

# Happiness Factors

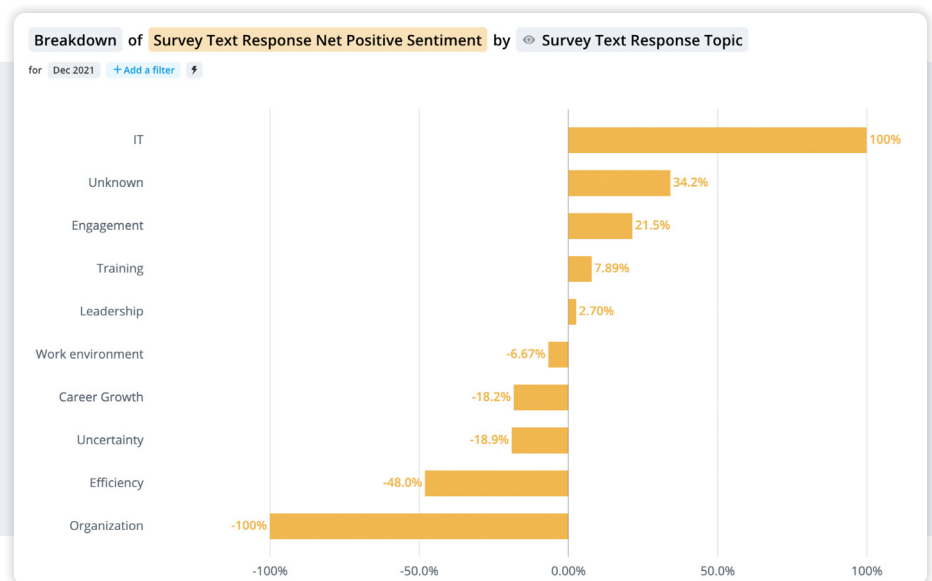
Visier NOW™, for today's most urgent workforce challenges

Today's employees aren't necessarily looking for more money--they're looking for fulfillment, career development, and balance. Do you know what your employees value? There are great tools for measuring engagement, sentiment, and burnout, but it's only when you can look at the holistic employee profile that you identify the impact of core essentials that are within your control such as compensation, performance and career development.

When you can get the right answers, you can take the right action.

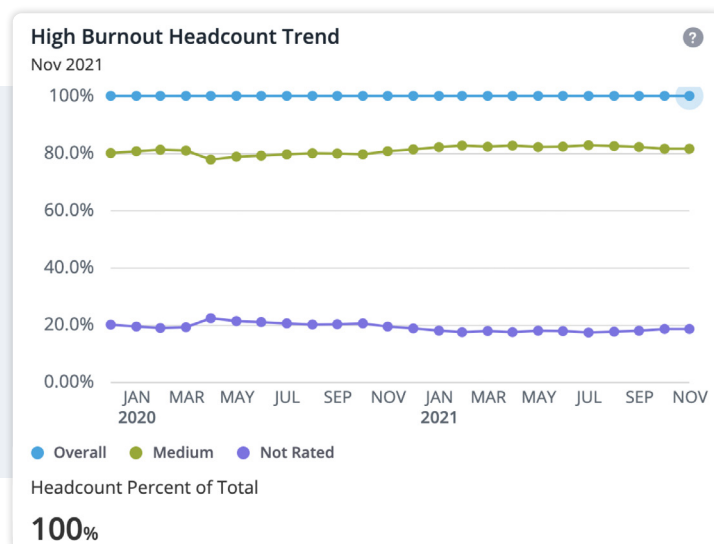
**Ask: What is the sentiment behind people's answers—about career, leadership, the organization, or any other topic you've included on your survey?**

**Act:** Quickly identify where people are feeling good, and where you need to intervene, by identifying exactly which jobs or people should benefit from increased compensation.



**Ask: Are we at risk of burning out our employees?**

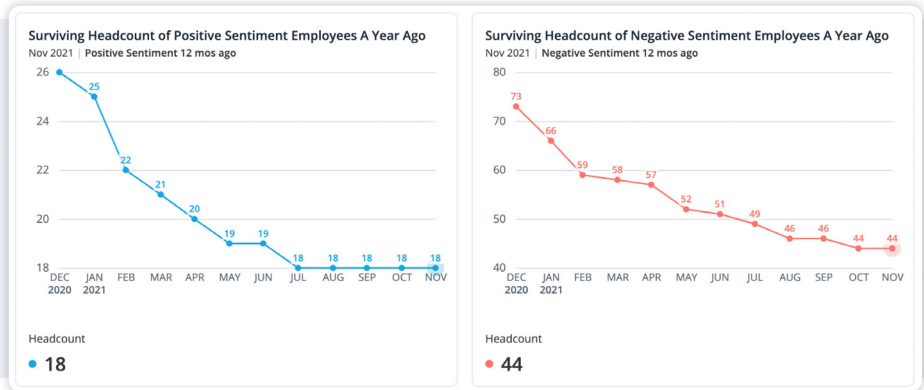
**Act:** Trends indicate if your interventions are working or not—monitor regularly so that you know what to keep doing, and when you need to try something new. Since burnout is one of the leading reasons people resign, it's critical that you stay on top of it.





### Ask: What impact does sentiment have on predicted resignation rates?

**Act:** Highlight the urgency of sentiment initiatives by drawing a direct line between sentiment and resignations to get executive and managerial buy-in.



### Get Business Results

Pitney Bowes uses Visier to get insight into the entire employee experience so that they can design programs that meet the needs of their employees. They then share this insight with managers so that they can better understand, and manage, their employees. In just one example, HR gathered the right information about what their truck drivers needed and were able to reduce turnover by 10%.

- Pay can't always be relied on for retention--retain valuable employees by creating a workplace that they love
- Boost productivity and innovation with increased employee engagement, and reduced burnout
- Empower managers to understand, and meet the needs of, their employees

### Partner with experts to deliver real change

Visier People is uniquely suited to help you create an environment with high employee engagement by uniting all of your people data to understand what your employees truly value. We're here to help you get started with:

- Guidance at every step to create the solution that suits you
- Tailored support to meet your needs during your relationship with us
- Change management resources for a data-driven people management function