



## Success Story

How InVista helped a nonprofit organization uncover insights into their employees' wellbeing by conducting a comprehensive wellbeing survey.

### Results

**Prioritized wellbeing** in strategic plan to demonstrate their commitment to employees, which includes:

**A webinar** on self-care and recognizing the signs of burnout

**Resources for managers** to engage in conversations about wellbeing with employees

**Resources for employees** to effectively communicate their personal and professional needs

CLIENT



**100**  
employees



- Nonprofit organization
- Need for their services **increased rapidly** in response to the COVID-19 pandemic

# Business Needs



## CREATE

the opportunity for employees to voice their needs



## ADDRESS

concerns about employee wellbeing related to COVID-19 and the increased demand placed on staff

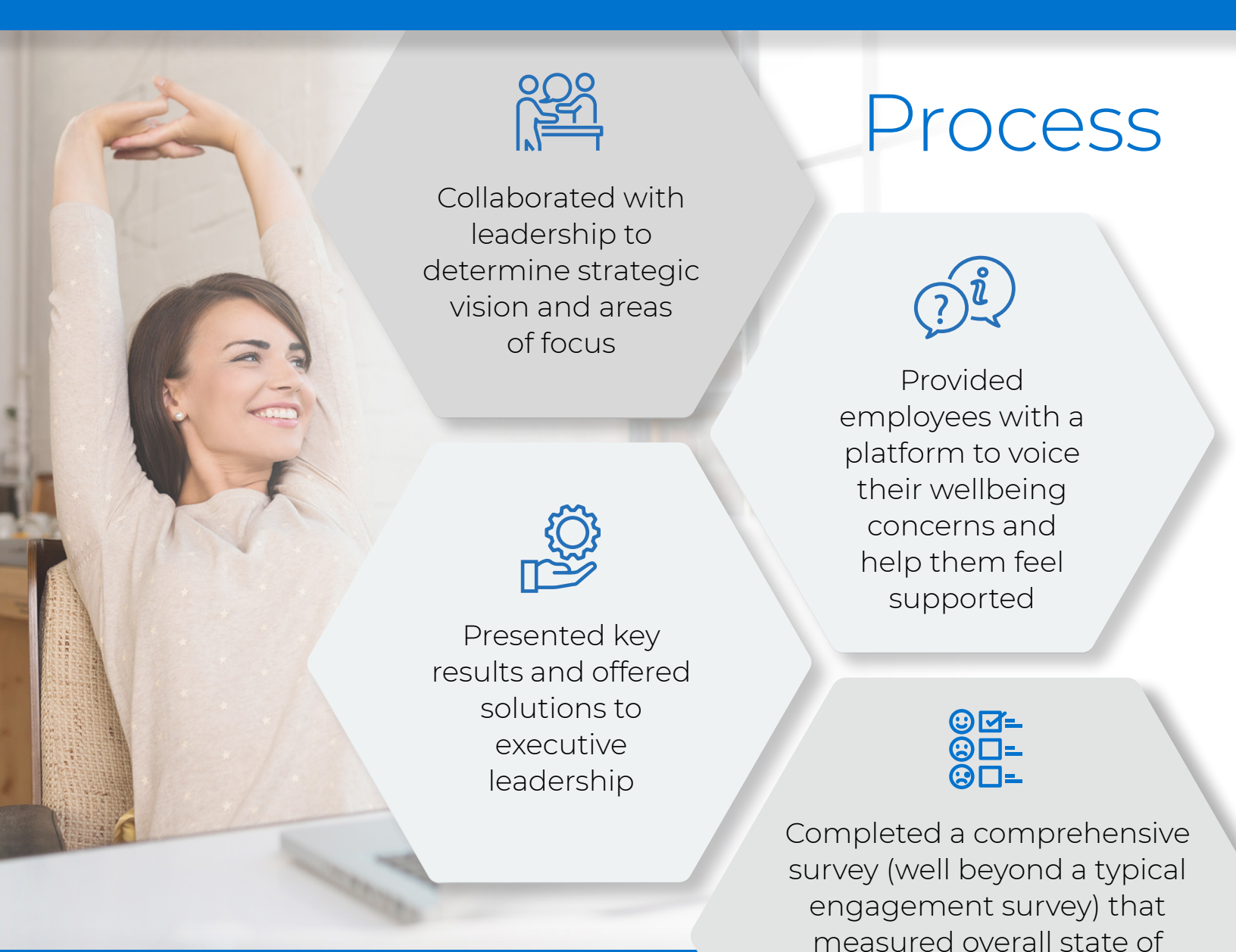


## PROVIDE

a baseline for employee wellbeing







# Process



Collaborated with leadership to determine strategic vision and areas of focus



Provided employees with a platform to voice their wellbeing concerns and help them feel supported



Presented key results and offered solutions to executive leadership



Completed a comprehensive survey (well beyond a typical engagement survey) that measured overall state of employee wellbeing; identified drivers of wellbeing, turnover, and burnout; and rated utilization of wellbeing benefits

## Testimonials

"We are incredibly grateful for all the PAR team has done and continues to do to support wellbeing in the workplace. Especially given such a difficult year, setting a baseline of understanding around our employees and where they are personally and professionally from a wellbeing perspective is invaluable. For [our organization], **the data from the survey inform our strategy to ensure we are addressing areas of concern and sustaining areas of success** to ultimately reach a place where all of our team members can be their best selves—mentally, physically, and emotionally."

Chief Communications + Culture Officer

"I have heard many on our team talk about the coaching and so appreciate it. We know [InVista's] work will enable all of us to improve—**helping our community all the more.**"

CEO

# Findings

## Overall wellbeing

# 1/3+

More than a third of respondents reported experiencing poor wellbeing

Employees with low wellbeing were 4x more likely to be at risk for burnout

## Work-life balance

**47% of respondents** shared that work negatively impacted their family time

However, most employees agreed the organization was supportive of work-life balance

The disconnect was due to having a heavy workload and a lack of voicing needs

## Job demands

**50%+ of respondents** were frustrated with aspects of their work environment, such as insufficient personnel, inconsistent policy enforcement, poor equipment and technology, and frequent interruptions

## Anxiety

Between **44% and 53% of respondents** showed at least one sign of increased anxiety (e.g., worry, inability to relax and sleep)

## Organizational support

**98% of respondents** said their manager cares about their wellbeing. This creates a positive, receptive environment for implementing change



KEY  
drivers of  
wellbeing