

NOT GETTING THE PERFORMANCE YOU NEED FROM YOUR WORKFORCE?

Did you know that the overall health of an organization directly impacts employee wellbeing? A well-functioning workplace helps employees thrive, resulting in high retention, morale, engagement and productivity. We help businesses of all sizes assess their overall health through the lens of employee wellbeing and recommend improvements in identified areas of concern.

HIGH TURNOVER?

Depending on the type of position, replacing employees costs anywhere from 20-200% of annual salary. It costs \$8,000 to replace a \$40k manager (CAP Study) and \$9,444 per turnover of an \$8/hour employee (Sasha Corp). Technology companies can run up replacement costs of more than \$125k per vacancy (Chartcourse).

HIGH ABSENTEEISM?

Unscheduled absenteeism costs roughly \$3,600 per year for each hourly worker and \$2,650 per year for salaried employees (Circadian), or 9% of payroll (Wolfe).

LOW PRODUCTIVITY? LOW MORALE?

There are 22 million actively disengaged employees in the U.S. costing the economy as much as \$350 billion per year in lost productivity including absenteeism, illness and other issues of low morale (Gallup). A costly indicator of low morale is high turnover, which dramatically impacts productivity. Less engaged teams are less productive, less customer focused and prone to withdrawing their efforts and adopting counterproductive behavior.

Mental Health America of Franklin County has developed a program that assesses your organization's workforce through a comprehensive questionnaire, focus groups, key staff interviews, and a review of turnover and absenteeism records and exit interviews. We create a detailed and informative profile of your workforce's psychological wellbeing. Our data analysis identifies causes of turnover—or any other workforce behavior—needing attention. And then we make specific and practical recommendations for improving performance in identified areas of need.

Workplace Wellbeing

When your workplace is healthy, your employees thrive

INDICATORS OF WORKPLACE WELLBEING

Research around employee workplace wellbeing reveals 11 indicators at the individual, team and organizational levels that impact a mentally healthy workplace.

- Burnout
- Manager Support and Colleague Support
- Distributive Justice and Procedural Justice
- Control/Autonomy
- Work Demands
- Interpersonal Relationships
- Job Role
- Organizational Change

COST AND TIMING

Cost is determined by the size of your business. One to 99 employees—\$2,500; 100-499 employees—\$5,000; 500 or more employees—\$10,000. The entire confidential process can be completed in six to eight weeks from start to finish.

WHAT'S NEEDED FROM YOU?

- Work time for all employees to complete a 10-15 minute, 80-item questionnaire that forms the basis of your workforce's psychological wellbeing profile.
- HR time to recruit staff participants and staff time to participate in up to two one-hour focus groups of 8-10 staff members each. The focus groups provide much needed qualitative information that drills down into the key issues identified after our analysis of the questionnaire results.
- HR time to recruit 3-6 key staff members and time for identified staff to participate in one-hour interviews that also provide deeper qualitative information about key issues.
- HR time to gather reports on absenteeism, turnover and exit interviews for review by our team.
- Senior staff time to hear and process assessment results and recommendations.
- Dialog with us on how our team can help with implementation of the recommendations your organization chooses to work on.

CONTACT

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