

Experience Activators:

Exploring the Power of Mindsets

limeade®

What are Experience Activators?

Experience activators are **mindsets that all individuals have** — which **generate energy** and expand our capacity to improve overall experiences and **quality of life**. They **can be strengthened** through both personal action and organizational support.

<p>Resilience</p> <ul style="list-style-type: none"> ✓ Ability to endure and bounce back from adversity and potentially even flourish and grow from it ✓ Weather through the storm and rebound after being knocked down 	<p>Mindfulness</p> <ul style="list-style-type: none"> ✓ Mental state in which people attend to and experience events, moment by moment, without judgment ✓ Acting with awareness and intention 	<p>Optimism</p> <ul style="list-style-type: none"> ✓ Inclination to have a positive outlook in life and interpret life events in a positive way ✓ Seeing "the glass half full" 	<p>Openness</p> <ul style="list-style-type: none"> ✓ Tendency to embrace new experiences and changes in life ✓ Creative, imaginative ✓ Appreciate new and innovative ideas
<p>Purpose</p> <ul style="list-style-type: none"> ✓ A sense of intention, directionality, and meaning in life ✓ Can be derived and influenced from many different things in our life 	<p>Gratitude</p> <ul style="list-style-type: none"> ✓ Thankfulness and appreciation for life ✓ Appreciation of what is valuable and meaningful to oneself ✓ Appreciate and cherish positive things in life, no matter how trivial 	<p>Self-efficacy</p> <ul style="list-style-type: none"> ✓ The extent to which an individual believes in themselves ✓ Belief in one's capacity to behave in a way to do well in one or more domains in life 	<p>Emotion Regulation</p> <ul style="list-style-type: none"> ✓ A process of influencing... <ul style="list-style-type: none"> ✓ <i>which</i> emotions we have ✓ <i>when</i> we have them, and ✓ <i>how</i> we experience them

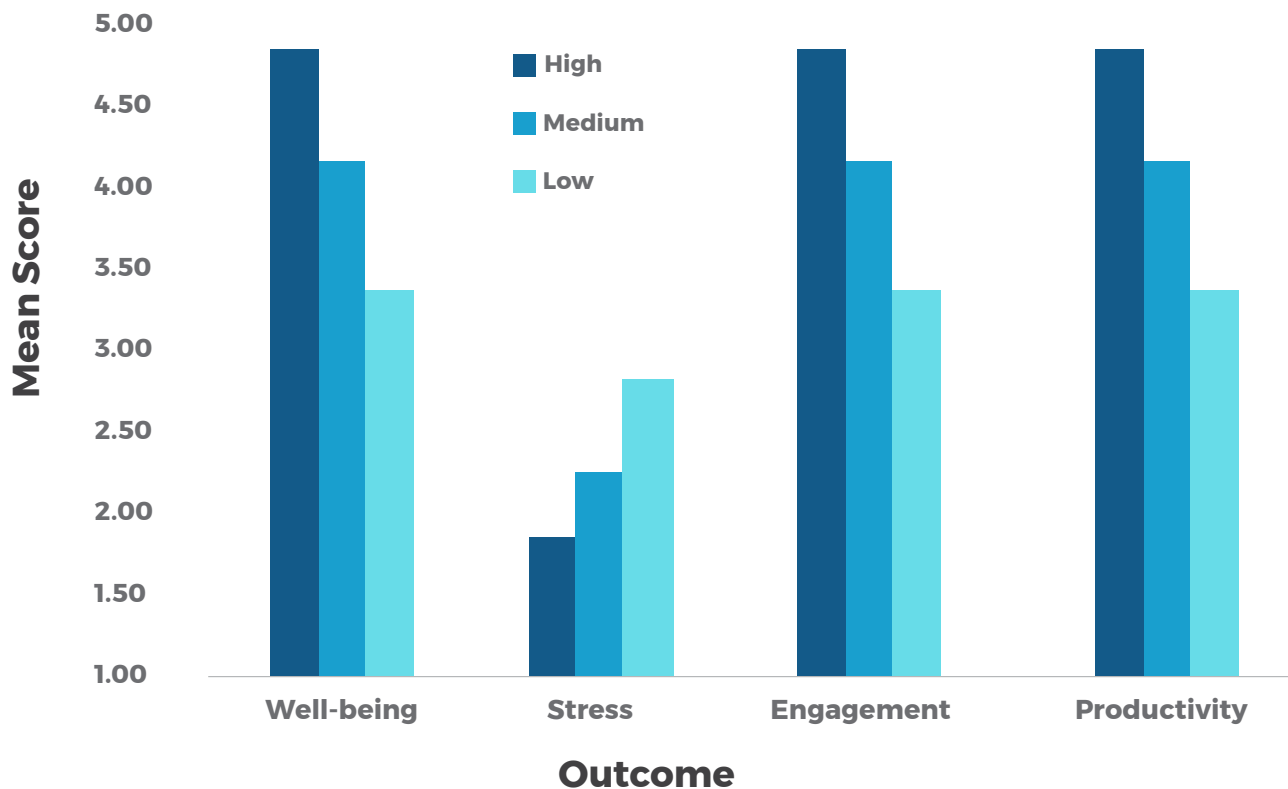


Why experience activators matter

People with high levels of experience activators have low levels of stress, high levels of well-being, engagement, and productivity, compared to people with medium vs. low levels of experience activators.

Limeade Institute conducted a study to investigate the power of experience activators and their impact on work-related outcomes, overall well-being, and stress levels. The sample size was over half a million employees that responded to the Well-Being Assessment in 2019.

We created an Activator Index Score (AIS) which is a composite score which represents all experience activators.



98% of those with high AIS had well-being in their lives, whereas only **44%** of those with a low AIS did

97% of those with high AIS were engaged at work vs **55%** of those with low AIS

84% of those with high AIS said that their stress was manageable, compared to just **34%** of those with low AIS

Where experience activators have the biggest impact

Experience activators have different levels of impact depending on the outcome you look at.

Experience activators account for:

44%
of the variance
in employee
engagement

41%
of the variance
in well-being

32%
of the variance
in productivity

23%
of the variance
in stress

Do some experience activators matter more than others?

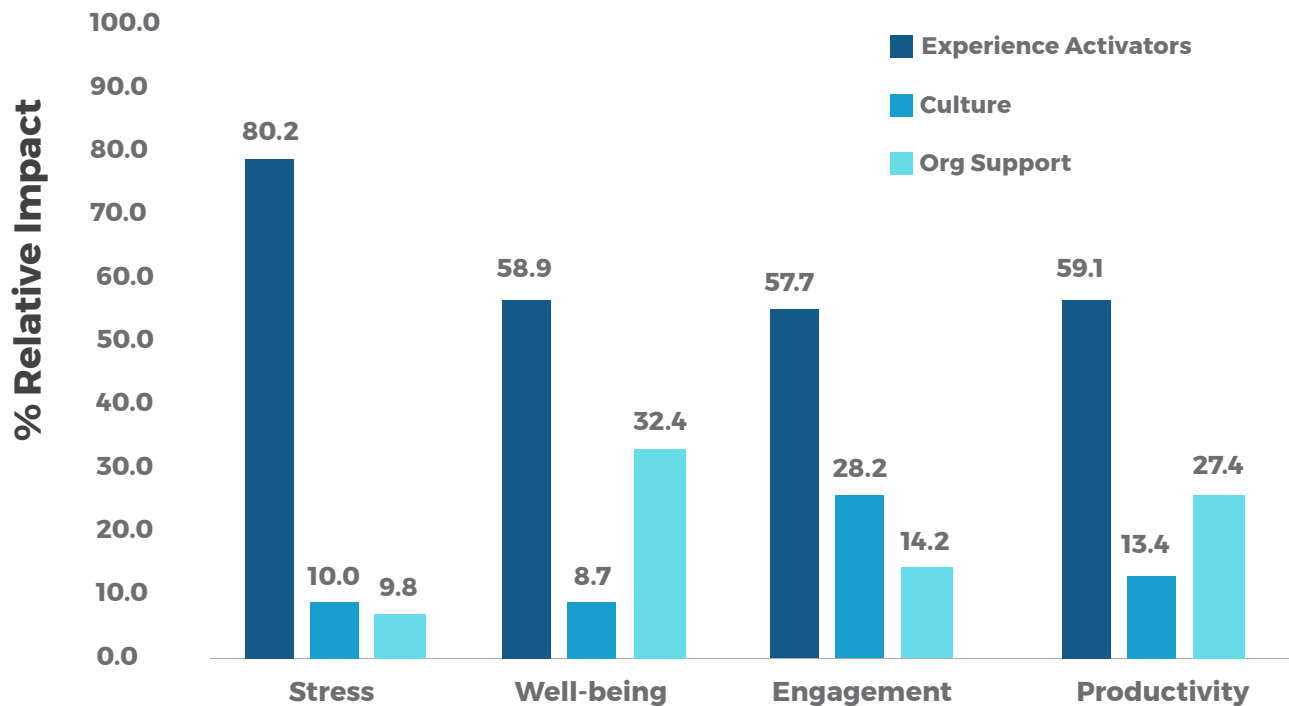
Within the variances accounted for above, different experience activators play a bigger role than others, depending on the outcome:





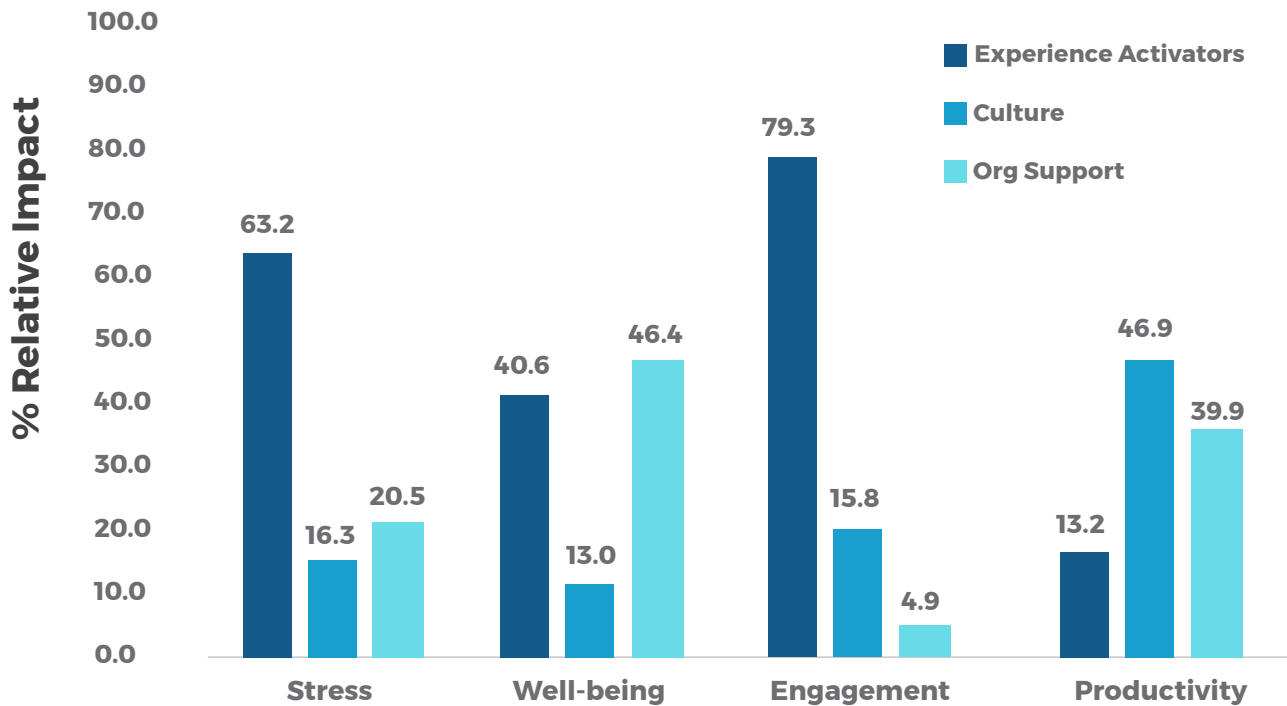
What role does culture and organizational support (care) play?

At an individual level, experience activators play a bigger role in outcomes than organizational support and culture.





However, at a **company level**, organizational support plays a bigger role in well-being while both organizational support and culture impact productivity more.



Conclusion

Activators + Culture + Organizational Support =

- Higher employee engagement
- Higher well-being
- Lower stress
- Higher productivity



Recommendations

Individuals

- Remember that there are many factors under your own control that can positively shape and influence your experiences in life.
- Do not diminish the power of under recognized mindsets — focus on all experience activators to improve employee experience as all are powerful and uniquely important.
- Pick one or two most influential activators based on their relative contributions to the outcome, depending on what outcome you may feel you need to optimize for most right now.

Managers

- Help employees assess and identify their experience activators and have discussions to explore the best approach to strengthen their activators.
- Know that you have more of an influence on employees than you may realize. Provide employees with support that is consistent with company culture and promote a positive and caring environment to help strengthen and reinforce experience activators.

Organizations

- Provide science-based methods of measurement of experience activators. Deliver programs and activities that employees can utilize to identify and strengthen their experience activators.
- Ensure company culture and organizational support foster a positive and supportive work environment in addition to improving individual-level experience activators.

Limeade is an employee experience software company that helps build great places to work.

Founded in 2006, Limeade has been a pioneer in the HR technology industry and is consistently recognized for its own award-winning culture. Today, users in approximately 100 countries utilize the Limeade Well-Being, Limeade Engagement and Limeade Inclusion solutions powered by the Limeade ONE platform.

Limeade helps every employee know their company cares, while delivering people and business results that matter. Limeade partners with its customers to support their goals of improving employee well-being, engagement and sense of inclusion, in addition to reducing the risk of unwanted turnover and burnout.

To learn more, visit www.limeade.com. (ASX listing: LME)

