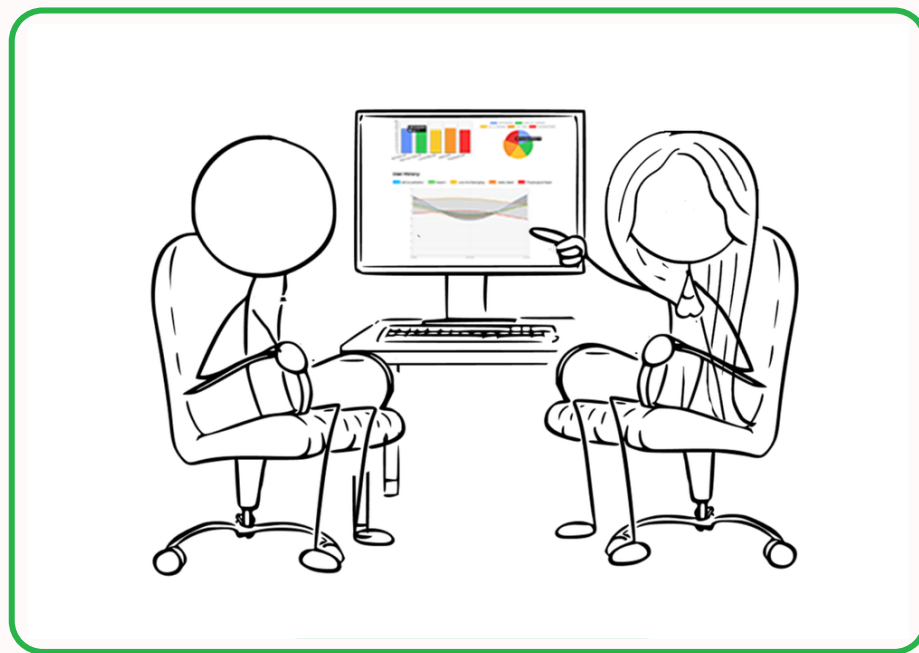


# Using Pietential to Measure Internal Wellbeing Program Progress

Confidential



## Using *Pietential* to Measure Internal Wellbeing Program Progress

Pietential is a comprehensive employee wellbeing platform that offers users a range of features to measure and improve their wellbeing, while offering company admins the ability to benchmark and monitor the wellbeing of their employee population.

The platform provides organizations with a centralized dashboard to monitor employee wellbeing across the organization. This allows leadership and decision-makers to identify issues and areas of improvement in need of targeted strategies.

One of the unique features of Pietential is its **observations, recommendations, and wellbeing improvement exercises** that are based on the results of the survey. These features are particularly helpful for employees looking to make targeted improvements in their wellbeing. However, the platform can **also be used without these features**, providing management with valuable insights into the efficacy of a company's internal programs related to employee wellbeing, engagement, satisfaction, stress levels, and DEI initiatives. This white paper explores how organizations can use Pietential as a tool to measure the effectiveness of their internal programs.



## Gaining Insight into Employee Wellbeing

For employers, Pietential is a business intelligence platform that measures employee wellbeing according to the five elements of Maslow's Hierarchy of Needs. The platform is developed by reverse-engineering Maslow's theory into an online wellbeing assessment, which provides actionable insights and recommendations for employees and actionable business intelligence for administrators and leadership. Its emotional wellbeing survey covers topics such as physiological needs, safety and security, love and belonging, esteem, and self-actualization.

Pietential provides comparative analytics on **over 50 demographics**, while also offering autonomy to organizations in customizing their own demographics. By visualizing and analyzing this data, organizations can better understand the unique challenges their employees face, and tailor their wellbeing initiatives to meet their needs.



## The Value of Measuring Employee Wellbeing

Employee wellbeing is a critical factor in organizational success. Healthy and engaged employees are more productive, have lower absenteeism rates, and are more likely to remain with the organization long-term. However, it can be challenging for organizations to measure the effectiveness of their internal programs related to employee wellbeing. Traditional metrics like employee turnover and absenteeism rates only provide limited insights (and lagging indicators) into employee wellbeing.

Organizations need to measure employee wellbeing in-depth to truly understand the impact of internal programs related to employee wellbeing. This is where Pietential can help. Pietential provides organizations with a tool to measure employee wellbeing in real time. Employees can take the survey periodically, providing continuous data on employee wellbeing that can be used to identify trends and areas for improvement within the organization.



## Using Pietential Without the Wellbeing Improvement Programs

While the wellbeing improvement programs offered by Pietential are valuable, organizations can also use the platform without these features. In this mode, Pietential serves as a tool to measure employee wellbeing directly through factual real-time data. This gives organizations a window into the effectiveness of their internal programs related to employee wellbeing.

Internal programs such as DEI initiatives are becoming increasingly important to organizations, both from a corporate social responsibility standpoint and as a way to attract and retain top talent. By using Pietential to track employee wellbeing of such programs before, during and after implementation, organizations can get a sense of which initiatives resonate with employees and which may need to be adjusted or expanded.

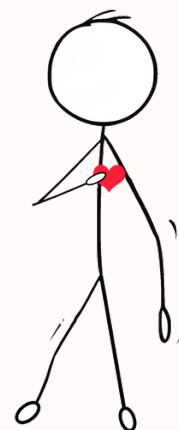
For example, if an employee's, or division's level of sense of belonging is consistently low, it may indicate that the workplace environment is not meeting the emotional needs of the employee, or that they feel disengaged, or disenfranchised. By identifying this pattern, the organization can make changes to the workplace to better meet the needs of its employees.



In this way, Pietential serves as a tool for organizations to measure the effectiveness of their internal programs related to employee wellbeing, engagement, satisfaction, stress levels, and DEI initiatives.

Pietential provides a comprehensive view of the employee experience, including their emotional and physical wellbeing, and overall emotional state. This level of insight allows organizations to identify areas for improvement and make data-driven decisions to enhance the overall employee experience.

Whether an organization chooses to use Pietential's built-in wellbeing improvement programs or simply use the platform for data analytics, the end result is a more comprehensive understanding of employee wellbeing and engagement. The data collected by Pietential can help organizations make informed decisions about where to allocate resources and make improvements to their existing programs.



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The Life Balance & Population  
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