The Limeade Results Model

Based on research and rooted in care, the Limeade Results Model illustrates that an active and reciprocal commitment between companies and employees ultimately leads to better people and business results.

Companies achieve better people and business results when they actively show CARE for employees, and help their employees care for themselves.

Managers	Awareness	Turnover
Teams & Peers	Mindset	Engagement
Networks	Motivation & Intention	Well-Being
Environment	Behavior	Inclusion
Tools & Programs	Social Connection	Other People Results
Leaders	Resource/Support Utilization	
Strategic Alignment		Profit
Culture		Customer Sat
		Innovation
		Other Financial Results

Limeade Institute research has found that when employees feel cared for:

94%
say they **feel personally engaged in their work** *(compared to 43% of those who don't feel care)*

94%
say they **have well-being in their life** *(compared to 52% of those who don't feel care)*

95%
say they **feel included in their organization** *(compared to 14% of those who don't feel cared for)*

60%
plan to stay at their company for three or more years *(as opposed to only 7% of those who don't feel cared for)*

91%
say they're likely to **recommend their organization** as a great place to work *(compared to 9% of those who don't feel cared for)*

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Although the concept of "feeling cared for" is inherently subjective, employees and companies can take specific actions to demonstrate care.

Company Action

Companies can demonstrate and influence perceptions of care by providing "organizational support" that embodies this care.

Local Support:

- **Managers:** Provide clear instructions for managers on how to talk with employees about well-being and how to overcome hurdles
- **Team/Peers:** Encourage employees to connect socially, recognize achievements and cheer each other on
- **Social Networks:** Create well-being champion support networks and connect employees across business groups and locations with Employee Resource Groups (ERGs)
- **Physical Environment:** Assess the level of focused work people can do in their work areas — is it too loud? Is there too much foot traffic?

Organization-Wide Support:

- **Leaders:** Model behavior aligned to expectations and values through everyday actions — like taking lunch breaks and vacations, scheduling walking meetings and setting tech boundaries
- **Strategic Alignment:** Share data across groups focused on culture, HR, employee engagement, learning and development, volunteering, marketing and leadership
- **Tools & Resources:** Build an employee experience that easily integrates with all HR initiatives
- **Culture:** Create tangible processes and materials that incorporate your company mission and values

When companies intentionally surround their employees with care through each of these components, employees are better equipped to reciprocate this care — both for themselves and the company. Ultimately, this leads to better people and business results.

Employee Action

While companies can help create the environment in which individuals can thrive, employees also play a key role in responding to this care and influencing their overall employee experience.

When employees are surrounded by organizational care, positive behavior change can not only be encouraged, but reinforced. Within the employee, this journey of change is as follows:

Increased **awareness** of the benefits of certain behaviors and drawbacks of others

Individuals must want to change their behavior — this comes in the form of **motivation and intention** to change

The right **mindest** in place to enact behavior change (e.g., self-efficacy, resilience, optimism)

Ultimately, this energy from inside will influence their actions, the trial-and-error process of adopting a new **behavior** will begin

Likewise, caring for one's company can include an investment in quality work and performance — or, actively fostering a more inclusive workplace for others. Rooted in care, this active and reciprocal commitment between companies and employees ultimately leads to better people and business results.

People Results/Business Results

These results are not only good for employees, but are also good for business. For instance, if committed employees stay, companies can avoid the costs associated with turnover (up to 200% of an employee's annual salary). Additionally, engagement, well-being and inclusion have been found to relate to important financial business outcomes such as profit, productivity, stock price growth, revenue and innovation.
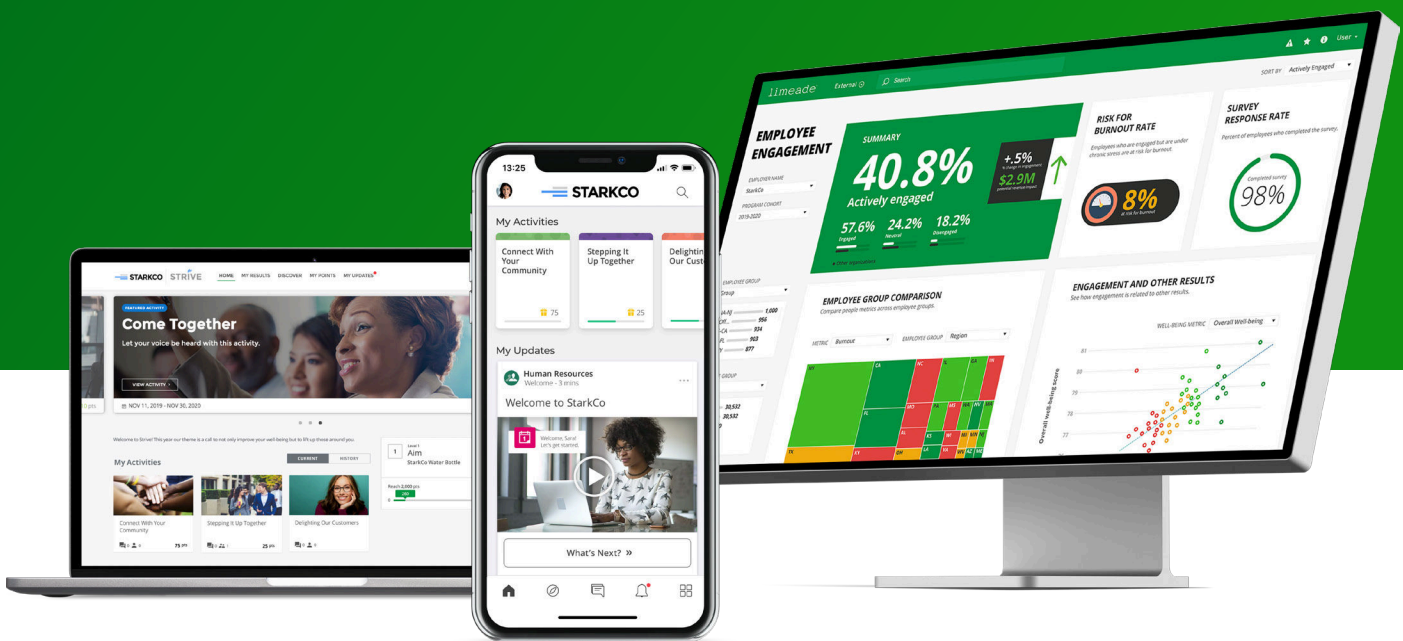
Organizations can view insights to determine the outcomes of company and employee action through real-time Limeade Insights dashboards — including Turnover Dashboard, Engagement Dashboard and Program Summary Dashboards — as well as annually via the Business Results Report.

Simply put, the best places to work demonstrate to their employees that they genuinely care about them as people.

Limeade is an employee experience software company that helps build great places to work.

Our platform unifies employee well-being, engagement and inclusion solutions with industry-leading communications capabilities. Recognized for its own award-winning culture, Limeade helps every employee know their company cares.

To learn more, visit www.limeade.com.

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