

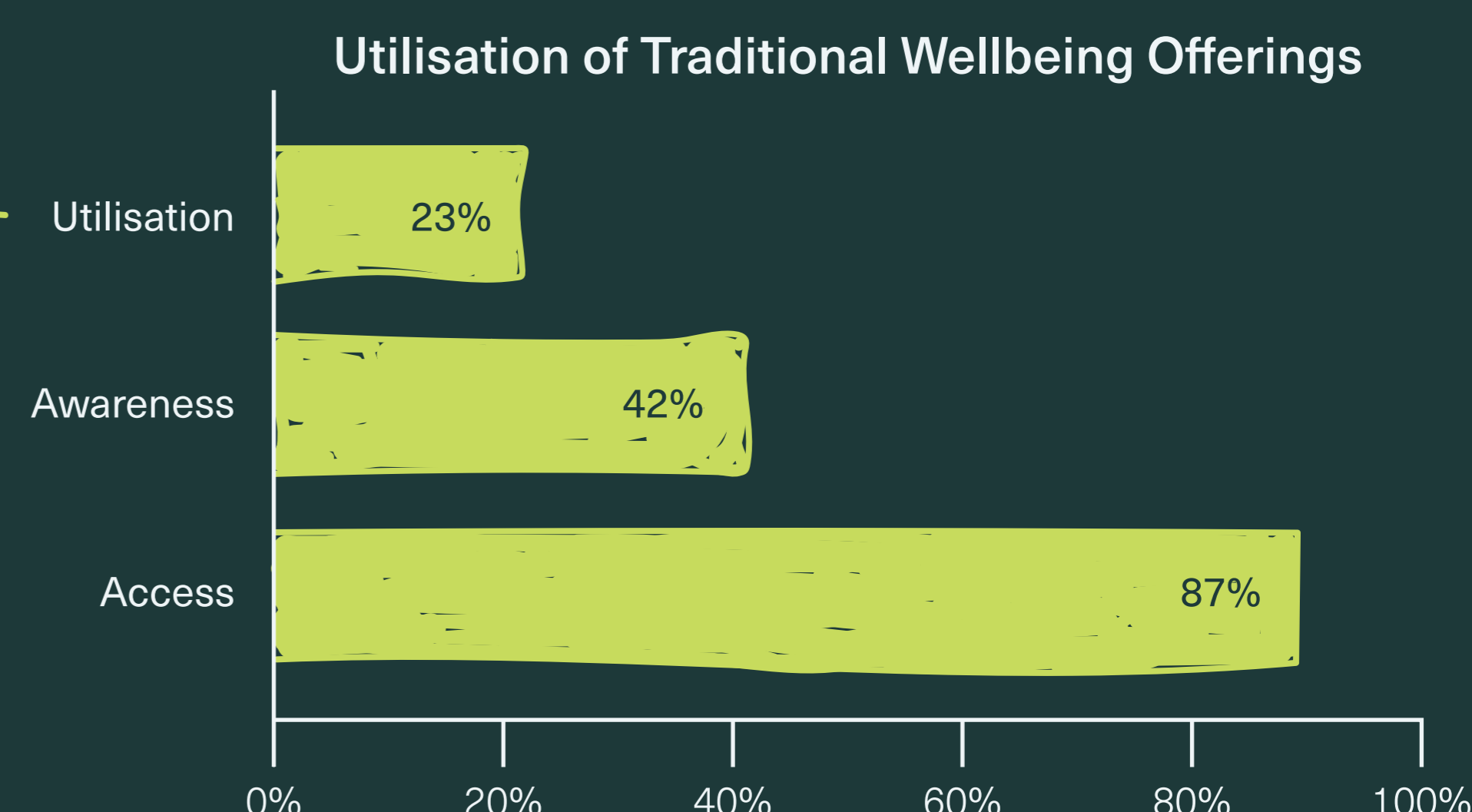


Checkboxes are out, conversations are in

# Because wellbeing deserves more than a survey

## INTRODUCTION

Workplaces are currently over reliant on surveys and apps for providing insights, placing responsibility on employees to actively engage with them. With only 23% of employees using wellbeing resources, traditional methods that rely on workers seeking out available support are failing. This employee led approach has resulted in a lack of direct involvement from leaders to create safer work environments, which conflicts with the expectations of 94% of employees.



2021 HBR Report: Globally, billions are spent on wellbeing offerings, with 87% of employees having access to mental and emotional support. However, only 42% are aware of these resources and just 23% utilise them.

### Risks of Traditional Workplace Wellbeing Management

- Survey tools with poor participation and data quality
- Employee required to seek out support and resources
- Employees feel unheard
- Inconsistent leadership capability in supporting employees
- Board members and executives have poor oversight due to inadequate data

94% of employees feel their manager should have some responsibility for their wellbeing. — Deloitte 2023

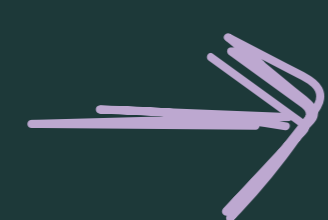
32% of employees don't feel their manager cares about their wellbeing. — Deloitte 2023

## SOLUTION

HeyPenny flips the tradition on workplace wellbeing management by upskilling and supporting leaders, refocusing leader to employee 1:1's, consistently capturing data and directing usable wellbeing insights.

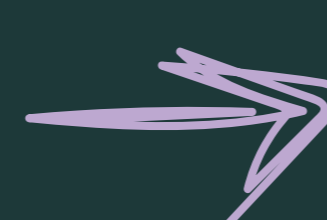
### Leadership Training

Build competent communicators that understand psychosocial stress, support employees and maximise resource use.



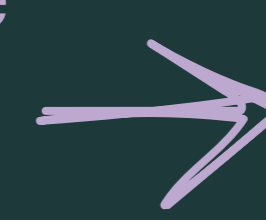
### Wellbeing Conversations

Wellbeing check-ins sit within pre-existing 1:1's, providing a dedicated time for deeper conversations.



### Capture Wellbeing Data

Conversation insights are linked to a framework of factors developed by Dr. Hillary Bennett.



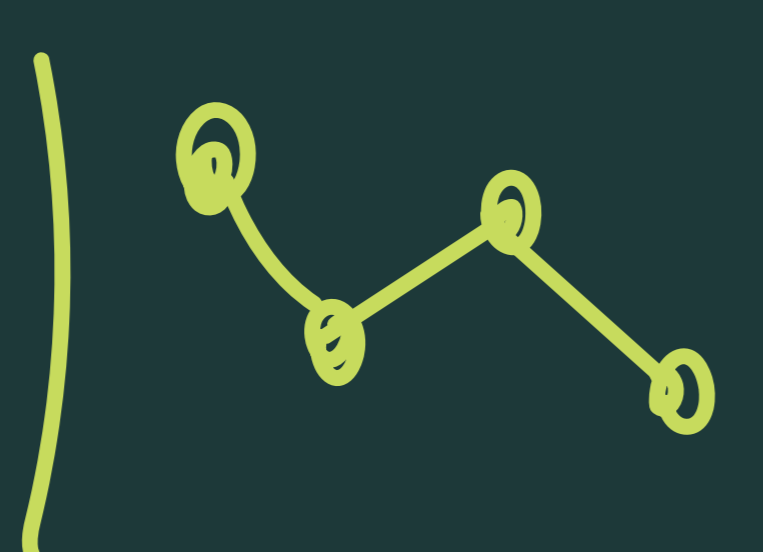
### Usable Insights

Real-time insights enable proactive employee care, enhance decision making and guide wellbeing initiatives.

## BENEFITS



Reduced psychosocial stress, leading to happier employees



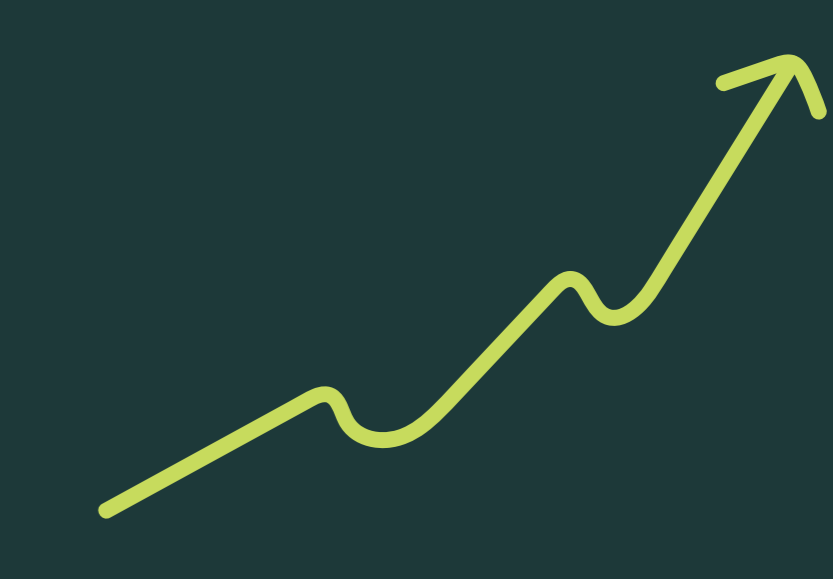
Reliable, qualitative data to inform and streamline decision making



Employees feel heard and supported due to HeyPennys humanistic approach



Competent, confident leaders that employees trust



Increased employee and leader retention and improved productivity

— HBR 2017

