

Case Study

Fortune 500 Insurance Company Reduces Disability Leave by Up to 25%

OVERVIEW

This global Fortune 500 insurance provider employs over 45,000 people in 29 countries. People leaders at the company recognize that success is tied to keeping employees engaged, and that organizations with a resilient workforce perform better in times of uncertainty. They saw a growing need to identify and address workforce risks at a personalized, scalable level. By deploying meQ, the company was able to increase resilience and engagement while reducing critical business risks.

THE CHALLENGE: Addressing the Root Causes of Business Risk

The importance of preparing the workforce to cope with an increased pace of change propelled executive leaders to deploy meQ's personalized, scalable workforce resilience platform. The focus on building stronger resilience proved to be valuable through the pandemic, and in the environment of uncertainty and disruption that has followed since. In parallel to the increasing stress brought about by change, rising disability leaves threatened to become another problem.

THE SOLUTION: Actionable Insights to Drive Change Across the Entire Workforce

Broad company support at all levels drove widespread adoption and engagement with the program, providing HR leaders with powerful data-driven insights into the unique needs and strengths of employee sub-populations in the U.S. and globally.

meQ starts at the individual level, with an initial assessment to create highly personalized learning journeys for each participant. meQ's Workforce Intelligence then aggregates and anonymizes the data across your entire workforce to show company leaders where risks for burnout, anxiety, depression, productivity impairment, and stress are most prevalent. Automated meQ campaigns can then be launched targeting the right people with the right content.

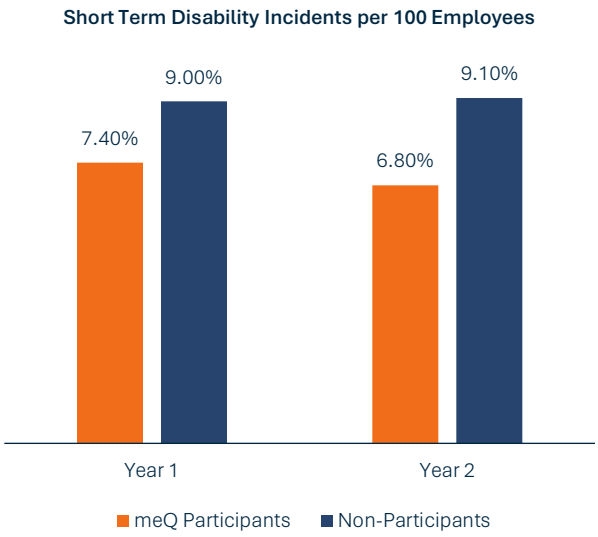
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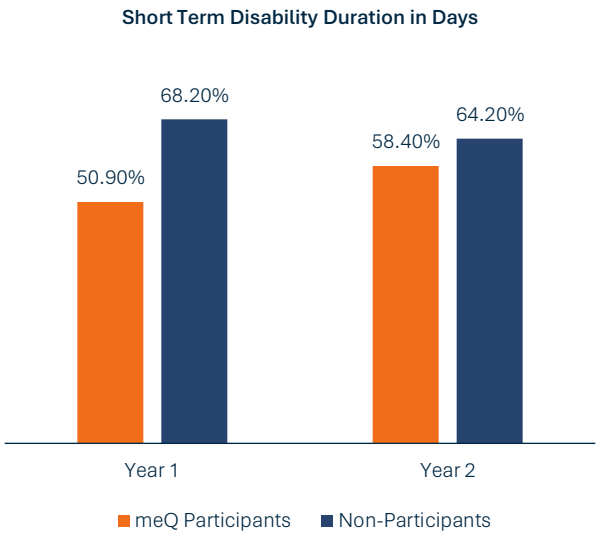
THE IMPACT: Improved Mental Well-being, Reduced Disability Leave

Overall, employees who used meQ experienced a **31% IMPROVEMENT IN RESILIENCE**. Among members who were most in need, improvements were even more dramatic; stress management scores rose by more than 100%, and work-life balance scores improved by 42%.

Improvements in mental well-being also showed up on the balance sheet though sizeable reductions in both disability incidence and duration. Third party analysis of short-term disability claims over a two year period showed positive changes in disability leave patterns. A sophisticated causal analysis was conducted by matching meQ participants to non-participating employees on a comprehensive list of characteristics including age, gender, job grouping, prior mental health medical claims, and prospective health risk score.

After removing maternity disability events, the matched samples showed that meQ participants had **18%-25% FEWER DISABILITY EVENTS** than non-participants. When there was a disability leave event, meQ participants had **UP TO 13% SHORTER LEAVE DURATIONS** than non-participants. The positive impact of meQ participation was noted across leave occurrences for both mental health and non-mental health reasons.





SUMMARY

meQ gives people the cognitive skills they need to thrive in times of uncertainty. With support from executive leadership, your organization can build a culture of well-being that not only benefits individuals, but also has a proven positive impact on your company's bottom line. Workforce resilience isn't just good for people; it's good for business.

Learn how building workforce resilience can strengthen your organization. Reach out to a meQ specialist today!

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