



DATA & RESULTS

UPDATED AUGUST 2023

EXECUTIVE SUMMARY

As a standard part of the experience, #lovework pulses a 25-question 5-point likert scale Impact Survey to all program participants every 6 months.

This survey has been constructed based on validated survey items on Burnout from Dr. Bryan Sexton at Duke University as well as validated survey items on Psychological Safety from Dr. Amy Edmondson at Harvard University, along with other items #lovework measures corresponding to our own unique area of study, Energy Intelligence.

The #lovework Impact Survey is designed to show leading indicators of positive organizational outcomes.

A wide variety of organizational literature over the past decade has clearly demonstrated that initiatives focused on improving factors like employee well-being, engagement, and psychological safety are proven to improve profitability, productivity, and retention while decreasing absenteeism, conflict, quality defects, and safety incidents.

Increased psychological safety alone correlates directly to:

- **LEARNING AGILITY** — Greater ability to speak up and ask for help
- **RISK MANAGEMENT** — Better capacity to manage risk as a team
- **INNOVATION** — Superior brainstorming and more possibilities
- **JOB SATISFACTION** — Team members feel more valued and respected
- **RETENTION** — People are more committed to staying in your organization

Below, we highlight some of the key data gathered from our aggregate meta-analysis of #lovework Impact Survey data across 11 organizations, 18 teams, and approximately 600 people. All data below was taken from the first 90 days of the #lovework experience (NOTE: many clients continued utilizing #lovework for years beyond their initial pilot, and some are customers to the present day with increasingly positive results!).

Organizational industries in our meta-analysis vary widely, from teams in advanced cloud technology (AWS) to front line healthcare teams (UCHealth & Denver Health) to insurance agents (State Farm) to market research data scientists (Ipsos), demonstrating the broad effectiveness of #lovework methodology and technology across a wide range of verticals and workplaces.

OVERALL

96% of items moved in a positive direction

Across 11 organizations, 18 teams, and approximately 600 people, #lovework moved 96% of our 25 measured items in a positive direction in just the first 90 days, demonstrating high efficacy of the program in **lowering burnout, increasing psychological safety, and boosting energy intelligence** across participants even in a very short amount of time.

SUB-MEASURES, HIGHLIGHTS

+29%

In first 90 days we **increase Energy Intelligence** up to 29%

-16%

In first 90 days we **decrease Burnout** up to 16%

+22%

In first 90 days we **increase Psychological Safety** up to 22%

SUB-MEASURES, AVERAGES

+11%

On average across all teams in the first 90 days, users report that they feel **less fatigued when getting up in the morning to face another day on the job by 11%**

+11%

On average across all teams in the first 90 days, **work is allocated based on what energizes team members 11% more effectively**

+28%

On average across all teams in the first 90 days, we **increase knowledge of what energizes colleagues to do their best work by 28%**

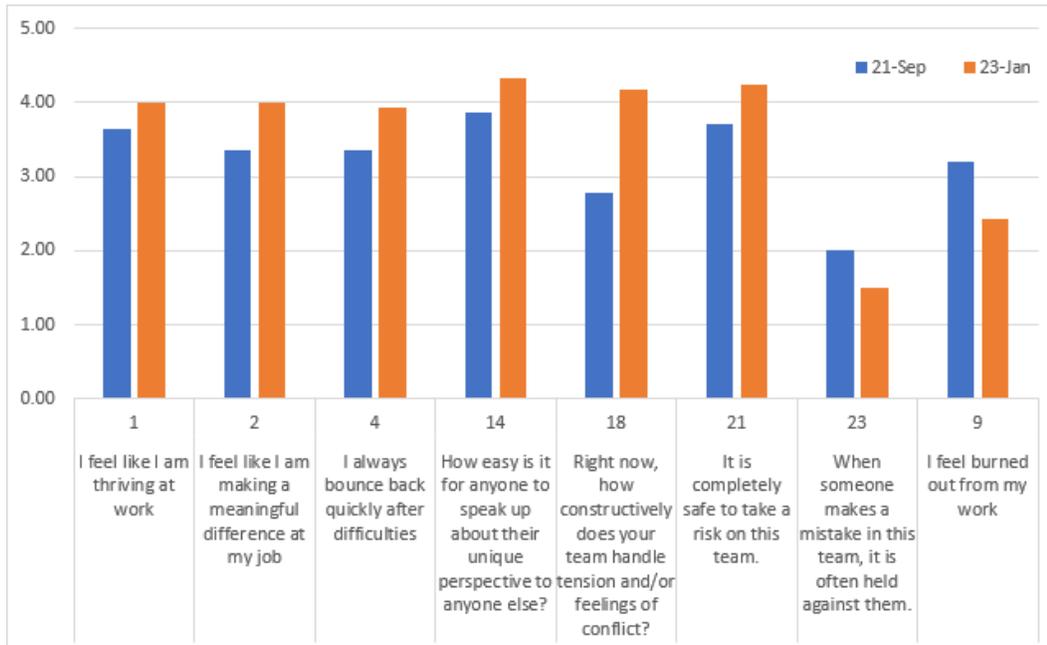
+18%

On average across all teams in the first 90 days, we **increase knowledge of what drains colleagues by 18%**

+11%

On average across all teams in the first 90 days, it becomes **11% easier to ask members of the team for help**

IPSOS KEY MEASURES (SEPT '21-JAN '23)



A FEW VERBATIM USER COMMENTS

- “#lovework gave me a greater understanding and appreciation of my co-workers.”
- “#lovework really helped me to connect with my colleagues in an authentic way. When we were able to share how we worked and explore our strengths/energizers, we all started working more efficiently as a team.”
- “#lovework allowed my colleagues and I to speak freely about our experience with work. We were able to relate and understand each other better.”
- “#lovework helps me consolidate a lot of knowledge, but most importantly supports my team in having conversations around implementation of that knowledge in our daily work.”
- “I like setting my day and giving myself direction. I enjoyed the Huddles because they allowed us to be vulnerable and to get to know one another better. I liked getting encouragement and recognition for work that otherwise would have been just another day.”
- “Team Huddles were great opportunities to share things that were draining to me. I thought the practices were useful and I thought about them consistently.”
- “The daily Practices, specifically the morning intention, reinforced the need to pause and take a moment to set intention. The Team Huddles brought everyone together and encouraged openness, which can be hard with some people. The monthly Leader Sessions were great for brainstorming and figuring out how to implement things like engaging energizers in our everyday.”