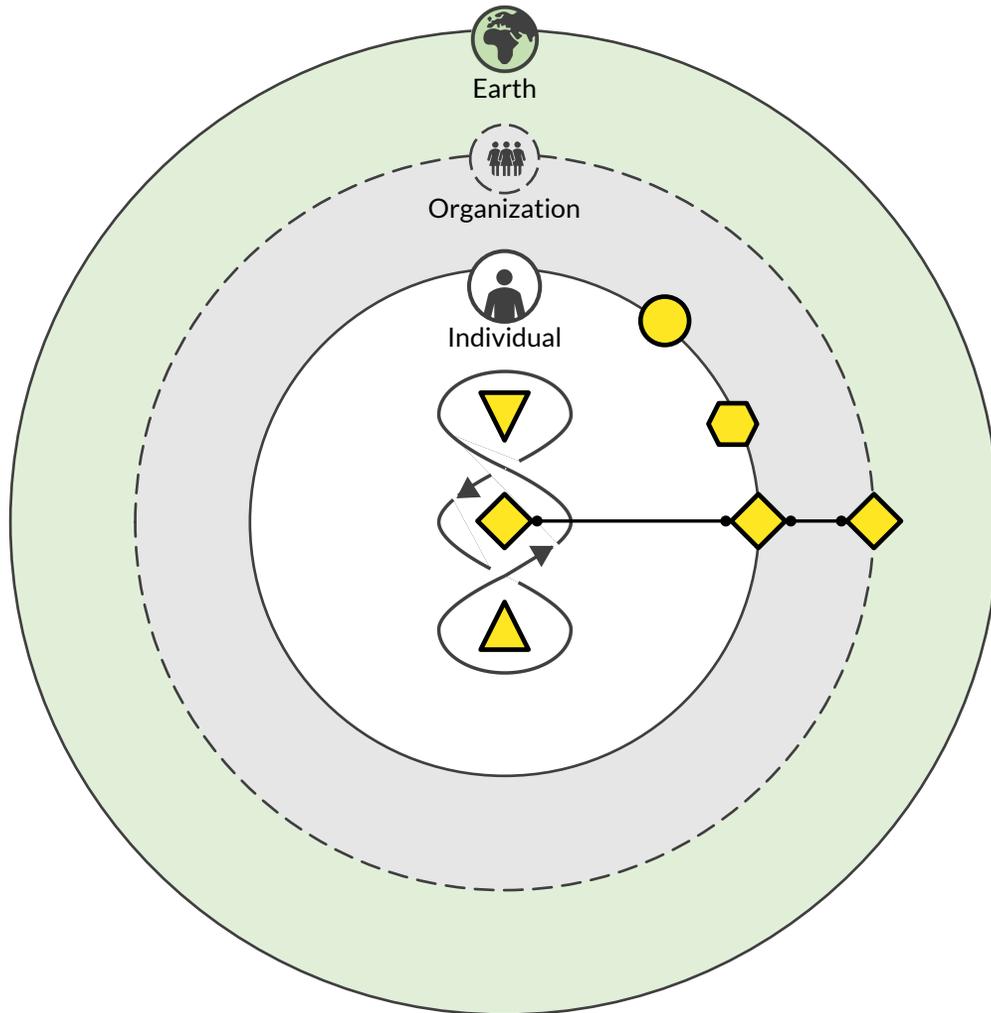
Quan well-being framework.



Holistic approach

- ▲ **Body** - Individual's perception of their physical condition.
- ▼ **Mind** - Individual's perception of their thoughts and feelings.
- ◆ **Meaning** - Individual's perception of their life having purpose, value and coherence.
- ⬡ **Self-fulfillment** - Individual's perception of fulfillment of their potential and talents.
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Quan well-being framework.



Holistic approach

- ▲ **Body** - Exercise, Nutrition, Cravings, Recovery, Sleep, Body appreciation, Aches and pains
- ▼ **Mind** - Concentration, Creativity, Positive mood, Stress, Anxiousness, Mindfulness, Uncertainty, Burnout
- ◆ **Meaning** - Purpose, Purpose alignment, Values authenticity, Conscious choices, Meaningful contribution, Optimism
- ⬡ **Self-fulfillment** - Life satisfaction, Work-life balance, Self-esteem, Engagement, Personal growth
- **Social connectedness** - Relationships (relational perception), Support (giving and receiving), Appreciation, Belonging

Quan observations.

- ▲ **Body** – People are becoming more aware of the importance of healthy routines: sleep, exercise and rest
- ▼ **Mind** – Some people are facing more stress and anxiety "at home" more than they are "at work"
- ◆ **Meaning** – More and more people are reflecting on what they “do for a living” and “what their companies do for society”
- ⬡ **Self-fulfillment** – From work-life-balance to work-life-integration
- **Social connectedness** – Remote working requires teams to develop creative ways to stay meaningfully connected

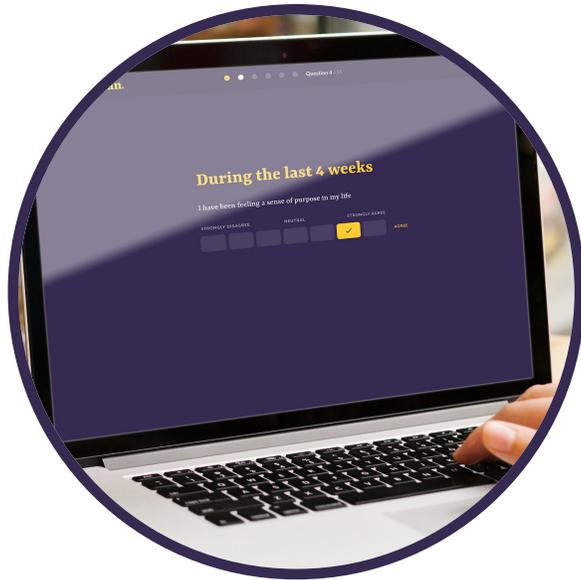


**Which part of your well-being needs
more attention?**

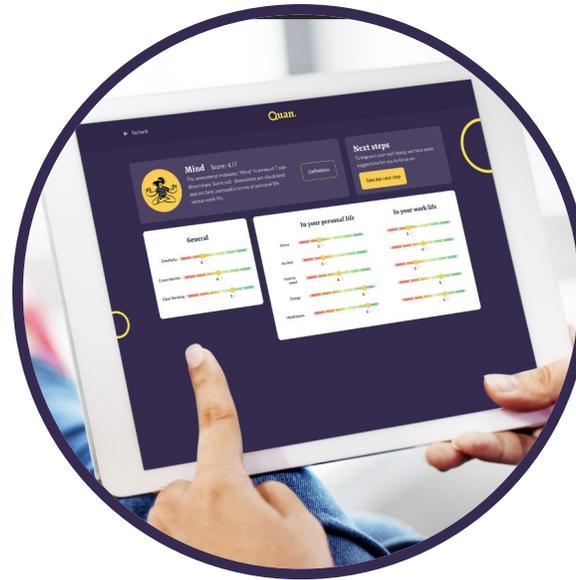
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www.quanwellbeing.com

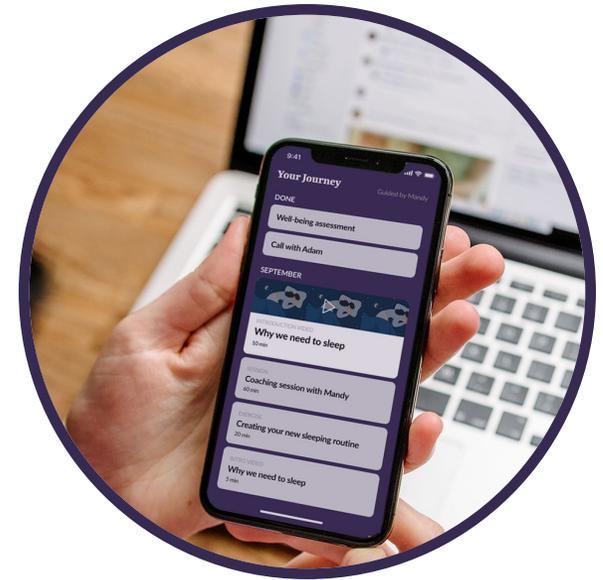
Quan - employee well-being platform.



1. *Holistic well-being assessment*



2. *Individual and aggregated team results*



3. *Tailored interventions*