

Enhancing the Employee Experience: Performance correlated to mental health

Dr Cindy Erasmus



COGNITIVE DIMENSIONS

COLLABORATING WITH CEO'S AND HR TEAMS
ON GLOBAL HR BEST PRACTICE

What do Organisations, Managers and Employees value?

ORGANISATIONS

- High performance and delivery
- Innovation
- Commitment and loyalty
- A focus on customer experience
- Motivation and endorsement of the org
- Intent to stay
- Teamwork

MANAGERS AND EMPLOYEES

- Reward and recognition
- Career development and progression
- Work/life balance
- Mental and physical wellness (includes psychological safety)
- Engagement, inclusion and participation
- Teamwork

Themes from studies

Accomplishment	Motivation	Belonging
Authenticity	Equity	Energy
Positivity	Relationships	Development

Top 7 Drivers of Engagement In the UAE, 2024

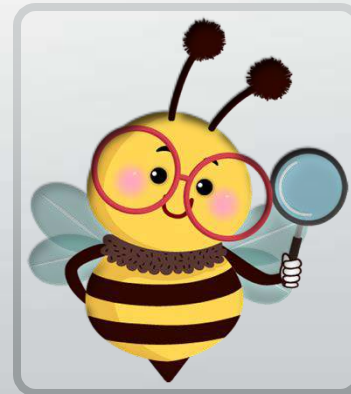
Rank	Driver	Rating	
			90%
			85%
1	Career Goals	77%	80%
2	Proud Efforts	82%	75%
3	Opps Learn & Dev	82%	70%
4	Action Soc Resp	78%	65%
5	Career Discuss	78%	60%
6	Productive	82%	55%
7	Cares	71%	50%
			45%
			40%

**Qualtrics XM institute @TM



Three impactful focus areas

- Teamwork = how do you create a high performing, diverse and engaging team?
- Motivation = what drives and motivates people to perform, and want to deliver results?
- How do you incorporate physical and mental wellness into the corporate culture?



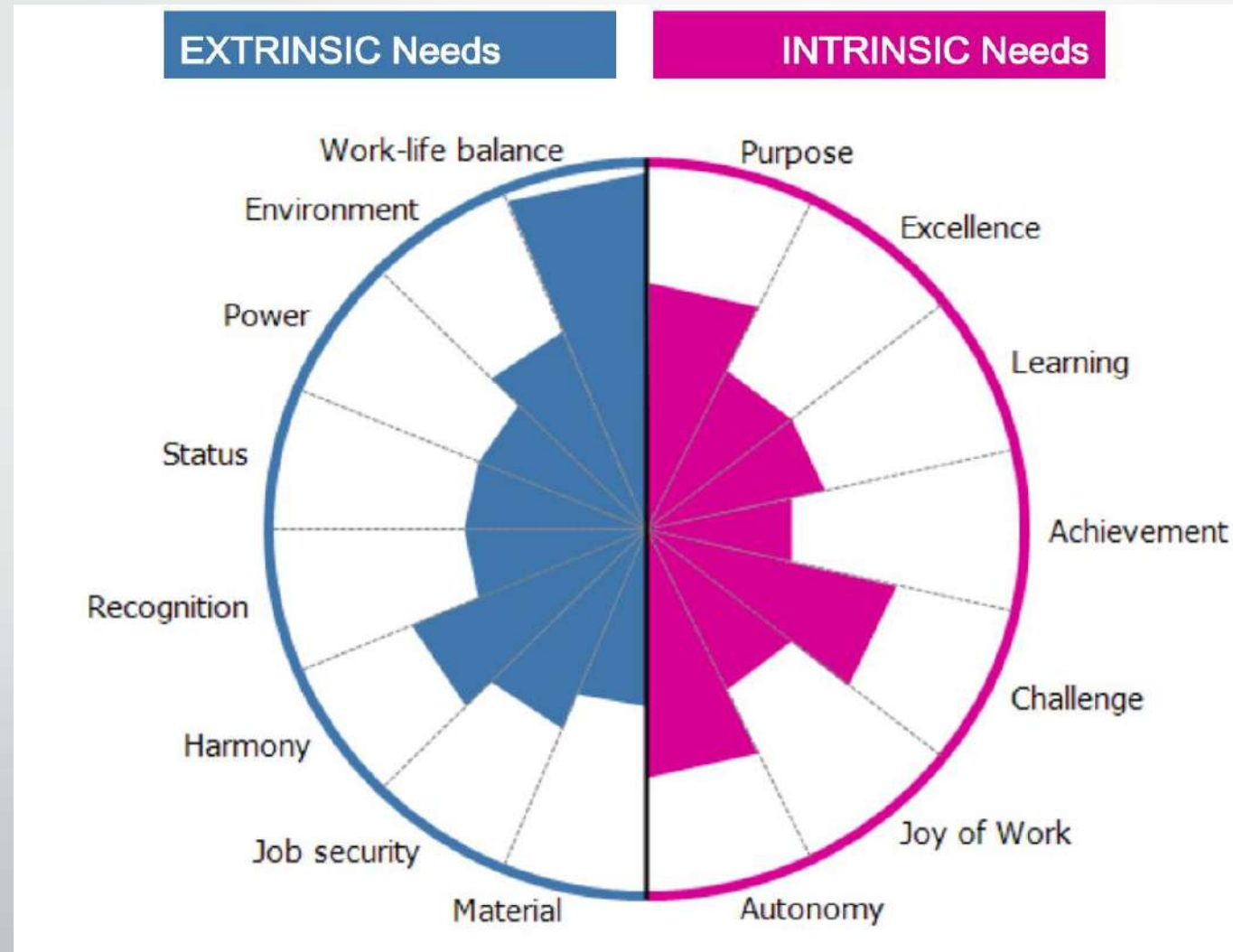
Methods to obtain valid and reliable data

Input	*input from new hires on what works and what does not, roundtables, townhalls, meetings, performance reviews, exit interviews, watercooler talk.....
Review	*review exit interview data to determine push or pull factors (ideally done by an external party for honest and direct feedback on a anonymous basis
Measure, measure and measure	*Measure, measure and measure with scientific proven models and tools
Analyse	*Analyse the data and formulate action plans
Action	*Action is key – you do more damage by measuring but then failing to act
Collect	*Remeasure following action and ADAPT

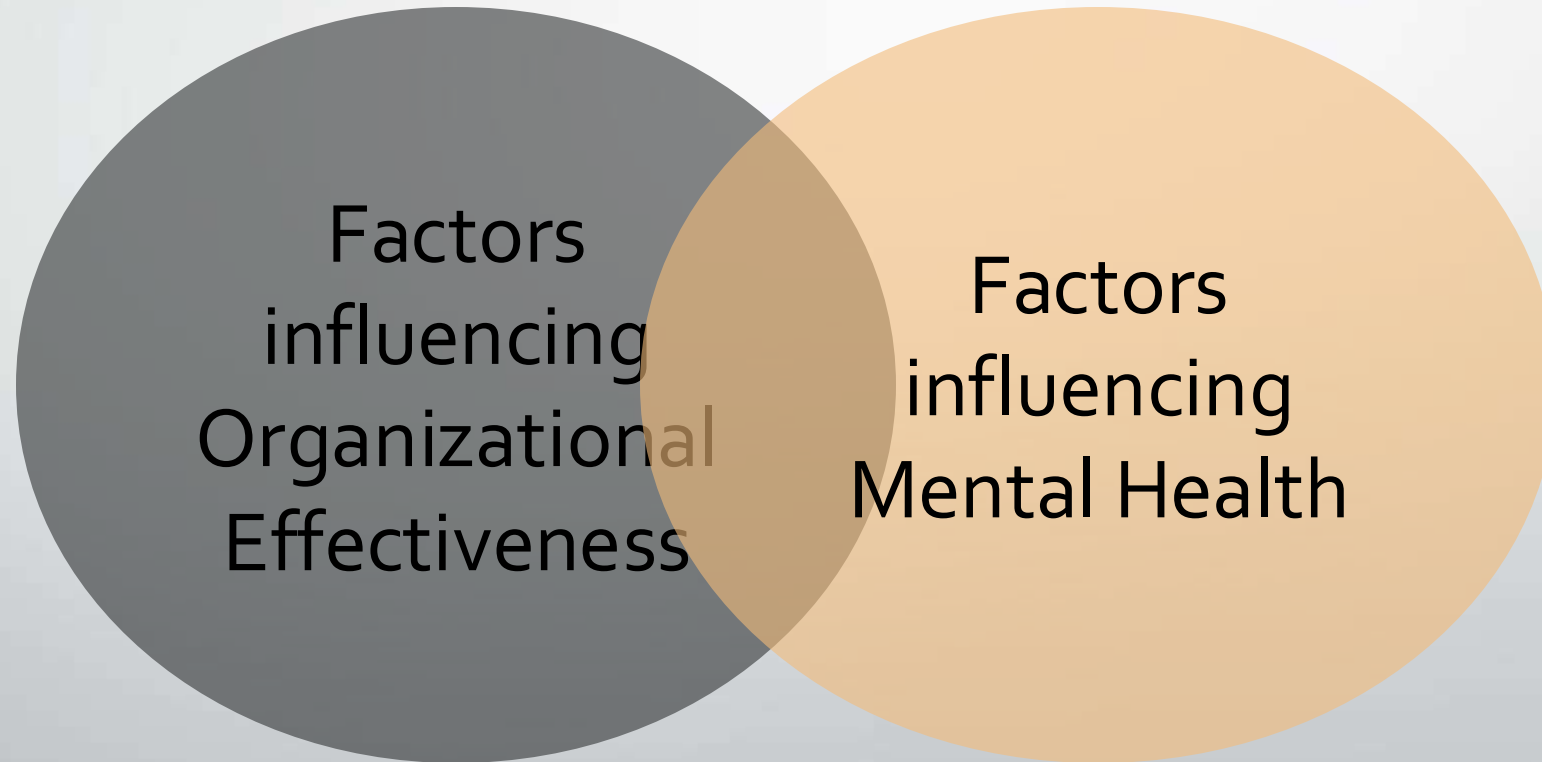
Measuring Teamwork Elements: Professor Eduardo Salas



Measuring Motivational Drivers



Organizational Effectiveness and Mental Health



HMW measures Key Indicators based on Scientific Research

Organizational Effectiveness

Trust in Leadership

- Talent Management Practices
- Immediate Supervisor
- Collaboration
- The Job Itself
- Management Excellence
- Employee Engagement

Health

- Work conditions – Physical Stressors
- Work Conditions = Mental Stressors
- Physical Health Status
- Mental Health Status



Unlock peak employee performance with the OD-Tools Motivational Questionnaire (MQ)!

The MQ is a scientifically validated psychometric assessment that measures what drives your employees. By understanding their motivations, you can:

- Boost employee satisfaction and retention
- Increase productivity and engagement
- Create a more positive and motivated work environment

The MQ empowers employees to identify their values and priorities, fostering a sense of ownership and purpose in their work. Equip yourself with the insights you need to build a high-performing team – start using the OD-Tools MQ today!



Improve teamwork with the Teamwork Big Five Questionnaire (TBFQ)! The TBFQ utilizes a unique anonymous questionnaire to pinpoint your team's strengths and weaknesses in just minutes. TBFQ is based on the most well-established academic model of team effectiveness, the Teamwork Big Five, and it has been thoroughly validated. The results will provide actionable insights and a clear direction on how best to continue to improve the team. It comes with development resources and includes everything team leaders and members need to build great teams, whether a small startup team in a garage or hundreds of teams in a large organization.

Take an evidence-based team development approach based on the best scientific model with the Teamwork Big Five Questionnaire.

HMW: one survey with multiple purposes

- Thriving employees equal thriving businesses. HMW measures a holistic concept of organizational effectiveness including employee well-being. Through a just 10-15 minutes survey, HMW gathers valuable insights into Mental health risk factors, Employee engagement, Leadership effectiveness, and all other critical factors of a productive and healthy work environment.
- Uncover hidden inefficiencies that may be impacting employee well-being and performance; gain clear, actionable data to develop targeted interventions and improvement plans.
- Invest in the well-being of your employees and unlock the full potential of your organization with Health meets Work™!



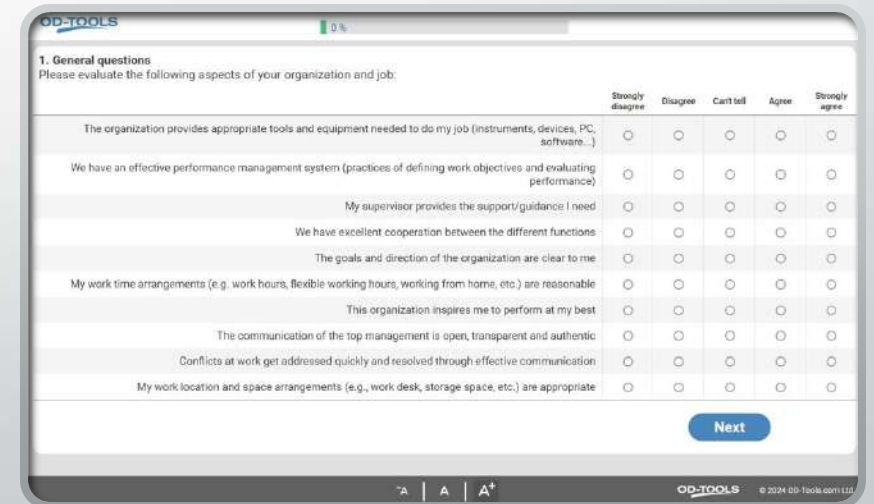
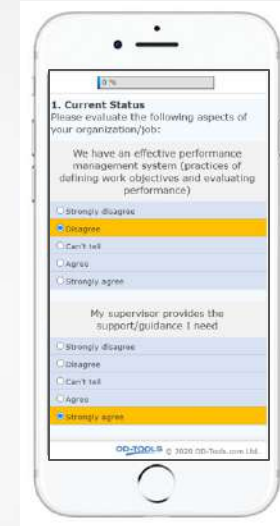
Engage your employees in Organization Development

Higher Organization Effectiveness
Less stressing conditions

Increased feelings of agency and ownership
Higher Employee Engagement

Higher productivity
Higher satisfaction
Better health

Compatible with any device.





COGNITIVE DIMENSIONS

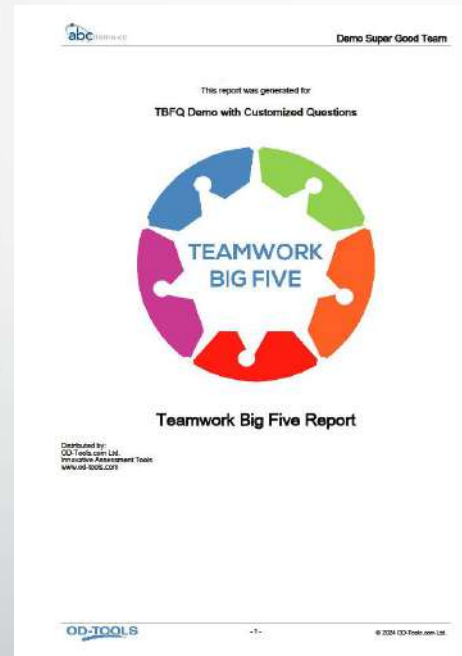
**COLLABORATING WITH CEO'S AND HR TEAMS
ON GLOBAL HR BEST PRACTICE**

DR CINDY ERASMUS

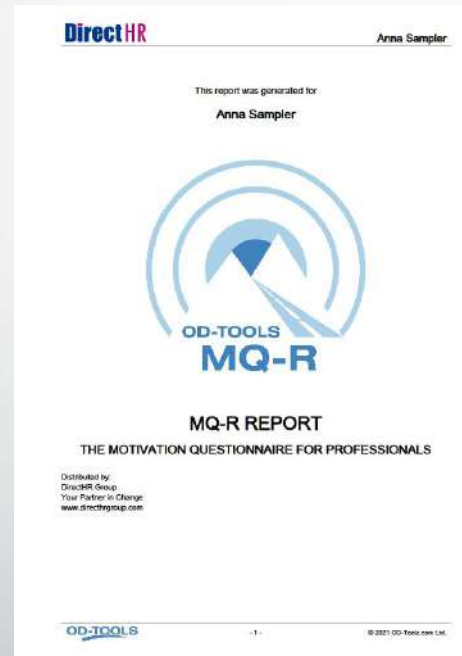
FOUNDER AND OWNER

+971 56 898 6996

Big 5 Teamwork Assessment



Motivation Assessment



Physical and Mental Health Assessment

