



the state of
wanido™
the organizational health company

2022

introduction

organizational health: an organization's ability to effectively function, overcome adversity, respond to change, and continue to grow. This is driven by your employees.

Historically, organizational health has been an area of business development available only to the most sophisticated and lucrative of employers. In a time where the relationship between employees and their employers has become increasingly tenuous, Wanido helps forward thinking companies make sound decisions when it comes to their people while simultaneously improving the communication needs of the organization.

This report chronicles the first annual compilation of user data to exemplify the strength of the Wanido platform as a tool for the continuous assessment of organizational health within an active user population.

demographic

To reflect typical findings, this report has been compiled by reviewing data across the median 80% of clients, removing the top 10% percent of utilizers as well as the bottom 10% of utilizers.

Clients span the continental United States and consist of remote, hybrid, and in-person arrangements.

conclusion

Like any platform or service - utilization, responsiveness, and buy-in are key. Clients who have obtained these results have internalized an organizational health mindset and typically work with the Wanido Engagement Team to assess and respond to the current analytics.

the elements

Through extensive research, Wanido has narrowed in on the three primary areas of organizational health where employers can have the most significant impact on overall employee experience and productivity. These elements are Culture, Health, and Finance. Within the elements, 17 sub-elements have been identified to further pinpoint areas of opportunity for maintaining an active understanding of the organizational health within each employer population.



culture

Culture saw the most improvement of our three elements! Our average client saw an increase in engagement of approximately 86%.



health

Health was next with an increased engagement of 67%. Clients reported the ability to talk more comfortably about maintaining a healthy lifestyle and learning new ways to support employees in a healthy lifestyle.



finance

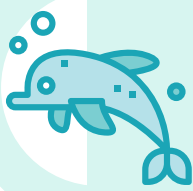
Though finance saw the smallest improvement, our client populations still averaged an increased engagement of 62% with finances.



the person

Early in the employee experience, Persona is assessed. Like a personality assessment, Persona allows Wanido to better understand each employee user. This creates a tailored, systematic approach to maximize the effectiveness of how data is received and perceived. Employees can choose to make this data visible for members of their employment community – thus allowing managers and peers to better understand each person and how they prefer to learn and be appreciated.

most common



dolphin

The dolphin is often energized by working and socializing with others. The dolphin is an achiever, carefully completing work in an organized and timely fashion. Not easily stressed, the dolphin is a friend and team member who is typically cool, calm, and collected.

least common

mollymawk

The mollymawk is reserved but can be a team player when the need arises. It may be an uphill climb at times, but the mollymawk can exert the effort needed to be better organized and detail oriented, and less stressed.



Learning

kinesthetic (hands-on)

The kinesthetic learning style prefers to use a hands-on approach

least common - visual

words of affirmation

This individual prefers to receive unsolicited encouraging words as a way of showing they are appreciated.

least common - gift giving



Appreciation

usage

logins

85%

85% of employees logged into Wanido at least once per month.

64% of employees logged into Wanido more than once per week.

64%

articles and resources

top 3 articles

3 Productivity Tips from Work-From-Home Veterans

5 Ways to Combat Loneliness When You Work From Home

3 Important Reasons to Have a Mindful Morning Routine.

top 3 resources

NerdWallet

Headspace

Credit Karma

administrative advantages

The human resources and administrative teams using Wanido have reported improvements in the following areas:

administration

Recoupment of 2.5 hours per week in redundant administrative tasks by housing all key systems and resources in Wanido.

2.5 hrs



85% engagement

Drive 85% engagement with employee communication efforts through our integrated nudges.

communication

organizational health

Recover 4.65% payroll by understanding and responding to the organizational health needs of the active employee population.

\$ 4.65% payroll