

# THE THRIVE 45

MEASURING YOUR ORGANIZATION'S  
PROGRESS TOWARD BUILDING  
A THRIVING WORKPLACE



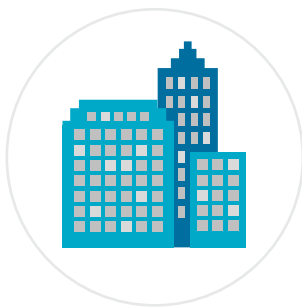
The world of work is changing. To survive in today's dynamic business environment, organizations need more than just motivated employees. They need an army of believers – vibrant professionals who are constantly enhancing their skills and expanding their capabilities. They need a workforce that is inclusive and adaptive, developing solutions to tomorrow's problems today. And they need an organizational environment that is resilient and agile, achieving business success while having positive impact on society.

## WHAT DOES IT TAKE TO THRIVE?

Thriving organizations are built from the ground up. Based on our research, thriving organizations are characterized by:

- Value propositions that enrich the lives of employees by meeting their health, wealth, and growth needs;
- Organizational cultures that are successful while providing positive societal impact;
- Leaders who act as responsible stewards for both the organization and the world;
- And managers who provide deep personal support for their staff, helping employees reach their full potential at and through work.

## A NEW MANDATE: THRIVING IN AN AGE OF DISRUPTION EVOLVING TO MEET THE NEEDS OF TOMORROW'S CUSTOMERS



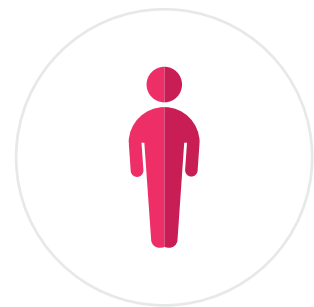
### THRIVING ORGANIZATION

Success Redefined  
Resilient and Agile  
Positive Societal Impact



### THRIVING WORKFORCE

Diverse and Adaptive  
Inclusive and Growth Focused  
Committed to Wellbeing



### THRIVING INDIVIDUAL

Growing and Contributing  
Empowered and Connected  
Healthy and Energized

## THE THRIVE 45: A DIAGNOSTIC SURVEY

How well is your organization delivering on the thrive imperative? Based on our studies and research, we've designed a 45-item diagnostic survey to assess the extent to which your organization has developed the environmental factors that enable a thriving workplace. This survey evaluates the aspects of your organizational environment that are critical to building a thriving organization, forming a thriving workforce, and helping employees to thrive both professionally & personally. Example survey items include:



### ORGANIZATIONAL AGILITY

"The work environment here supports the development of new and innovative ideas."



### ORGANIZATIONAL SOCIETAL IMPACT

"My organization takes a genuine interest in the wellbeing of communities in which it does business."



### WORKFORCE INCLUSIVENESS

"Where I work people accept a variety of ideas, perspectives, and working styles."



### WORKFORCE GROWTH

"I have a clear understanding of the possible career paths for someone like me at my company."



### INDIVIDUAL CONNECTEDNESS

"I feel like I fit in well at this organization."



### INDIVIDUAL CONTRIBUTION

"I feel empowered to influence the way we do things at work."

## IGNITING THRIVE

This lightweight survey is run on only a small sample of your employees. When the survey is complete, you'll receive a custom report along with a review of your results with a Mercer consultant. Your results will be compared to benchmark results, and you'll know what's working well and where there is opportunity to improve. And, we'll help you think about strategies to build your thriving workplace.

Contact:

For more about The Thrive 45, and to learn about our views on *Thriving In a Disrupted World*, contact your local Mercer representative or visit us online at [www.mercer.com](http://www.mercer.com).

What We Heard as  
'Top Priorities' from  
participants in our  
*Thriving Workforce  
Study*.



The importance of  
being 'CONNECTED'  
/ shifting sense of  
BELONGING



The opportunity to  
HAVE A VOICE /  
partake in innovation  
/ be challenged in a  
PSYCHOLOGICALLY  
SAFE ENVIRONMENT



HEALTH,  
HAPPINESS,  
and GROWTH

