

CASE STUDY: CREATING A CULTURE OF HEALTH

OVERVIEW

Over two years ago, Wellesley College began offering meQuilibrium to their 1200 faculty and staff as part of their *Healthy You* initiative to create a culture of health in their organization. The goal was to reduce unhealthy behaviors, keep the at-risk population from moving into disease states, and to engage faculty and staff in a way that they couldn't before with a science-based, personalized, 24/7 offering that met individual needs on emotional wellbeing, foundational health, and stress reduction. Through the use of meQuilibrium, Wellesley College faculty and staff were able to address and shift thinking styles and habits that were a barrier to good physical and emotional health.



Partner
Wellesley College

Population Size
1,200 participants

Program Length
6 months

APPROACH: TACKLING STRESS

Their *Healthy You* program targeted the three highest risk factors of their employees: stress, weight, and blood pressure. meQuilibrium was chosen to address the stress risk factor. Because the program engages people at their convenience when and where they want, it is able to reach those who can't make a presentation, leave the classroom or who don't want to be in a group health challenge. Through active communication and management support, the college has been able to engage 24 percent of faculty and staff.

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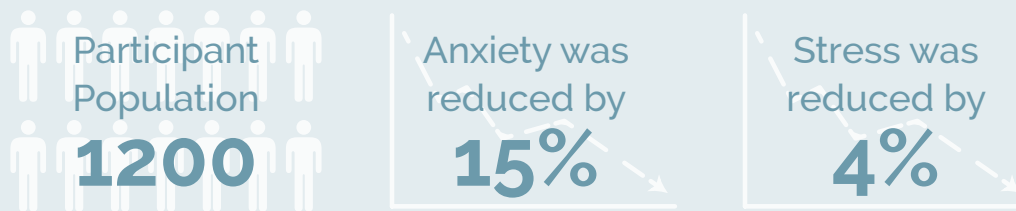
“The reason we chose meQuilibrium was to change behaviors and create a culture of health on our campus,” says Marymichele Delaney, Associate Director of Human Resources Operations & Total Compensation at Wellesley College. “We believe meQuilibrium has accomplished that. meQuilibrium is a key tool in our arsenal that helps people find ways to engage in healthy behaviors. meQuilibrium played a key role in meeting a need that wasn't being met—to create health, support behavior change, and keep cost down on medical claims.”

CASE STUDY: WELLESLEY COLLEGE

RESULTS

Over the last two years, through the use of meQuilibrium, Wellesley College has **reduced the anxiety of participating employees by 15 percent**. Anxiety and worry was the biggest stress factor issue for this population. Wellesley College participating **employees reduced their stress overall by 3.9 percent**, according to our measurement tools, which is higher than the meQuilibrium client average. And most critical for this organization, which has the constrained budget of any higher education institution: their medical spend is now below the regional and national trend.

BY THE NUMBERS...



With Wellesley College's leading edge approach to wellness, the college was named a Boston Business Journal's *Healthiest Employer Award in 2015*. "We had never applied for this award before," says Delaney. "And I think meQuilibrium was a key component to being named one of the healthiest employers of 2015. It fills a void—helping people increase their emotional health and wellbeing, do it on their own time, individualized, and based in science."

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An additional benefit of the *Healthy You* initiative has been increased faculty and staff morale. In a recent survey, the college found that the program is one of the top three human resource benefit offerings employees value most at the college. With meQuilibrium in particular, faculty and staff feel like they have opportunities to engage in a valuable and flexible program during work that helps them reduce stress. "Employees love it," says Delaney, who credits the program with increased recruitment and retention, as well. "Faculty and staff know and feel that the college cares about them."

For more information on how you can improve resilience in your organization, reduce symptoms of stress for employees, and improve your financial results please contact meQuilibrium at 617.274.8830, write to sales@mequilibrium.com, or visit us at www.mequilibrium.com