



## VITALITYPRO™ & CORPORATE VITAL SIGNS™ *ENGAGEMENT IS VITAL*

Productive employees are vital to the health of your organization. Keeping employees productive means identifying and addressing workplace and wellbeing issues before they manifest themselves as problems such as presenteeism, absenteeism and key staff turnover. Vital Corporation, an innovator in the field of psychometric assessments, offers a solution to gauge employees' psychological well-being, satisfaction and engagement with their work: the VitalityPro™ online assessment tool and the Corporate Vital Signs™ aggregate report.

### Vitality Pro™

- > a scientifically robust online assessment tool for employees, based on 25 years of research and application
- > gauges factors with the most immediate impact on employee mental health and engagement in the workplace, such as work stress, work satisfaction, job commitment and work-life balance
- > confidential, individual reports heighten employees' awareness of factors that may be negatively affecting their mental health and/or engagement with their work and provide customized recommendations for improvement



### Corporate Vital Signs™

- > a real-time aggregate report for decision makers based on employees' responses to the VitalityPro questionnaire
- > provides an easily interpreted graphical presentation that highlights and assesses strengths and risks for the whole company
- > can be customized to extract results for any division, location, job position or line of business
- > provides highly accurate quantitative indicators with which to identify effective interventions

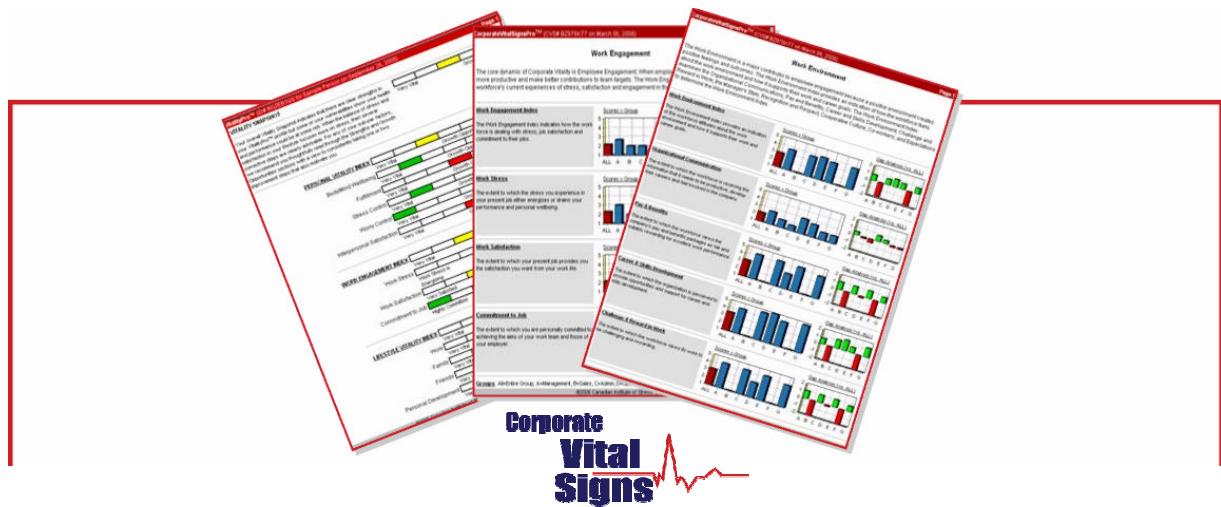
### Service Delivery and Follow-up

Decision makers receive a live presentation of the organization's results by Vital Corporation, identifying interventions proven to be effective in the areas highlighted for action.

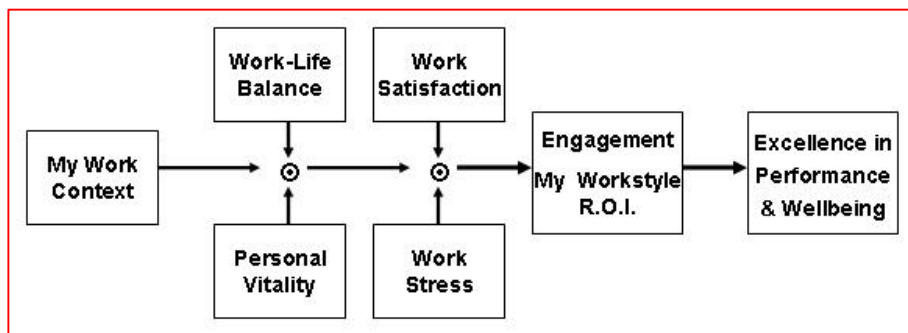
We can assist in developing interventions that can include staff training or coaching on stress control, work satisfaction, and building win-win work relationships and engaged teams.

We can also follow up with repeat measurements at appropriate intervals to capture how indicators have evolved, to re-adjust interventions when applicable, and ultimately to measure the return on investment.





## Corporate Vital Signs model of employee engagement and performance excellence



*VitalityPro™* and *Corporate Vital Signs™* diagnostic reports evaluate these factors:

- **Work Environment Index** evaluates these 9 key factors via 45 questionnaire items:

1. Organizational communications
2. Pay & benefits
3. Career & skills development
4. Challenge & reward in work
5. Manager's style
6. Recognition & respect
7. Cooperative culture
8. Co-workers
9. Clarity of expectations of me

- **Work-Life Balance Index** – Degree to which staff are experiencing a satisfying balance within and across these areas: Family; Work; Friends; and Personal Development

- **Personal Vitality Index** – Staff's level of vitality reported in Body-Mind Wellbeing; Controlling Stress & Worry; Fulfillment; and Satisfaction in Relationships

- **Work Satisfaction Index** – Extent to which staff believe their present job provides them the satisfaction they want from their work life

- **Work Stress Index** – Extent to which staff experience the stress in their present job as energizing vs. draining their performance and personal wellbeing

- **Engagement Index** – Extent to which staff are personally committed to achieving the aims of their work team and those of their employer

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## Who Can Benefit?

VitalityPro and Corporate Vital Signs are of particular value to organizations that are:

- > acting to prevent negative effects of key staff turnover, presenteeism, or disability claims
- > seeking an innovative approach to ensure employee resilience plus team engagement
- > preparing for, or looking to measure the impact on employees of, an organizational change
- > looking to take the pulse of personal & organizational dynamics ensuring corporate results

## For More Information

Please contact us  
at [info@vitalcorporation.com](mailto:info@vitalcorporation.com)

