

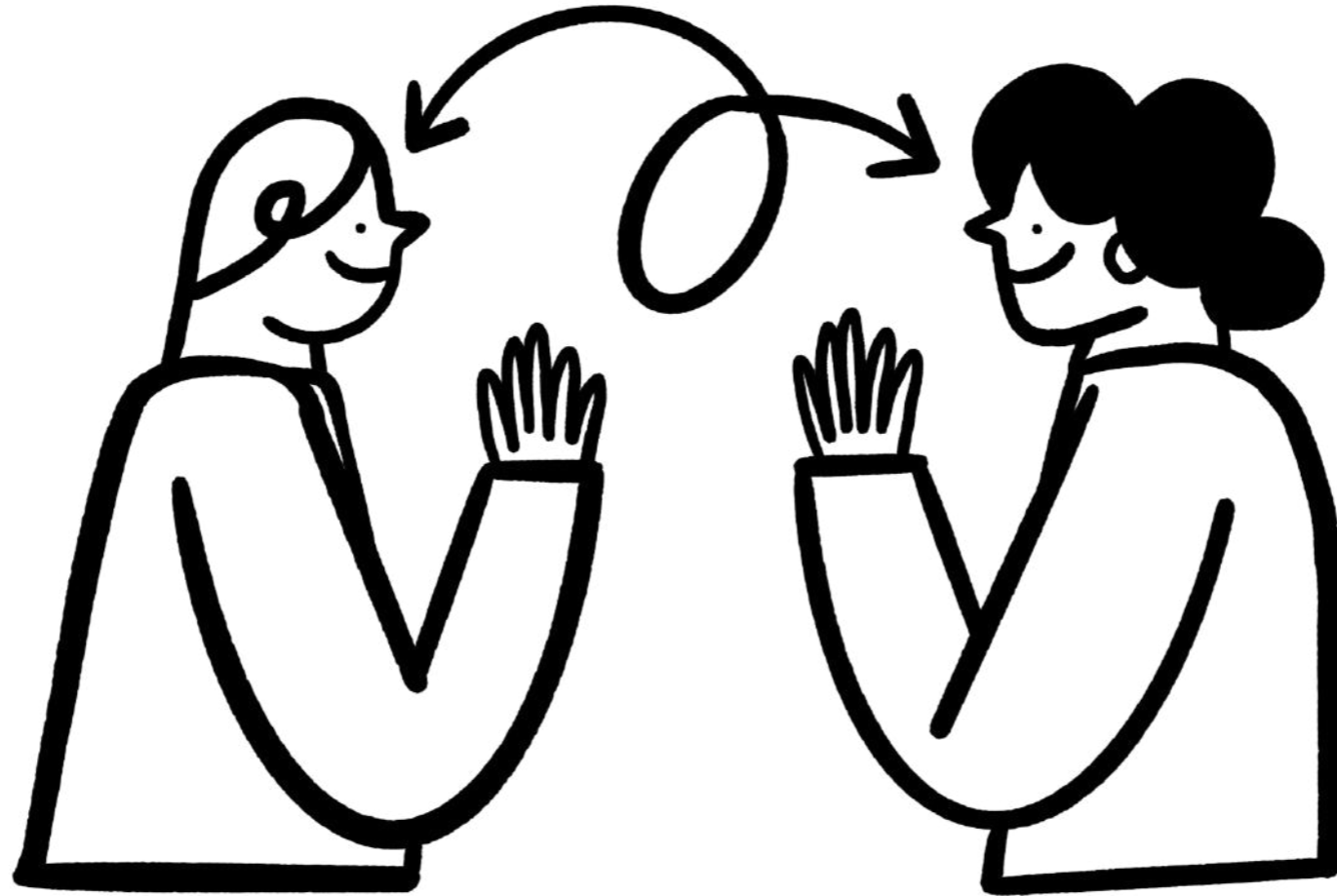


Comprehensive Guide to Wellness at Work

How to get real results from your well-spent
investments in the workplace

“We are living in a profoundly challenging time. It’s understandable that people are disoriented and anxious. So, we need to normalize that. We need to just really acknowledge the fact that we are all experiencing too much change for the typical human being to be able to handle. And the reason that we need to invest in mental fitness is that it massively increases our capacity to handle change in a way that’s not stressful — but joyful.”

Shirzad Chamine,
founder and CEO of Positive Intelligence®



Today's workers are suffering and disengaged — understandably. The level of change we're collectively experiencing is orders of magnitude beyond what the human species had to endure 100 years ago, 50 years ago, and even 25 years ago.

Organizations want to turn the tide. As a leader, you know your organization achieves more when employees feel happy, healthy, and supported at work. So you've been investing heavily in thoughtful wellness programs to nurture those positive feelings.

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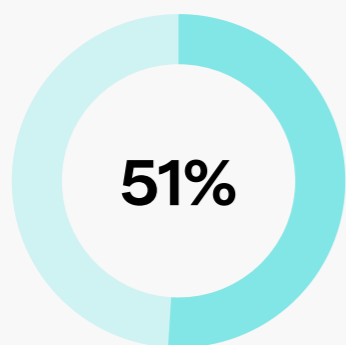
Wellness Matters at Work

Wellness at work — by the numbers

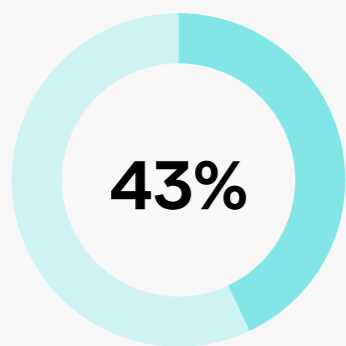
Workplace wellness spending rose around 22% in 2021, with 92% of employers expanding efforts around mental health and emotional wellbeing, according to a Fidelity survey. While this uptick may have been pandemic-inspired, all signs indicate continued investment. In 2023, 90% of employers said the current economic environment would not lead to reduced wellness investment — while 31% plan to boost investment again.

But are these well-meant efforts delivering results? The data could be more inspiring.

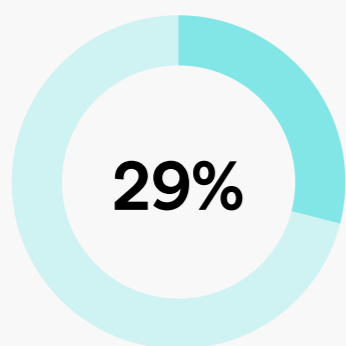
**Stress, burnout, anxiety, and depression
are still on the rise.**



Half (51%) of today's young workers said they needed help for emotional or mental health challenges in the past year.



Nearly half (43%) of middle managers reported burnout.



A record-breaking 29% of U.S. adults today say they've been diagnosed with depression at some point.

This mounting mental health crisis takes its toll in many ways, including on productivity: An estimated 12 billion working days are lost every year globally to depression and anxiety — at a cost of \$1 trillion per year in lost productivity.

The vast potential of successful wellness programming

Compelling wellness initiatives can go a long way to improving the employee experience.

They can help organizations achieve a [3-to-1 ROI](#) in productivity gains, with less absenteeism, fewer workplace safety issues, and higher employee satisfaction.

They can support recruitment and retention, with [more than 80%](#) of employees agreeing that how employers support mental health will be an important factor in future job searches.

And they can help [raise the resilience](#) of your organization overall, paving the way for organizational leaders to weather disruptions and shape bigger-picture, longer-term success.

But the best-laid wellness programs often fail because they're missing one foundational piece: [a culture of engaged employees ready to shift their mindset, personally and as a team.](#)



The high cost of disengagement in workplace wellness

Broadly speaking, disengaged employees cost the world \$7.8 trillion in lost productivity. That's equal to 11% of global GDP. For countless reasons, many of today's workers have essentially checked out and are sleepwalking through their workday, putting time — but not energy or passion — into their work.

Therefore, they're also less likely to benefit from wellness resources — let alone use them. Even employees who are generally engaged in their work may view wellness activities as yet another to-do item to check off the list.

Without collective buy-in, wellness programs simply can't deliver on their full promise, from ramping up employee morale and driving recruitment and retention to advancing diversity, inclusion, and belonging efforts.

Fortunately, leadership teams have a powerful opportunity to turn the tide on disengagement: By leveraging mental fitness tools, you can unite employees in a culture of wellness and, in turn, realize true return on investment for your more extensive menu of workplace wellness offerings.

“We can experience true purpose and meaning if we foster a culture in which we all feel noticed, affirmed, and needed.”

Simon Sinek

CHAPTER TWO

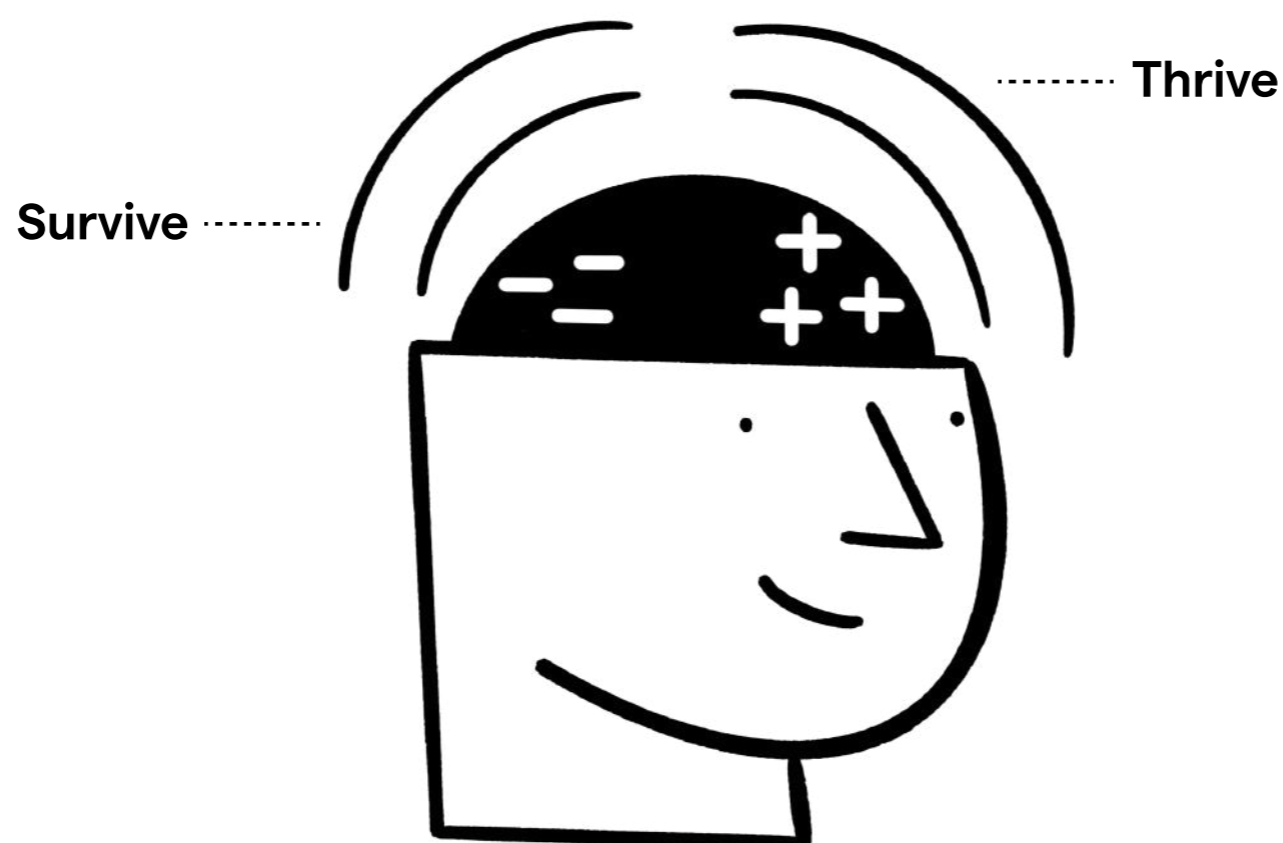


Understanding Mental Fitness

What is mental fitness, and why do the best wellness strategies BEGIN with it?

Mental fitness is your capacity to respond to life's challenges with a positive rather than a negative mindset. It drives wellness program success by inspiring employees to become open to change and to trust in the process.

More than a catchy term, mental fitness is deeply rooted in neuroscience. Recent advances in functional MRI (fMRI), measuring how neural activity changes blood flow, have allowed scientists and psychologists to witness the real-time working of the brain for the very first time. This research identifies the neural functions involved with the activation of two regions of the brain that impact mental fitness.



- The Survive region

Home to your Saboteurs, aka the voices in your head that trigger negative emotions like self-doubt, anxiety, or anger amid life's challenges

+ The Thrive region

Home to your Sage Powers, or "empathy circuitry," which generates positive emotions like empathy and creativity when handling new experiences

Understanding this brain science is key to unlocking the benefit of any wellness offering. Because even the highest-rated meditation or mindfulness apps cannot thwart your inner Saboteurs when you don't recognize and address them first.

Mental fitness, however, is about rewiring the brain at the root level rather than treating symptoms. Regularly exercising the Thrive parts of your brain ensures your Sage Powers triumph over your Saboteurs over time. Just like you might train at a gym to stay physically fit, it's essential to train your mental muscles, too.

Organizations improve employee satisfaction, engagement, and overall productivity by investing in mental fitness resources and support.

The benefits of building mental fitness at work:

✓ **Reduce Stress**

Stress significantly contributes to mental health problems, including anxiety and depression. Mental fitness provides employees with stress management tools, such as mindfulness practices, problem-solving techniques, and conflict management strategies.

✓ **Improve Resilience**

Resilience is the ability to cope with challenges and setbacks. A positive mindset helps employees develop resilience by teaching them how to manage their emotions, reframe negative thinking patterns, and develop positive coping mechanisms.

✓ **Boost Productivity**

Poor mental health can significantly impact productivity and work performance. Mental fitness helps employees stay focused, motivated, and engaged by improving their mood, energy levels, and overall mental clarity.

✓ **Foster Positive Workplace Affiliations**

Building mental fitness together helps create a workplace culture that values employee wellbeing and encourages open communication and support. This, in turn, leads to increased employee engagement, higher job satisfaction, and reduced turnover.

✓ **Enhance Employee Benefits**

Offering mental health resources — and proactively fostering their use — demonstrates your organization's commitment to employee wellbeing.



Which Saboteurs are holding back your team?

Your mind is constantly sabotaging your potential for both performance and happiness. Stress and other negative emotions are simply the result of self-sabotage.

But with mental fitness practice, every member of your team can quiet their Saboteurs and strengthen the part of their brain that serves them. Together and as individuals, they'll approach workplace and personal challenges with a more positive mindset and less stress.

Get started:

Take the Saboteur Assessment
to discover which Saboteurs
are holding you back.



Fostering five critical skills in workplace wellness

Mental fitness directly supports a range of holistic, flexible, and tailored wellness initiatives. How? It builds the underlying Sage muscles necessary for wellness programs to succeed.

Your internal Sage is the one in you that handles challenges with a clear and calm mind and positive emotions. Your Sage accesses five positive powers. For peak performance, you can learn to boost all five of the following powers and know when to use which Sage Power.



Empathize

Feeling and showing appreciation, compassion, and forgiveness — for yourself and others — builds social awareness and cultivates a sense of service. With practice, empathy leads to healthier relationships, better conflict management, and more effective teamwork and collaboration.



Explore

As a child, you knew how to explore purely, experiencing great curiosity and fascination in discovery. By grounding yourself in that innate sense of curiosity, openness, and wonder, you become more open to new ideas, more deliberate in the face of crisis, and more likely to effect positive change.



Innovate

While the Explore power is about discovering what is, the Innovate power concerns inventing what isn't. True innovation is about breaking out of the boxes, the assumptions, and the habits that hold you back. A mindset of innovation sparks adaptability, self-management, and optimism — all key to workplace wellness.



Navigate

Every employee has their internal compass — as does your organization. By creating a consistent compass, your organization invites employees to align with it, relax, and find purpose in their work.



Activate

When all your mental and emotional energies are laser-focused on action and not distracted by the Saboteurs, you bring new levels of achievement and initiative to the team.

CHAPTER THREE



**Improving Wellness With
Mental Fitness**

Which wellness programs benefit from mental fitness skills?

Perhaps the better question is, which ones don't?

The following are typical components of a workplace wellness program — and examples* of how specific mental fitness skills support successful adoption →

*These are just some examples of how mental fitness attributes support workplace wellness. The reality is that all five Sage Powers contribute to each program's success in some way.

Mental & Emotional Health

Mental and emotional health have become significant concerns for many employees, especially in the aftermath of COVID-19. As a leader, you may be looking for solutions that provide employees access to mental and emotional health support, including counseling and therapy services, while also working to destigmatize mental and emotional health issues. **EMPATHIZE** helps employees feel connected to others as they share in these solutions. **EXPLORE** allows them to approach mental and emotional health topics with open minds and hearts.

Physical Health

As a leader, you are also shaping programs that support physical health, from fitness apps and yoga classes to healthy eating options and ergonomic workspaces. You may also be working to encourage employees to take a proactive approach to their health, with things like health screenings and access to preventive care services. **ACTIVATE** helps your team not only recognize these as meaningful opportunities but also to participate in them.

Work-Life Balance

Leaders who **EMPATHIZE** recognize the importance of work-life balance for employee wellbeing and encourage employees to consider the importance of their personal lives. Employees emphasize the importance of flexible work arrangements, such as remote work, flexible schedules, and ample time off. By inviting employees to **NAVIGATE** this new world of work together, you can develop and sustain the optimal plan while winning buy-in.

Financial Wellness

Financial stress can significantly impact employee wellbeing. As such, many wellness programs aim to support employees with financial education, retirement planning, and other resources to manage their finances. With shared practice in **INNOVATE** and **EXPLORE**, employees can gain the confidence and sense of self-mastery it takes to recognize the potential value of participating in financial wellness programs.

Professional Wellness

Investing in professional wellness creates a win-win situation where employees flourish, and the organization benefits from a motivated, high-performing workforce. Mental fitness practice significantly enhances professional development programs as employees learn to tap their mental fitness skills. **EMPATHIZE** allows employees to foster better understanding and connection with their colleagues, promoting a more supportive and collaborative work environment. **EXPLORE** encourages curiosity and a growth mindset, enabling employees to embrace learning opportunities and adapt to changing circumstances. **INNOVATE** cultivates creative problem-solving and encourages employees to solve complex problems.

Organizational Culture

Your organization's culture significantly promotes employee wellness. A strong and positive organizational culture sets the tone for the work environment, shaping employees' experiences, attitudes, and overall wellbeing. By supporting and nurturing organizational culture as part of a comprehensive wellness plan, you demonstrate your organization's dedication to creating an environment where employees can thrive personally and professionally. Skills like **EMPATHIZE** support organizational culture programs by developing a greater sense of belonging that strengthens teamwork and collaboration. **EXPLORE** and **INNOVATE** create a continuous learning and improvement culture that encourages creative problem-solving and helps employees embrace change.

Workplace Safety

Ensuring a safe and healthy work environment is not only a legal and ethical responsibility but is also critical to ensuring the wellbeing and productivity of the workforce. A comprehensive wellness program that includes a workplace safety component protects employees from harm, minimizes the risk of accidents, and creates an atmosphere of trust and confidence. By incorporating mental fitness skills such as **NAVIGATE**, employees can ensure that adherence to workplace safety measures becomes part of their core values. **ACTIVATE** helps the team consistently implement safety measures, while **EMPATHIZE** helps them look out for one another's safety, including their psychological safety.

“The ability to communicate through conflict is one of the most important human skills to foster in the workplace.”

Simon Sinek




How can organizations incorporate mental fitness into a comprehensive wellness plan?

The Positive Intelligence (PQ) Program for mental fitness systematically builds the pillars of mental fitness to create sustained improvements in performance, engagement, wellbeing, and relationships while establishing a growth mindset.

At the individual and team levels, the PQ Program helps employees incorporate mental fitness practices into their daily routines for maximum success. At the organizational level, the PQ Program acts as a foundational and integral component of a comprehensive wellness plan that can be expanded on to meet the wellness needs of the workforce.



 [All you need to know in 3 minutes](#)

Watch a three-minute overview of the PQ Program to see how it works.

CHAPTER FOUR



**Developing a Wellness Plan
That Works**

Your roadmap to PQ-Powered wellness programs

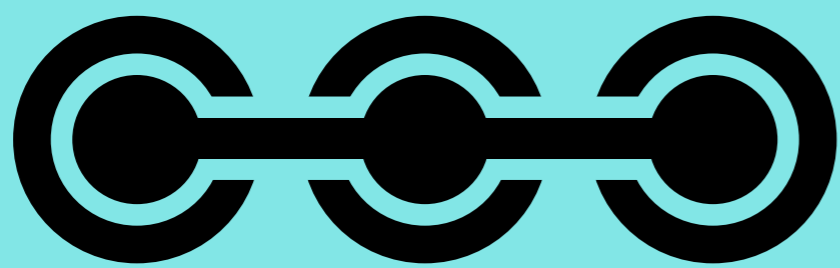
The PQ Program is customizable for your organization's unique needs and wellness strategies. For example, Positive Intelligence can help you create your journey, or you might choose the PQ-Powered Teams Roadmap or the Roadmap to Strengthen Mental Fitness and Stress Reduction on p. 27-28.

No matter the goals for your wellness program, Positive Intelligence will work with you and your team to design the best program for your organization.

PQ-Powered Teams Roadmap

The PQ Program, PQ-Powered Teams, and Grow

Month	1-2	3	Complete the 4 Pillars sessions in any order during months 4-7			
	PQ Program	4 Pillars of PQ-Powered Teams	Mutual Accountability	Healthy Conflict	Triple Purpose	Earned Trust
	7 sessions (weekly) Install the PQ Operating System	One 90 to 120-min session Review an anonymous, aggregated teams assessment	One 90 to 120-min session Increase ownership and collaboration	One 90 to 120-min session Practice converting conflicts into gifts	One 90 to 120-min session Grow yourself, your team, and others	One 90 to 120-min session Build a strong foundation of trust
			8	9	10	and Beyond!
			Team Architecture	Energy/Impact Optimization	Summary Session: 4 Pillars	Grow
			One 90 to 120-min session Develop a deeper appreciation of each person's role	One 90 to 120-min session Learn to optimize work for higher impact	One 90 to 120-min session Compare pre- and post-program teams assessment scores	Self-paced & self-guided Continue practicing mental fitness with new content released monthly



Roadmaps

Meet with our team to discuss your organization's needs and create a customized PQ Program roadmap

Roadmap to Strengthen Mental Fitness for Stress Reduction

An opportunity for your employees to achieve extraordinary wellbeing and performance

Month	1-2	3	4	5	6	
	PQ Program	Stress Management	Conflict Management	Raising Emotional Intelligence (EQ)	Resilience	
	7 sessions (weekly) Install the PQ Operating System	One 60-min session Learn how to beat your Saboteur-generated stress	One 60-min session Learn to view conflict as a gift for deepening trust	One 60-min session Boost the root-level building blocks that enable EQ competencies	One 60-min session Learn to move from a negative to a positive state more quickly	
	7	8	9	10	11	12
	Self-Actualization	Wellness	Happiness	Relationship Mastery	Energy/Impact Optimization	Intuition & Decision Making
	One 60-min session Discover what you need to live life free of regrets	One 60-min session Learn to improve sleep and overcome fear	One 60-min session Learn a daily practice for strengthening happiness amid life's challenges	One 60-min session Strengthen relationships with a deeper understanding of Saboteurs and Sage Powers	One 60-min session Learn to optimize work for higher impact	One 60-min session Learn to access your Sage intuition

Whichever roadmap you choose, the right technology can help you track and analyze data to ensure ongoing success. With surveys, assessments, and metrics, Positive Intelligence enables you to monitor your organization's improvements in mental fitness. Along with the select platforms and apps your organization may use to track physical activity or provide mental health support, the PQ Program's tools will help to promote healthy habits now and into the future.

The PQ Program is the lynchpin of a comprehensive wellness plan

The PQ Program serves as a lynchpin for your comprehensive employee wellness plan due to its holistic approach to nurturing personal and professional wellbeing. Mental fitness is essential for overall employee wellness and productivity, and the PQ Program is proven to improve mental fitness across organizations.

The PQ Program equips employees with the tools and strategies to navigate challenges effectively, increase mental resilience, build emotional intelligence, and develop a growth mindset for greater success. Armed with mental fitness skills, employees can better cope with mental and emotional health challenges, prioritize physical health and work-life balance, increase their commitment to workplace safety and organizational culture initiatives, and realize their full potential for financial and professional wellness.

The PQ Program's emphasis on mental fitness aligns with the understanding that a healthy mind is the foundation for physical, mental, and emotional health and personal and professional fulfillment. By making the PQ Program a core component of a comprehensive, interconnected employee wellness plan, your organization demonstrates its commitment to supporting employee wellbeing and cultivating a thriving, resilient, and productive work environment.

**Organizational
Culture**

**Workplace
Safety**

**Physical
Health**

The PQ Program

**Financial
Wellness**

**Work-Life
Balance**

**Professional
Wellness**

**Mental &
Emotional
Health**



Sample wellness plan outline

This sample outline provides a starting point for streamlining the process of creating a tailored wellness plan that addresses your organization's specific needs and priorities. The PQ Program is integrated into the plan to show how a mental fitness program increases the ROI of your investments in other wellness programs.

Goal → **Proactively prevent mental health risks, improve employee wellbeing**

Mental & Emotional Health	Activities and Areas of Focus	PQ Program Roadmap	Potential Partners
	<ul style="list-style-type: none"> • Mindfulness • Meditation • Stress management • Burnout prevention • Counseling • Mental health awareness 	<ul style="list-style-type: none"> • Strengthen Mental Fitness for Stress Reduction • Optimize Employee Morale 	<ul style="list-style-type: none"> • Local or national mental health association • Employee Assistance Program • Mindfulness app

Goal → **Proactively prevent physical health risks, improve employee wellbeing**

Physical Health	Activities and Areas of Focus	PQ Program Roadmap	Potential Partners
	<ul style="list-style-type: none"> • Biometric screenings • Exercise • Nutrition • Sleep • Gym stipends • Challenges and competitions 	<ul style="list-style-type: none"> • Strengthen Mental Fitness for Stress Reduction 	<ul style="list-style-type: none"> • Fitness tracker, fitness app • Health benefits provider

Goal →

Prevent absenteeism, prevent high turnover, improve employee wellbeing

Work-Life Balance	Activities and Areas of Focus	PQ Program Roadmap	Potential Partners
	<ul style="list-style-type: none">• Flexible working arrangements• Flexible leave• Childcare vouchers• Coaching• Counseling	<ul style="list-style-type: none">• Reducing Burnout in Your Organization• Strengthen Mental Fitness for Stress Reduction• Optimize Employee Morale	<ul style="list-style-type: none">• Employee Assistance Program• Childcare provider

Goal →

Reduce financial stress, improve employee wellbeing

Financial Wellness	Activities and Areas of Focus	PQ Program Roadmap	Potential Partners
	<ul style="list-style-type: none">• Seminars• Coaching• 401K matching• Investment incentives• Commuter stipends	<ul style="list-style-type: none">• Growth Mindset	<ul style="list-style-type: none">• Retirement benefits provider• Outside consultants

Goal →

Foster a supportive work environment with avenues to advancement, improve employee engagement

Professional Wellness	Activities and Areas of Focus	PQ Program Roadmap	Potential Partners
	<ul style="list-style-type: none">• Career development program• Internal job board• Education stipends• Internal training• Coaching and mentoring	<ul style="list-style-type: none">• PQ-Powered Sales• Diversity, Equity, & Inclusion• Unleash Your Full Leadership Potential	<ul style="list-style-type: none">• Professional associations• Outside consultants

Goal →

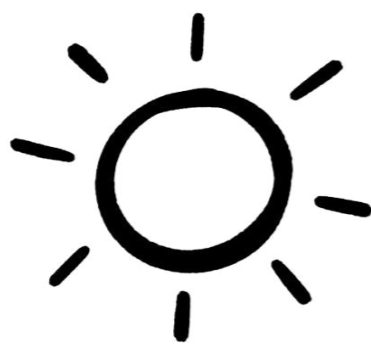
Nurture a motivating culture that prevents burnout and disengagement, improve employee morale

Organizational Culture	Activities and Areas of Focus	PQ Program Roadmap	Potential Partners
	<ul style="list-style-type: none">• Volunteer opportunities• Team-building activities, inside and outside of work• Social hours, inside and outside of work• Employee Resource Groups• Employee recognition/ peer-to-peer recognition	<ul style="list-style-type: none">• PQ-Powered Sales• Diversity, Equity, & Inclusion• Unleash Your Full Leadership Potential	<ul style="list-style-type: none">• Senior management• Outside consultants and vendors• Volunteer organizations

Goal →

Prevent accidents and injuries, increase employee trust and self-awareness

Workplace Safety	Activities and Areas of Focus	PQ Program Roadmap	Potential Partners
	<ul style="list-style-type: none">• Psychological safety• CPR and emergency training workshops• Office ergonomics• Noise pollution awareness	<ul style="list-style-type: none">• Strengthen Mental Fitness for Stress Reduction• Employee Engagement	<ul style="list-style-type: none">• Local or national workplace safety association• Outside consultants



Other wellness plan considerations

Your complete wellness plan outline should also detail the following:

- Objectives
- Action Plan
- Eligibility
- Costs
- Timeline
- Results Tracking
- Maintenance
- Instructors and Coaches
- Committees
- Vendors



Comprehensive wellness assessment

Before you develop and implement a holistic, interconnected employee wellness program, evaluate your organization's current state of wellness.

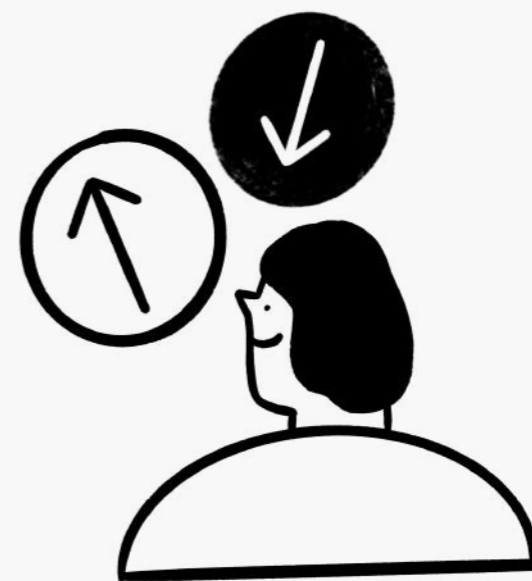
The following assessment covers the key areas of wellness, including physical wellness, mental health, work-life balance, and professional development. Use the assessment to reflect on your organization's wellness, develop goals, and map your wellness plan.

Elevating Organizational Wellness: A Comprehensive Assessment for HR Leaders

This assessment serves as a guide to evaluating your organization's wellness comprehensively. By taking a holistic approach, you can identify strengths and areas of improvement and set meaningful goals to foster a thriving workplace. The journey to organizational wellness is ongoing, and this tool will help you initiate positive change with lasting impact.

Use this key to rate the areas of wellness that follow:

- 5 = Excellent**
- 4 = Good**
- 3 = Acceptable**
- 2 = Needs Improvement**
- 1 = Unacceptable**



If your organization scores a perfect **15** in each Wellness Program Category, well done!

If you wish to initiate positive change, consider implementing one of the recommended PQ Program roadmaps on p. 27-28, or meet with our team to create a customized roadmap for your needs.

Wellness Program Category	Wellness Program Elements Within Your Organization	Your Organization's Rating
Mental & Emotional Health	Availability and utilization of mental health resources and support	X
	Effectiveness of stress management programs and initiatives	X
	Implementation of mindfulness and emotional resilience practices	X
Recommended PQ Program Roadmaps:	<ul style="list-style-type: none"> • Strengthen Mental Fitness for Stress Reduction • Optimize Employee Morale 	Total: XX

Physical Health	Accessibility and promotion of fitness facilities and programs	X
	Encouragement of healthy lifestyle habits through initiatives and policies	X
	Awareness and emphasis on physical wellbeing	X
Recommended PQ Program Roadmaps:	<ul style="list-style-type: none"> • Strengthen Mental Fitness for Stress Reduction 	Total: XX

Work-Life Balance	Feasibility of flexible work arrangements	X
	Policies and practices promoting a healthy work-life balance	X
	Overall alignment of work demands with employees' personal lives	X
Recommended PQ Program Roadmaps:	<ul style="list-style-type: none"> • Reducing Burnout in Your Organization • Strengthen Mental Fitness for Stress Reduction • Optimize Employee Morale 	Total: XX



Wellness Program Category	Wellness Program Elements Within Your Organization	Your Organization's Rating
Financial Wellness	Availability of financial education and planning resources	X
	Quality of benefits, including retirement plans and insurance	X
	Effectiveness of efforts to alleviate financial stressors for employees	X
Recommended PQ Program Roadmaps:	<ul style="list-style-type: none"> • Growth Mindset 	Total: XX

Professional Wellness	Support for skill development, career growth, and advancement	X
	Presence of mentorship and coaching programs	X
	Commitment to fostering a sense of professional fulfillment	X
Recommended PQ Program Roadmaps:	<ul style="list-style-type: none"> • PQ-Powered Sales • Diversity, Equity, & Inclusion • Unleash Your Full Leadership Potential 	Total: XX

Organizational Culture	Alignment of company values with demonstrated behaviors	X
	Inclusivity, diversity, and equity practices within the organization	X
	Presence of open communication and transparent leadership	X
Recommended PQ Program Roadmaps:	<ul style="list-style-type: none"> • PQ-Powered Teams • Change Management • Employee Engagement 	Total: XX

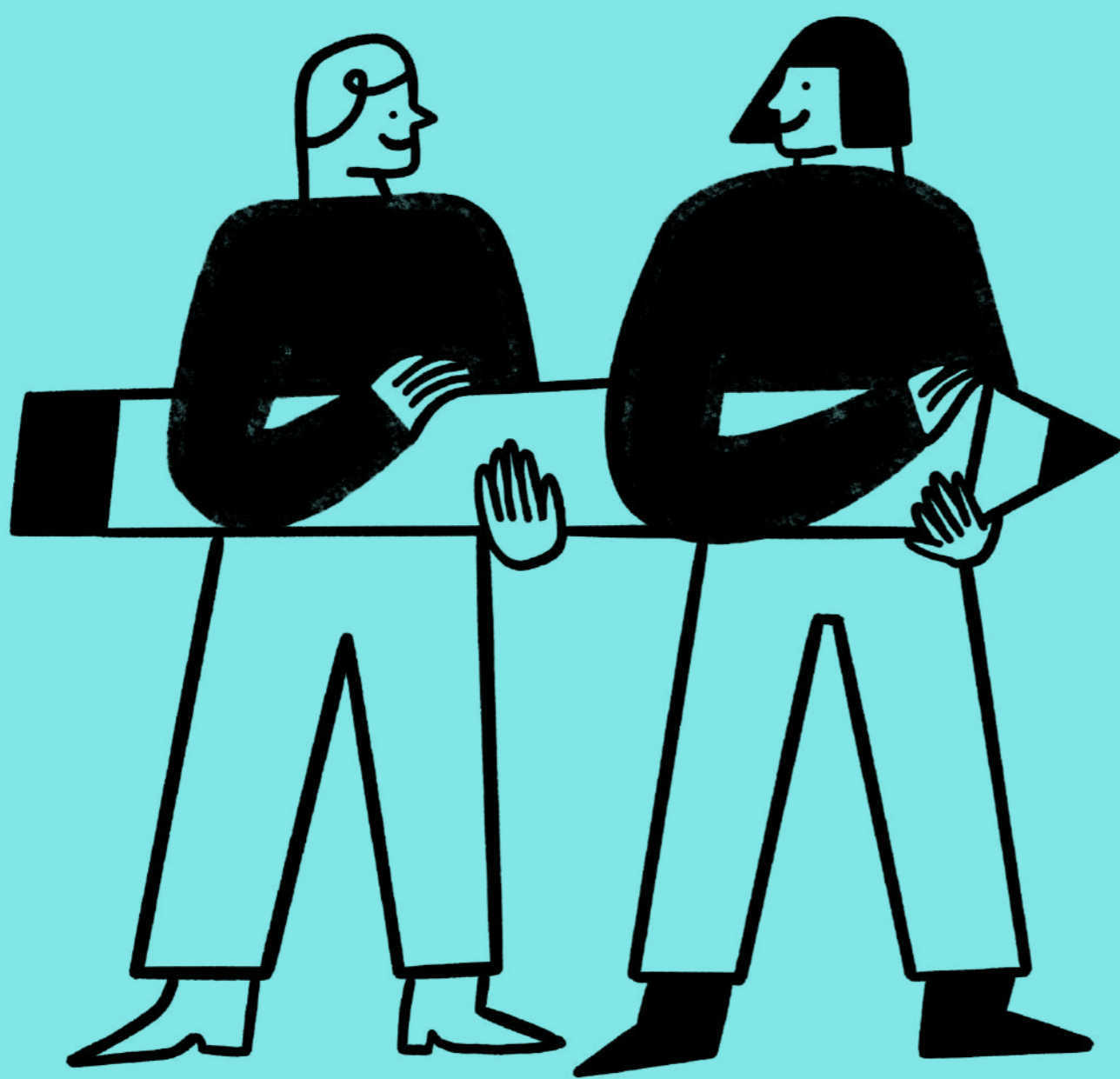


Wellness Program Category	Wellness Program Elements Within Your Organization	Your Organization's Rating
Workplace Safety	Adherence to health and safety regulations	X
	Accessibility and utilization of safety training programs	X
	Commitment to providing a physically and psychologically safe work environment	X
Recommended PQ Program Roadmaps:	<ul style="list-style-type: none"> • Strengthen Mental Fitness for Stress Reduction • Employee Engagement 	Total: XX

Completing this comprehensive wellness assessment empowers you to reflect on the state of your organization's wellness and envision a wellness-focused future. By defining clear wellness goals, addressing gaps, and implementing targeted PQ Program roadmaps for building mental fitness, you can empower your organization to achieve optimal performance, relationships, and wellbeing.



CHAPTER FIVE



Mental Fitness Case Study

How a Fortune 100 company used the PQ Program to boost engagement

Organizations worldwide are rethinking their approach to employee mental health and wellbeing, with many seeing the need for more dedicated mental fitness support.

One Fortune 100 tech firm seized the opportunity to improve individual wellbeing and, in turn, foster better relationships and performance across its global workforce.

The challenge

Having experimented with a range of wellbeing-related programs in the past — from sleep programs to nutrition and wellness apps — the leadership team knew they would need a more effective, science-based approach to break down the stigma about mental wellness and achieve lasting positive change.

The solution

In May 2022, as part of its 90 Days to a Better You campaign launch, the company invited employees to join the PQ Program for mental fitness. Thanks to a combination of inspiring messaging, a keynote address from Positive Intelligence founder Shirzad Chamine, demonstrable results, and tailored incentives, team leaders expected roughly 800 participants to get involved — only to be blown away when a whopping 5,500 members of the team and their family members requested to participate.

Corporate leaders and Positive Intelligence created four distinct cohort programs to fulfill the widespread interest. Within these larger cohorts, they enlisted Pod Leaders to lead smaller sub-groups of 10-12 people each, helping facilitate connection and results.

The initial PQ Program began with an intensive, app-guided practice focused on strengthening the individual's mental fitness muscles to form new lasting habits — through daily practice, weekly video sessions, progress measurements, and community support like weekly Pod meetings with accountability partners.

From weeks 8 to 52, team members moved into the self-guided, self-paced Grow program, tapping into new content each month.

The results

92% of registered people have actively participated in the PQ Program, with 3,200 employees spread across more than 50 countries.

93% say they manage stress better

97% have strengthened their emotional intelligence

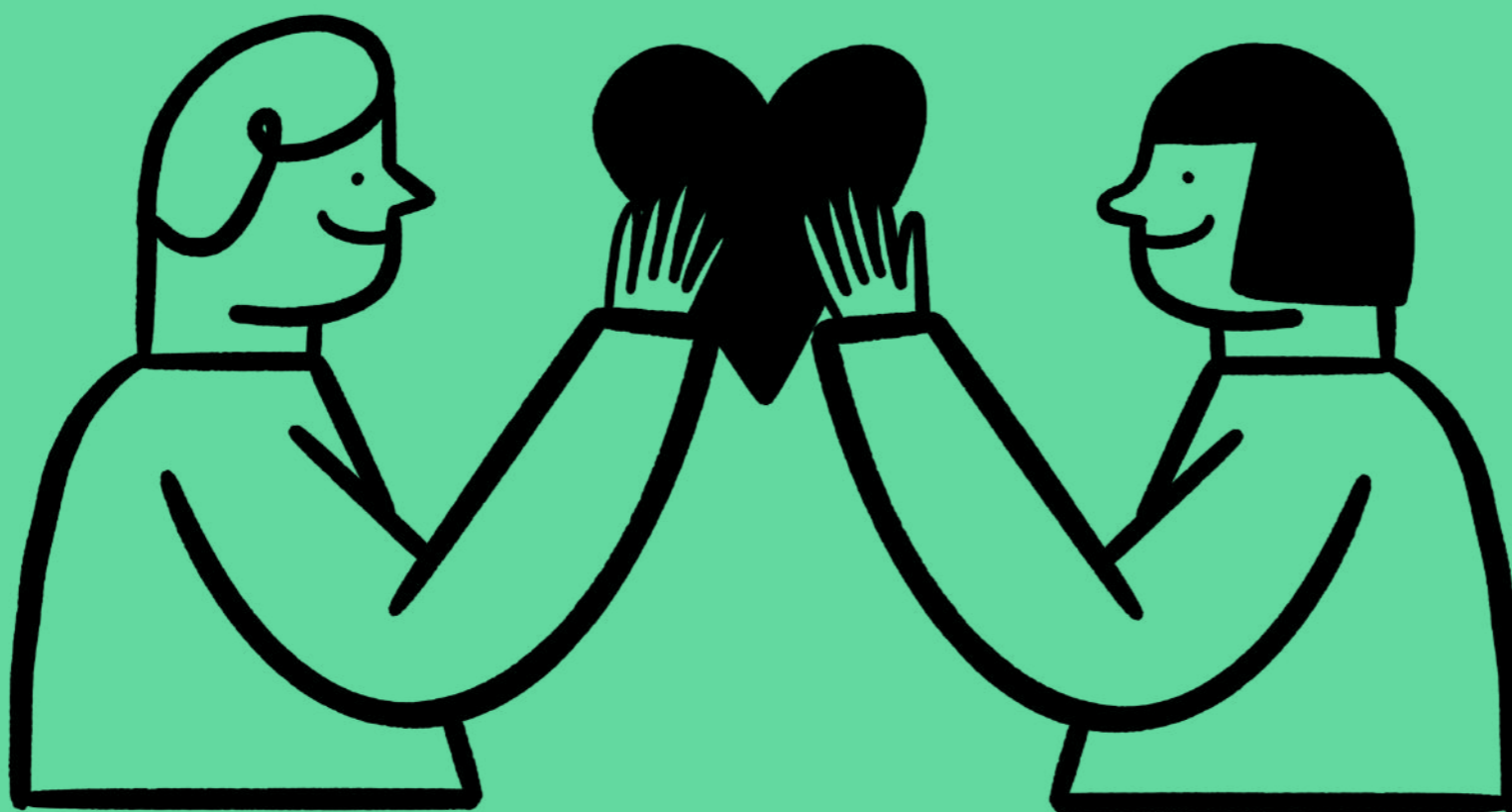
70% feel more engaged at work

70% say their work relationships have improved
nearly

Today, the company's commitment to mental health is clear and ongoing. By improving individual wellbeing, the company is destigmatizing mental health care while helping foster better relationships and performance. Employees are demonstrating higher engagement, more resilience, and increased innovation, and they're using shared language, making it easier and more enjoyable to get to the heart of the matter.



CHAPTER SIX

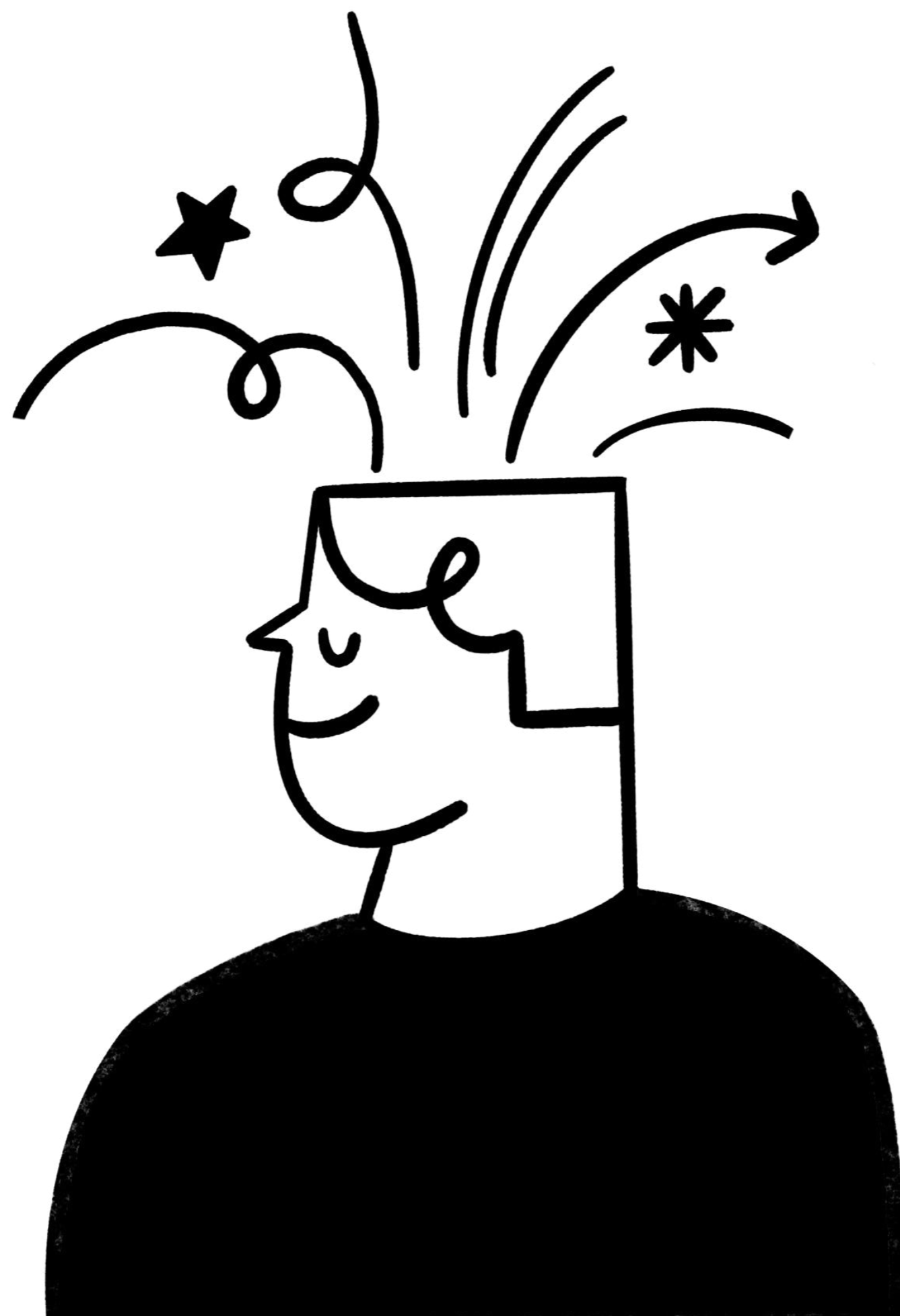


**Customize a Wellness Plan
for Your Organization**

Positive Intelligence sparks success for broader wellness efforts

You're investing in many extraordinary wellness measures — *but the one thing that will help you get the most out of it all is a foundation of mental fitness.*

The PQ Program checks many organizational boxes, including reducing burnout and improving morale, engagement, DEI, and leadership development. A PQ-Powered organization is prepared to cope with mental health challenges, receive the maximum benefits of wellness initiatives, and ultimately achieve the return on investment that you want to see from the workplace wellness programs you sponsor.





Are you ready to harness the PQ Program to fuel your workplace wellness success?

Contact us today to explore the power of mental fitness for your workforce

Contact Us





Thank you!