

AON

Let's Work Well

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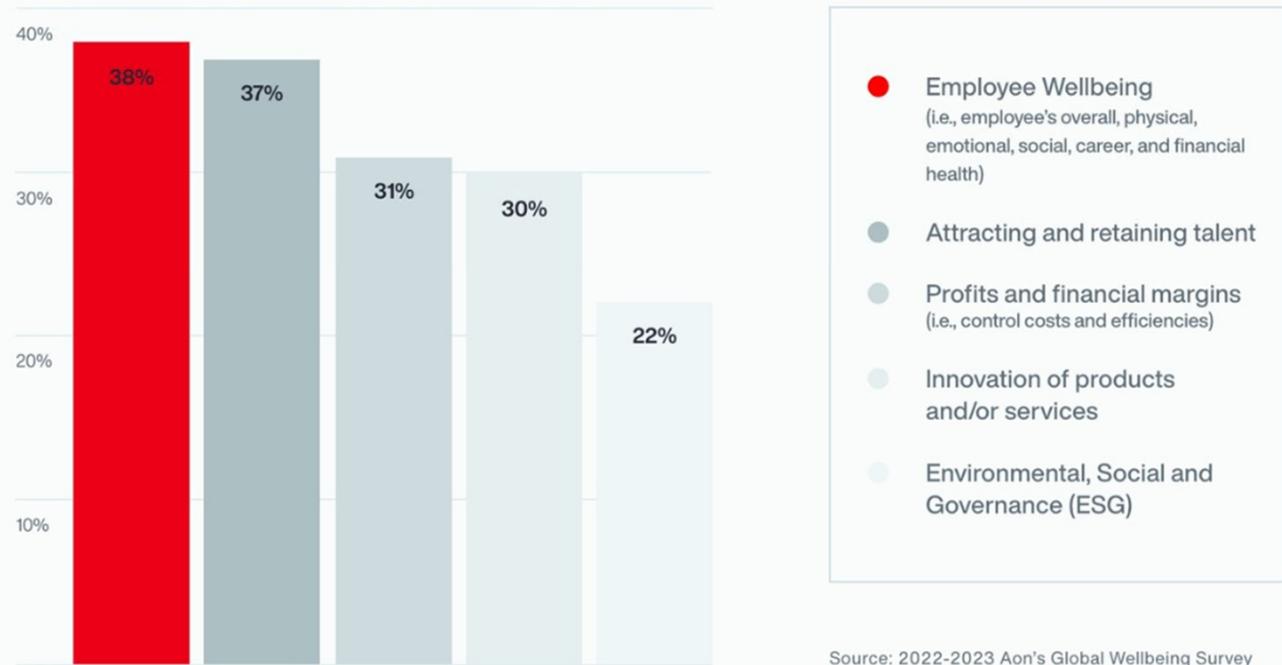
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24-25 May 2023 • Brasov, Romania



Wellbeing global

Top Priorities For Companies For the Next Five Years

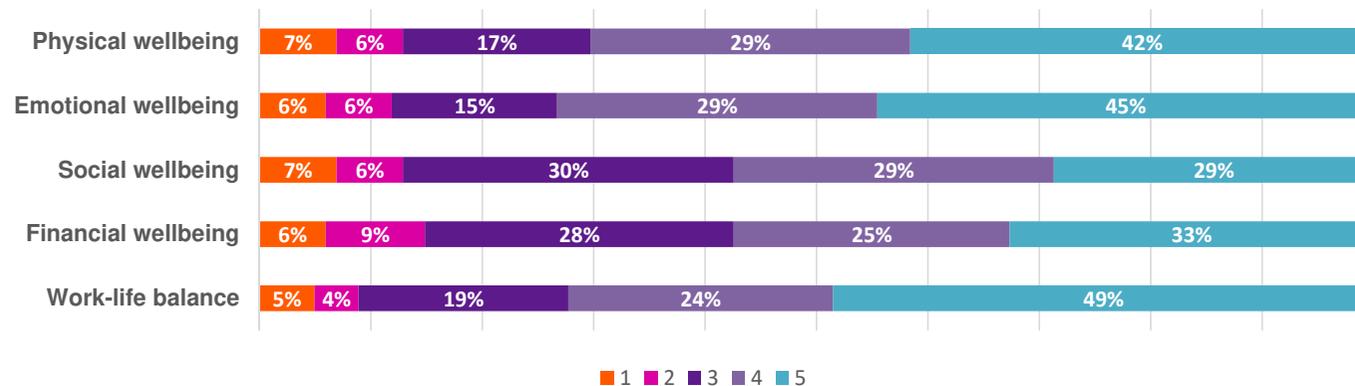


Wellbeing Romania

The company has a wellbeing strategy for employees

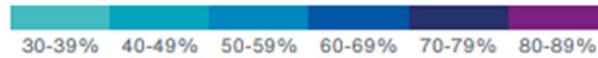


Wellbeing priorities
(1 – not at all, 5 – very much)



Diversity, Equity & Inclusion

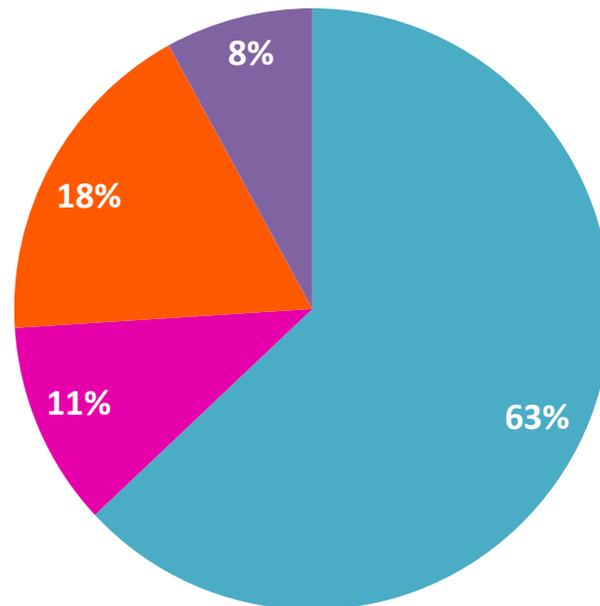
Coverage	Global	APAC	EMEA	LATAM	NA
Age	60%	66%	69%	64%	73%
Disability Status	62%	64%	71%	60%	68%
Ethnicity	66%	70%	80%	64%	76%
Gender	71%	73%	86%	72%	76%
Gender Identity	57%	63%	71%	58%	70%
Mental Health	45%	61%	51%	30%	54%
Parental Status	44%	49%	51%	36%	54%
Religion	51%	49%	71%	46%	65%
Sexual Orientation	64%	70%	76%	70%	73%



APAC - Asia Pacific
 EMEA - Europe, Middle East, and Africa
 LATAM - Latin America
 NA - North America

Diversity, Equity & Inclusion Romania

How important is Diversity, Equity and Inclusion in your organization?



- We already have a policy in place
- We're in the process of designing a policy
- It matters to us, but we aren't working on a policy
- It is not a concern at the moment

Why Wellbeing?

a. INCREASED PRODUCTIVITY

b. TALENT RETENTION

c. EMPLOYER BRANDING

d. BEHAVIOR CHANGE

Reactions

1. The Joy of Joi e un safe space pt mine, unde am muulte momente de “ahaaa! Deci nu sunt doar eu, nu mi se pare doar mie ca X/Y/Z”. Cand am citit ca nu ne intalnim azi, efectiv mi-a parut rau, in conditiile in care eu sunt de regula cam prima pers care se entuziasmeaza atunci cand anumite iesiri nu mai au loc :))) pe langa asta, e un spatiu care ma invata sa manifestez lucruri intr-un mod cat se poate de real, dar si sa ma pozitionez diferit vis-a-vis de diverse intamplari.

a fost cel mai calm stres pe care l-am avut aceasta saptamana ca sigur stiam ca de undeva o sa apara ceva si doar am asteptat sa vina

3:15 in the afternoon

si azi a venit claritatea

3:15 in the afternoon

Foarte serios!! Efectiv a fost momentul meu de revelatie

6:16 in the evening

ma bucur tare mult

6:16 in the evening ✓

Deci the Joy of Joi chiar schimba destine 🥺❤❤❤❤❤❤

6:16 in the evening

vai dar se simte efectiv cum se desprinde de mine un norisor negru pe care il tineam strict pe niste perceptii gresite

3:16 in the afternoon



este fascinant

3:16 in the afternoon

efectiv

3:16 in the afternoon

asta e cuvantul vietii: fascinant

3:16 in the afternoon

chiar daca dimineata mea n-a inceput extraordinar (si cica azi e zi din aia super puternica pt manifestat, asa ca o sa imi schimb vibe-ul), voiam sa va zic ca in ultimele saptamani am manifestat incet si tacit niste bani. Am zis-o o data si am lasat-o acolo - fast forward, vine bonus de Paste, bani pe niste proiecte + cadou de la mama tot de Paste. Ah si ieri a intrat si salariul. Just to spread good vibes, it works 🙏

10:53 in the morning



6

Behavior Change

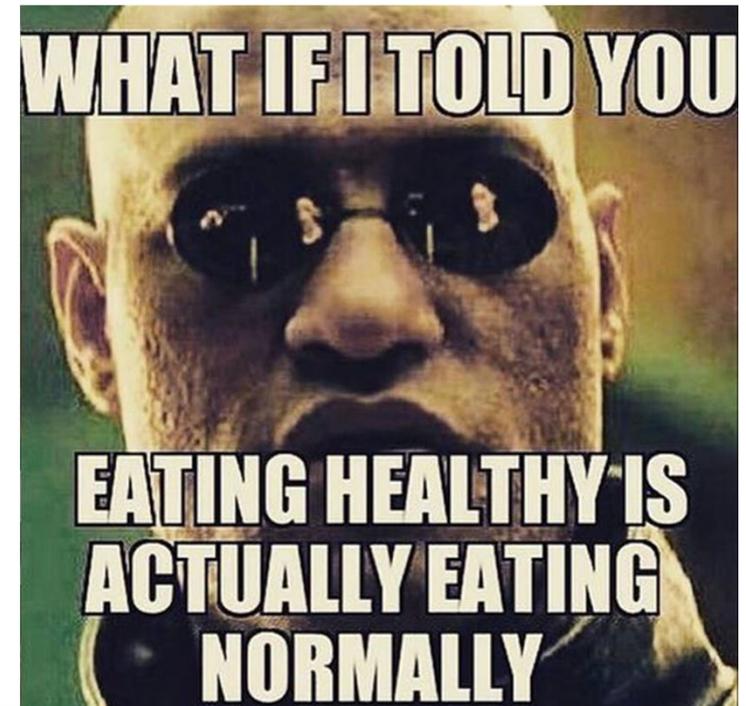


Nutrition

40% don't maintain a healthy, balanced diet

34% skip a meal (breakfast or lunch)

- Inform: Nutrition in depth workshops
- Kickstart: Nutrition week, one-on-one sessions
- Encourage: Creating an office cookbook, weekly meal plan, breakfast groups
- Challenge: "Camera eats first" competition
- Support: Healthy snacks in the office/during meetings/teambuilding



Exercise

83% sit in the same position all day

63% don't exercise regularly

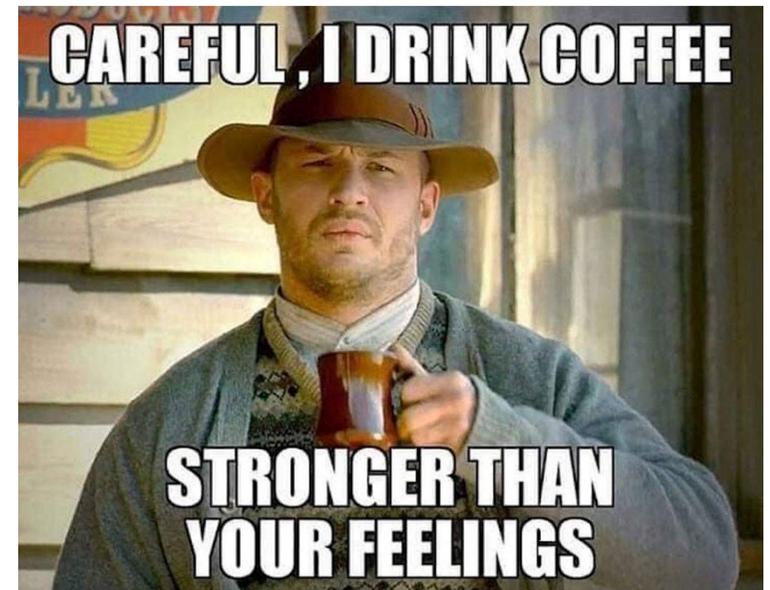
- Inform: Ergonomics/Exercise workshops
- Kickstart: One-to-one sessions with a trainer
- Change: Free time to work out for a week/month
- Challenge: Sign up for a marathon as a team, sports competition
- Support: Walking meetings, standing desks, "Get up" Manifesto
Comprehensive health insurance



Emotional

66% have a self-critical inner dialogue
42% feel stressed or pressured at work

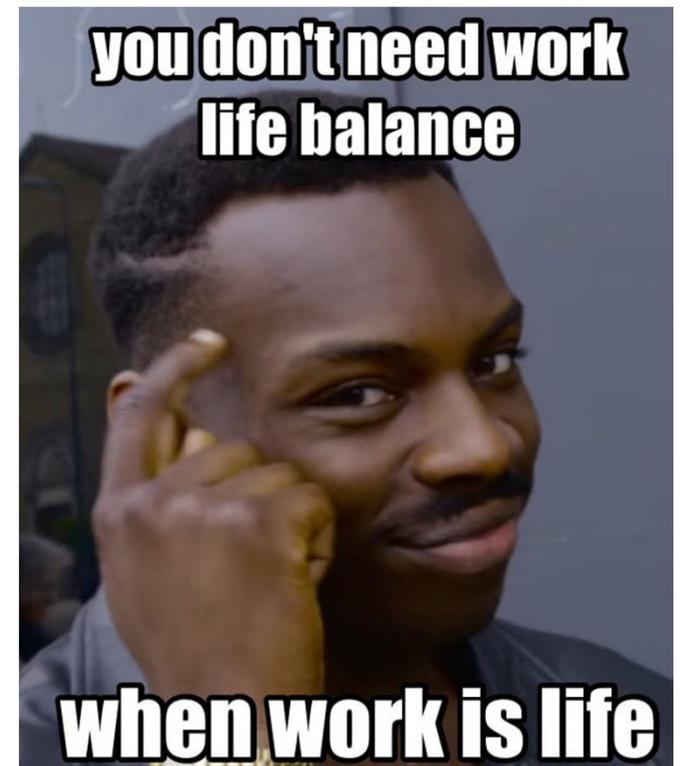
- Inform: Stress management workshop
- Kickstart: Fails Night/Anonymous fears journal
- Change: personal development groups
- Challenge: Compliment/Thank you week
- Support: EAPs, Counselling, Psychological support,
Healthy feedback culture, setting expectations



Social

31% feel their work impacts their personal life

- Inform: Work-life balance workshop
- Kickstart: Totems Creation Workshop
- Change: Life coaching/personal development groups/1to1 with the manager
- Challenge: Digital detox month/week
- Support: Managing overload, KPIs, promotion strategy



Wellbeing Survey



AON

THANK YOU!

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