

HEALTH WEALTH CAREER

# THRIVE 45

DOES YOUR ORGANIZATION  
ENABLE YOUR TALENT TO THRIVE?



MAKE TOMORROW, TODAY

 MERCER

## **Thriving organizations do not happen by chance — they are created through intentional decision-making.**

In the same way that these organizations obsess about their customers, they obsess about enabling their workforce to thrive. They stand out from the crowd by putting people at the heart of their business. They drive a strong sense of purpose into the core of what they do.

How well is your organization delivering on the thrive imperative? We've leveraged our extensive research to design a 45-item diagnostic survey that assesses the extent to which your organization has developed the environmental factors that enable a thriving workplace.

This survey evaluates the aspects of your organizational environment that are critical to building a thriving organization, forming a thriving workforce and helping employees thrive both professionally and personally.

## 45-ITEM EMPLOYEE SURVEY MEASURING EIGHT ENABLING FACTORS OF A THRIVING WORKPLACE



### CULTURAL INTEGRITY

Climate of trust, safe and ethical environment, social responsibility, diversity & inclusion



### EQUITABLE REWARDS

Fair pay/equity, competitive package, performance management, reward for performance, exceeded expectations, financial wellbeing



### ORGANIZATIONAL AGILITY

Digital mindset, collaboration, adaptability, innovation, customer benefit, speed of decision-making



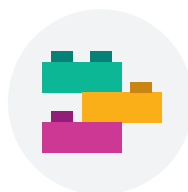
### COMPELLING CAREERS

Personalized careers, paths and goals; fair opportunity to advance; learning; meaningful work



### RESPONSIBLE LEADERSHIP

Feedback, listening, respect & dignity, effective decision-making, upward feedback, balanced objectives



### THRIVING INDIVIDUALS

Energized, full potential, empowered to contribute, wellness, whole self



### HEALTHY WORK ENVIRONMENT

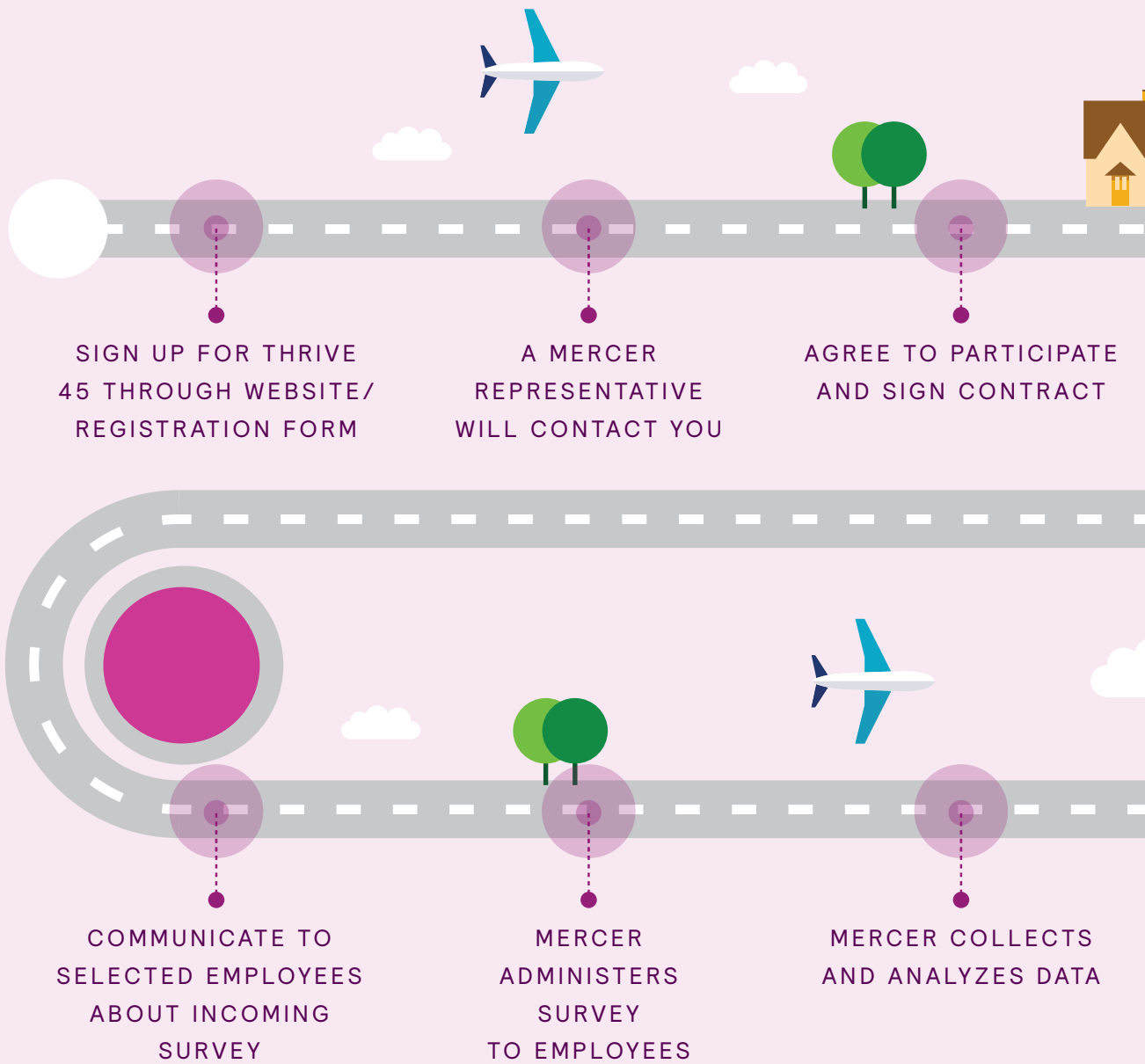
Flexibility, psychological safety, balance, belonging, health & wellness



### ENGAGEMENT

Advocacy, pride, commitment, motivation

## PROCESS FOR CLIENTS



**MAR-JUN**

### STEP 1: ENROLL

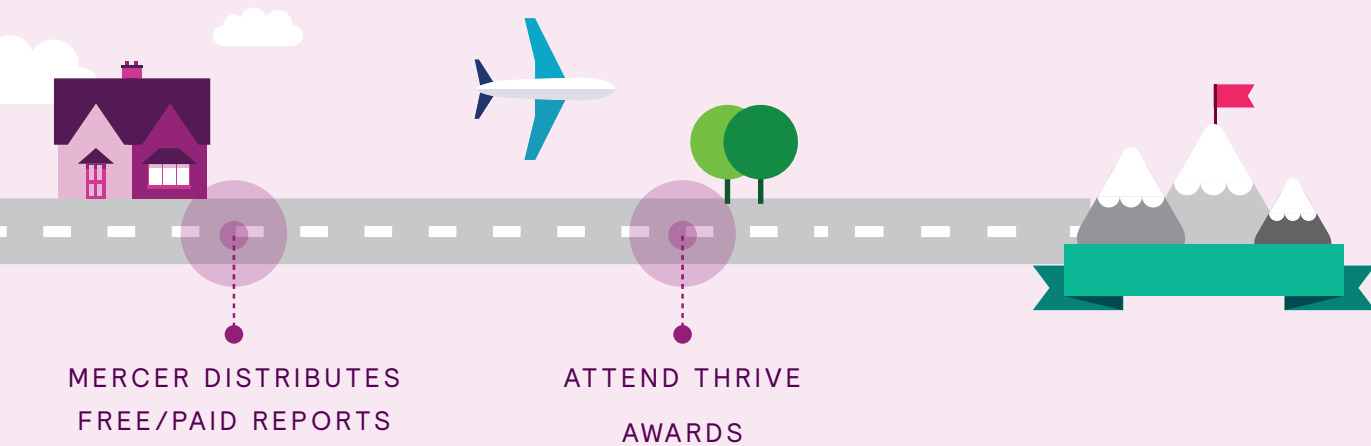
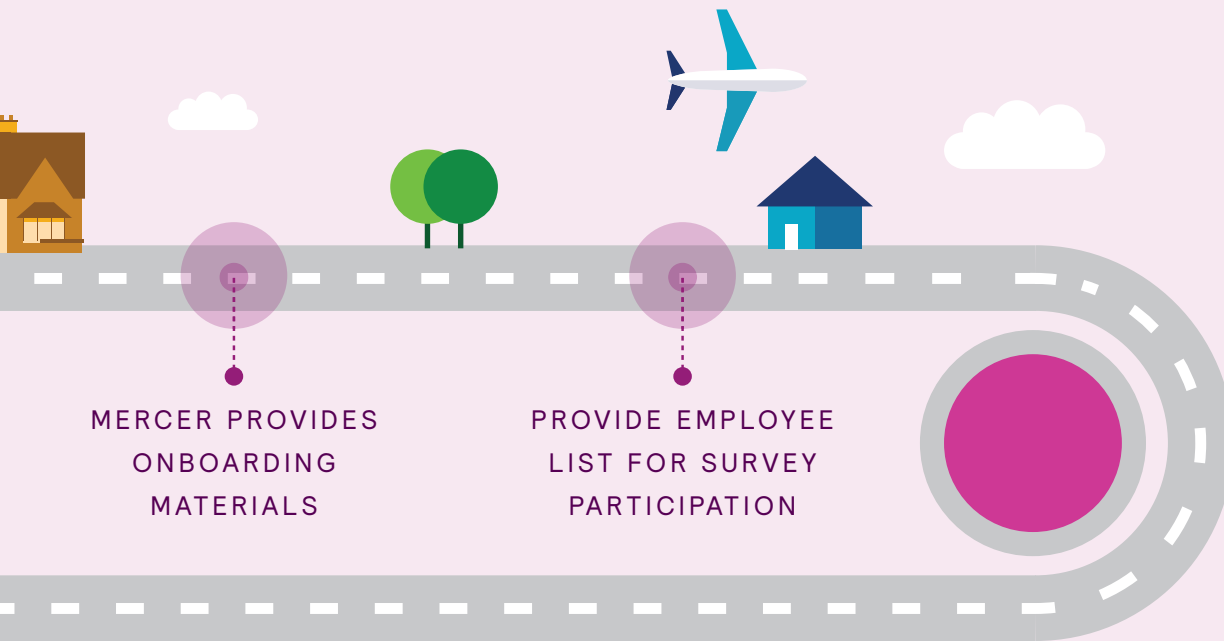
- Sign up for onboarding materials
- Provide survey information

**MAY-AUG**

### STEP 2: ASSESS

- Thrive 45 survey run for two weeks to a sample population

^ Subject to change



SEP-OCT

**STEP 3:  
ANALYZE**

- Data collected and analyzed to build custom reports
- Results tabulated and companies shortlisted for awards^

NOV-DEC

**STEP 4: RECEIVE  
INSIGHTS & AWARDS**

- Reports distributed
- Awards ceremony conducted^

# WHAT YOU WILL RECEIVE REPORTS

## FAVORABILITY MAP

### SUMMARY FINDINGS

**DIMENSION RESULTS**

Employee Engagement	93%	5
Immediate Manager	91%	9
My Job	89%	6, 6
Efficiency & Decision Making	88%	9
Customer & Stakeholder Focus	87%	14%
Vision, Direction & Strategy	84%	14%
Communication		
Innovation & Continuous Collaboration		

**3 MOST FAVOR**

- My Immediate Manager acts with integrity and honesty
- The impact to our stakeholders is considered when making decisions
- Where I work, if I bring up a concern or an issue about safety I feel confident that it will be addressed

**5 MOST FAVORABLE**

- My Immediate Manager acts with integrity and honesty
- The impact to our stakeholders is considered when making decisions
- Where I work, if I bring up a concern or an issue about safety I feel confident that it will be addressed
- In my department / unit, management responds as quickly as possible when safety problems are discovered
- I am aware of the risks that I am accountable for in my job

**5 LEAST FAVORABLE**

- Overall, I feel that my career goals can be met at my company
- My company recognizes and rewards good performance
- I have the opportunity to continually learn and grow
- I would stay with Koppel, even if I was offered the same pay and benefits elsewhere
- When changes are made that affect me (e.g. to structure, policy or program), communications are handled well

**YOUR OVERALL RESULTS**

The Thrive Score indicates how favorably respondents view your organization's progress at building a thriving workplace.

Thrive Score  
**70%**

	Employees	Contractors	Corporate/Local Government	Customer & Stakeholder Focus	Efficiency & Decision Making	Employee Engagement	Energy, Vision & Inspiration	Communication	Collaboration
Overall	81%	72%	65%	63%	61%	73%	62%	60%	
Region	72%	67%	60%	58%	56%	68%	57%	55%	
Segment	84%	76%	67%	65%	63%	75%	64%	62%	

**ITEMS TO WATCH**

The five most favorable items on this page represent areas where employees perceive your organization as excelling at meeting components of the Thrive imperative. It's important to think about these items in their larger context, and look for ways to carry these strengths into other areas.

### READING THIS MAP

This dimension summary by segment provides an at-a-glance view of the highs and lows across different groupings of employees.

The employee groupings are in the rows. In the columns, the first column is the number of respondents in each grouping. The other columns are the dimensions of the Thrive model. The numbers in those columns are the percent favorable scores.

The shading thresholds for the favorability scores is:

- 75% or More Favorable
- 50-74% Favorable
- 49% Favorable or Less

### AREAS OF FOCUS

#### ITEM DETAIL

**Communication**

Item	Responses	Score	Change	Norm
10. I am well informed about my company's business performance and results	2445	78%	18% ↑	5
11. My company encourages employees to give suggestions and feedback	721	78%	17% ↑	5
12. Overall, I feel that my career goals can be met at my company	11	84%	11% ↑	5
13. I have the opportunity to continually learn and grow	2445	82%	13% ↓	4
14. When changes are made that affect me (e.g. to structure, policy or program), communications are handled well	440	82%	14% ↓	4
15. My company encourages employees to give suggestions and feedback	11	91%	9	---
16. I would stay with Koppel, even if I was offered the same pay and benefits elsewhere	2445	81%	14% ↓	4
17. In my department / unit, management responds as quickly as possible when safety problems are discovered	721	80%	15% ↓	4
18. Where I work, if I bring up a concern or an issue about safety I feel confident that it will be addressed	11	100%	14 ↑	5

## AWARD MATERIAL



Thrive Award trophy



Social media and digital badges for internal and external communications



Recognition on Mercer.com and by our media partner

## ADDITIONAL CUSTOMIZED BENCHMARK REPORTS AVAILABLE

COMPARISON OF OFFERINGS	THRIVE 45	THRIVE INSIGHT
Survey measuring thrive	●	●
Survey measuring employee engagement	●	●
Admission to thrive awards	●	●
Overall results reporting – company level	●	●
Comparison to national benchmark	●	●
Comparison to global benchmark		●
Dimension-level results and benchmark comparison	●	●
Question-level results and benchmark comparison		●
Analysis of best- and worst-performing areas		●
Ability to segment data into demographic groups		●
Comments report		●
Powerpoint reporting of results	●	●
	FREE	USD \$2,500

### THRIVE 45

#### FREE

- **45-item diagnostic survey** to identify aspects of organizational culture and work environment that are enabling thrive
- Entry into **Thrive Awards**
- Comparison to **national benchmark**
- **Overall company** results

### THRIVE INSIGHTS

#### USD\$2,500

- **Deeper insights** into Thrive results
- Additional data points for internal and external comparisons: **demographic groups, item-level results, comments**

For further information, please contact your local Mercer office or visit our website at:  
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