

HEALTH WEALTH CAREER

THRIVE45

DOES YOUR
ORGANIZATION
ENABLE YOUR
TALENT TO
THRIVE?



MAKE TOMORROW, TODAY

 MERCER

THRIVING ORGANIZATIONS DO NOT HAPPEN BY CHANCE — THEY ARE CREATED THROUGH INTENTIONAL DECISION- MAKING.

In the same way that these organizations obsess about their customers, they obsess about enabling their workforce to thrive. They stand out from the crowd by putting people at the heart of their business. They drive a strong sense of purpose into the core of what they do.

How well is your organization delivering on the thrive imperative? We've leveraged our extensive research to design a 45-item

diagnostic survey that assesses the extent to which your organization has developed the environmental factors that enable a thriving workplace. This complimentary survey evaluates the aspects of your organizational environment that are critical to building a thriving organization, forming a thriving workforce and helping employees thrive both professionally and personally.



8 ENABLING FACTORS OF A THRIVING WORKPLACE MEASURED IN THRIVE45



CULTURAL INTEGRITY

Climate of trust, safe and ethical environment, social responsibility, diversity and inclusion



EQUITABLE REWARDS

Fair pay/equity, competitive package, performance management, reward for performance, exceeded expectations, financial well-being



ORGANIZATIONAL AGILITY

Digital mindset, collaboration, adaptability, innovation, customer benefit, speed of decision-making



COMPELLING CAREERS

Personalized careers, paths and goals; fair opportunity to advance; learning; meaningful work



RESPONSIBLE LEADERSHIP

Feedback, listening, respect and dignity, effective decision-making, upward feedback, balanced objectives



THRIVING INDIVIDUALS

Energized, full potential, empowered to contribute, wellness, whole self



HEALTHY WORK ENVIRONMENT

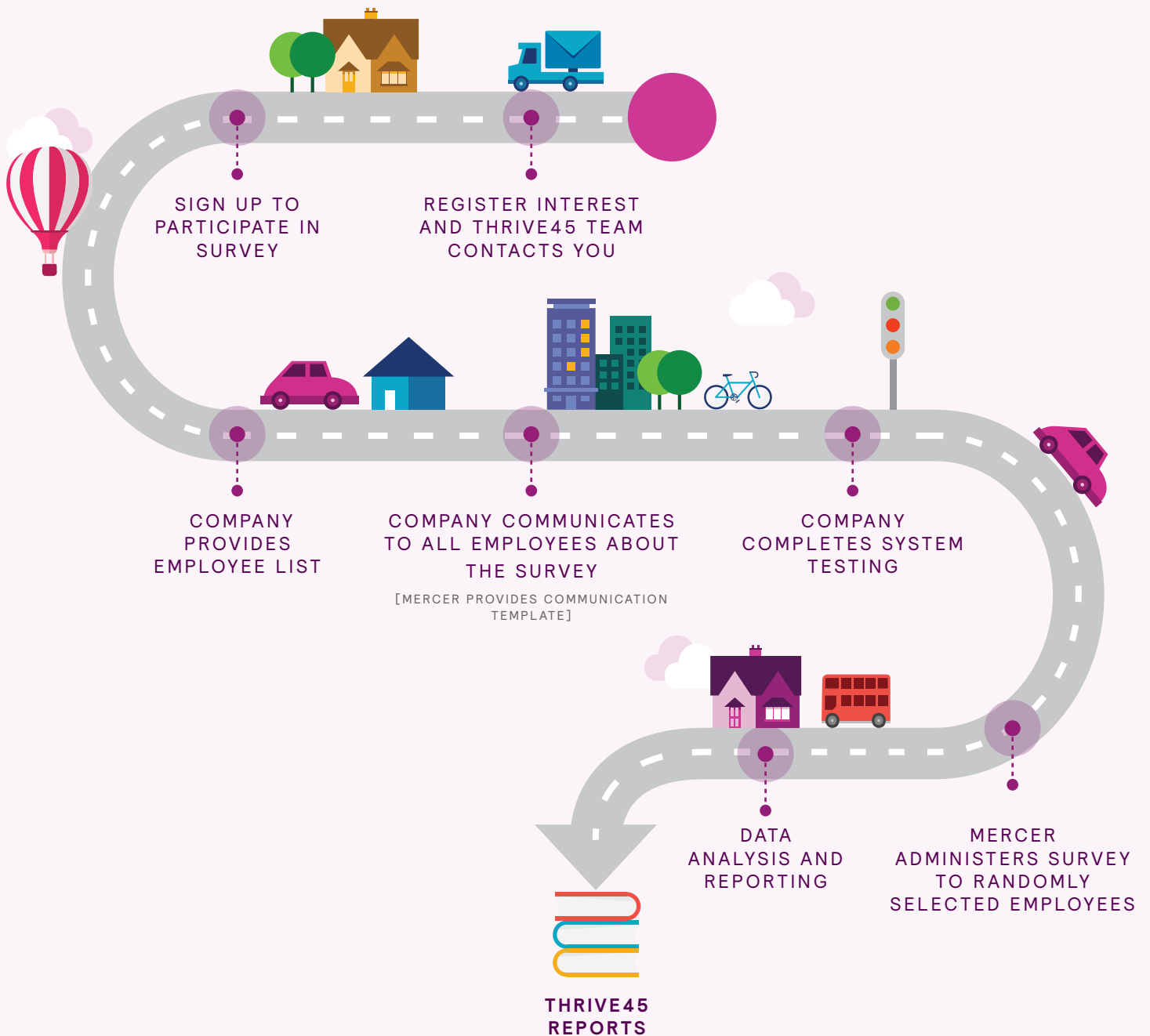
Flexibility, psychological safety, balance, belonging, health and wellness



ENGAGEMENT

Advocacy, pride, commitment, motivation

THRIVE45 EMPLOYEE SURVEY PROCESS



STEP 1: ENROLL

- Sign up to participate
- Provide data
- Populate employee sampling

STEP 2: ASSESS

- Complete survey (live for two weeks)

STEP 3: ANALYZE

- Mercer analyses data and generates report

STEP 4: INSIGHTS

- Thrive45 insights report (optional)
- Debrief session (optional)

WHAT IS IN IT FOR YOU AND YOUR EMPLOYEES?

EMPLOYEES

COMPLIMENTARY

- An instant personalized results to know if you are thriving, including tips to improve your Thrive45 score.

PARTICIPATING COMPANIES

COMPLIMENTARY

- A copy of the Singapore Thrive45 'State of Play' benchmark report including overall company results
- An exclusive copy of the soon-to-be-released Singapore Engagement Index 2018.

OPTIONAL UPGRADE

- Thrive45 Insight Report at **SGD4,500***
 - Deeper insights into your company's Thrive results
 - Additional data points for internal and external comparison: demographic groups, item-level results, comments
- Includes a 45 minutes complimentary debrief session worth **SGD1,200***

*Before GST

REPORTS

SUMMARY FINDINGS

YOUR OVERALL RESULTS

These scores indicate the percentage of favorable responses for the enablers of a thriving workplace at your organization

Your Overall Favorability	Country Benchmark	Individual Enablers	You
40 %	60 %	Workforce Enablers	40 %
		Organization Enablers	40 %
		Participant Count	135
		Participation Rate	99 %

DIMENSION RESULTS

Responsible Leadership	44%	18%	38%
Organizational Agility	44%	20%	37%
Cultural Integrity	42%	21%	37%
Equitable Rewards	41%	20%	40%
Compelling Careers	40%	20%	41%
Employee Engagement	40%	20%	41%
Thriving Individual	40%	19%	41%
Healthy Work Environment	38%	22%	40%

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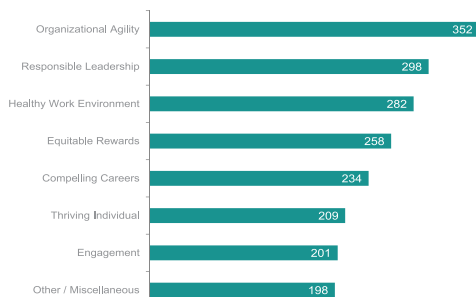
INTERPRETING RESULTS

In this report, your question & dimension results are summarized by percent of respondents based on this scale:

COMMENT SUMMARY

BRIEFLY DESCRIBE HOW YOUR ORGANIZATION HELPS YOU THRIVE AT WORK.

Received comments are grouped into the following categories:



Total number of comments received:

WHY IT MATTERS

Open ended questions are designed to elicit respondents' views and/or opinions about their experiences in the workplace.

Comments provided by employees can offer great insights into the issues and themes underlying the different scale responses, hence provide great depth and a compelling story behind the data.

To receive a copy of the sample report, [click here](#) or contact us at thrive45sg@mercer.com

ADDITIONAL CUSTOMIZED BENCHMARK REPORTS

COMPARISON OF OFFERINGS	THRIVE45*	THRIVE INSIGHT
Survey measuring thrive	●	●
Survey measuring employee engagement	●	●
Overall results reporting – company level	●	●
Comparison to national benchmark	●	●
Dimension-level results and benchmarking comparison	●	●
Question-level results and benchmark comparison		●
Analysis of best –and worst–performing areas		●
Ability to segment data into demographic groups		●
Comments report		●
Powerpoint reporting of results	●	●
	Complimentary	Optional Upgrade

*Limited time offer valid for registration till 14 September 2018 only.

YOUR INVESTMENT

SURVEY PARTICIPATION FEE

Free-of-Charge

OPTIONAL UPGRADE

Thrive45 Insight Report at

SGD4,500*

Includes a 45 minutes complimentary debrief session worth

SGD1,200*

TIME

Approximately 2 hours of your time – data preparation and survey/system testing

*Before GST

DATA REQUIREMENT

- Employee data (name, email address and staff ID)
- Demographic information (gender, date of birth, date of hire, job level and job function)

EMPLOYEE SELECTION CRITERIA

You will provide all employees' data to Mercer. Mercer will then take a sample size of your employees, randomly selected by our system, to invite your selected employees to participate in our Thrive45 Employee Survey. Employee population is based on criteria below.

N EMPLOYEES	SAMPLE INVITED	MINIMUM OF RESPONDENTS
Up to 180	All	70% sample invited
181 – 300	180	126
301 – 500	300	195
501 – 1,000	400	240
1,001 – 2,000	500	300
2,001 – 5,000	700	420
5,001 – 9,000	900	540
9,001 – 15,000	1,500	750
More than 15,000	2,400	1,250

THRIVE45 EMPLOYEE SURVEY ELIGIBILITY

- Open to organizations with at least 50 full-time employees in Singapore
- Organizations must have been operating in Singapore for at least 2 years

HOW TO PARTICIPATE?

If you would like your company to participate in Mercer Thrive45 Employee Survey, please visit our website www.imercer.com/Thrive45-SG or email to thrive45sg@mercer.com to register your interest.

One of our Consultants will contact you.

Selected employees will receive an email invitation containing unique survey links to complete Thrive45 Employee Survey. HR will also receive communication template from Mercer, to notify your employees on this survey initiative, pre-survey launch.

FIND OUT MORE

Please email thrive45sg@mercer.com, including your company name, your name, job title, phone number and email address. One of our Mercer Consultants will contact you.

FOR FURTHER INFORMATION, CONTACT US TODAY

Mercer (Singapore) Pte Ltd
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