



- **Founded 2006**
- **In last 12 months, surveyed:**
 - **5,000 organizations**
 - **1 in every 100 U.S. employees**
- **35 major Top Workplaces publishing partners**
- **Making the world a better workplace!**



What we measure:

Workplace =  My Job +  OrgHealth





My Job



My Work

- This job has met or exceeded the expectations I had when I started
- I get the formal training I want for my career
- I have the flexibility I need to balance my work and personal life
- There is not a lot of frustration at my workplace



My Manager

- My manager cares about my concerns
- My manager makes it easier to do my job well
- My manager helps me learn and grow



My Pay & Benefits

- My pay is fair for the work I do
- My benefits package is good compared with others in this industry



Direction

- I believe this company is going in the right direction
- I have confidence in the leader of this company
- this company operates by strong values and ethics



Execution

- Senior managers understand what is really happening at this company
- I feel well-informed about important decisions concerning this company
- At this company, we do things efficiently and well
- New ideas are encouraged at this company



Connection

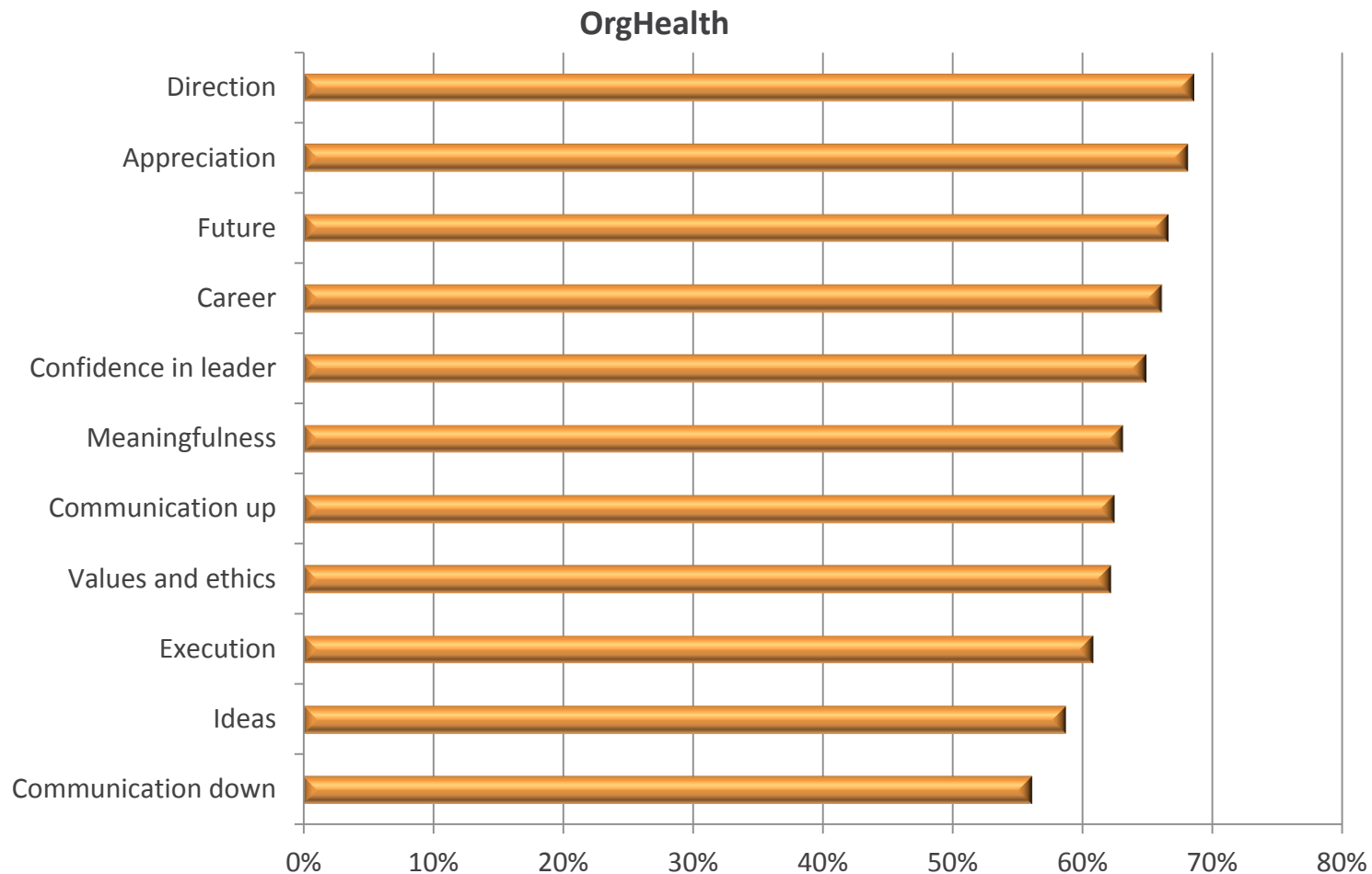
- I feel genuinely appreciated at this company
- My job makes me feel like I am part of something meaningful
- I am confident about my future at this company

Why is this important?





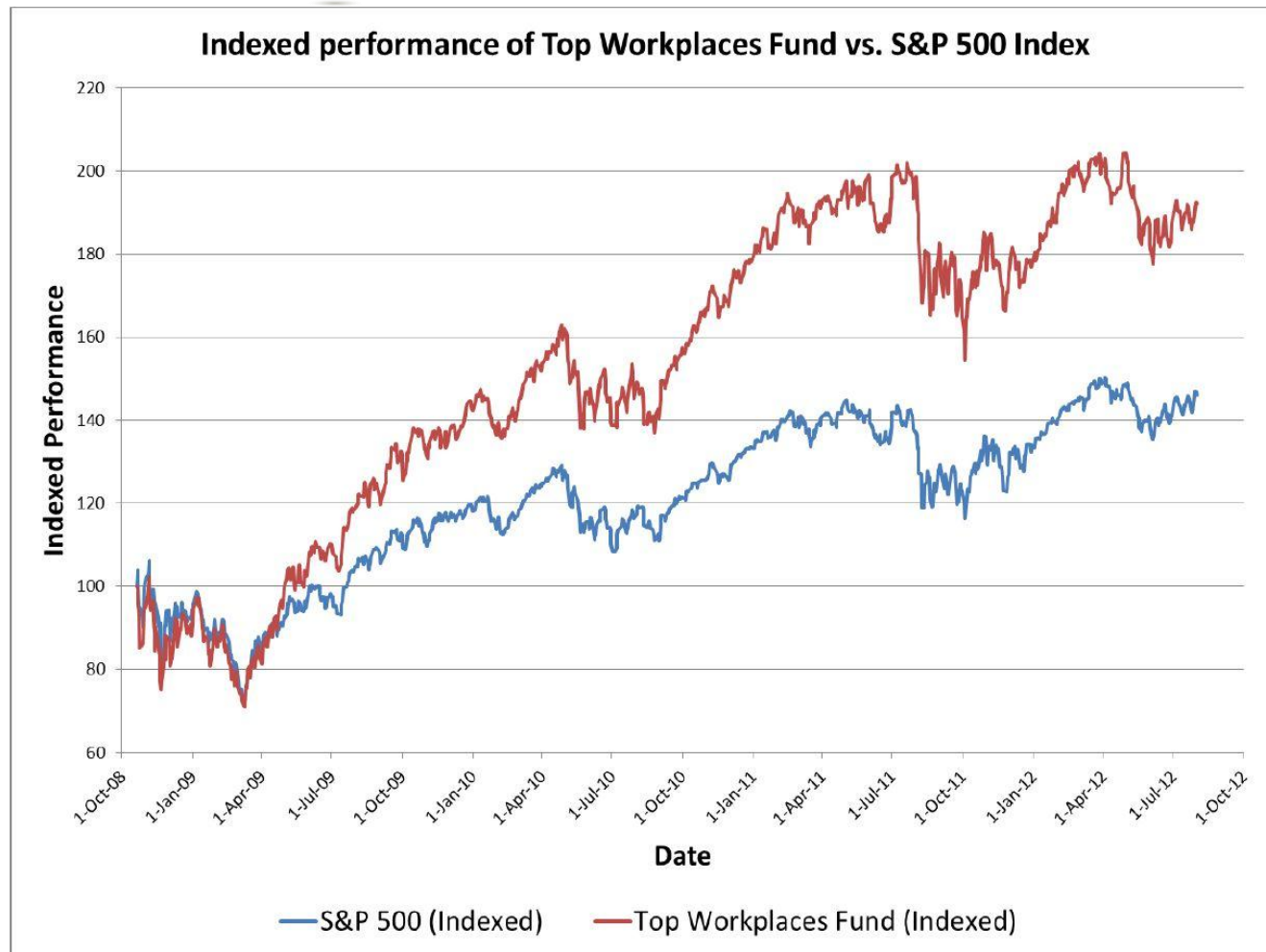
#1 – OrgHealth is important to employees



Why is this important?

#2 – OrgHealth is important for performance

OrgHealth Virtual Fund



Success =  Smart +  Healthy



Emerging consensus:

Organizational health is the one remaining sustainable competitive advantage



