



2024 Virtual Spring Think Tank

Measures That Matter for Employers Who Want to Promote Flourishing

Wednesday, May 22, 2024

11:00 AM – 5:00 PM ET

11:00 AM ET **WELCOME**

Karen Moseley, President and CEO, HERO

Jessica Grossmeier, PhD, MPH, Senior Fellow, Education, HERO

11:15 AM ET **Aligning Business and Sustainability to Measures of Flourishing**

Noémie Le Pertel, EdD, MS, MAPP, MPH

CEO, Institute for Global Flourishing; Research Advisor, Gallup;

Affiliate Research Scientist, SHINE Harvard, Human Flourishing Program, Institute for Quantitative Social Science

11:45 AM ET **Measuring What Matters: The Science of Well-Being Assessment in Simple Terms**

Bryan Sexton, PhD

Director, Duke Center for Advancement of Well-being Science (CAWS);

Duke Associate Professor, Psychiatry, Duke University School of Medicine

12:15 PM ET **Think Tank Group Work**

Rita Patel, MPH, CWWPM

Senior Health Strategist, Hylant

12:45 PM ET **HERO Measures Update**

Mary Imboden, PhD

Research Fellow, HERO; Principal Research Scientist, Providence Heart Institute

1:00 PM ET **BREAK**

1:30 PM ET **Identifying Actionable Insights in Employee Well-being Data**

Mari Ryan, MBA, MHP, CWP

CEO/Founder, AdvancingWellness

- 2:00 PM ET **Measures That Matter in Workforce Mental Health: It's Not Just About the Positive**
Kerry Evers, PhD
Co-President & CEO, ProChange Behavior Solutions; Chair, HERO Education Committee
- 2:30 PM ET **Think Tank Group Work**
Rita Patel, MPH, CWWPM
Senior Health Strategist, Hylant
- 3:00 PM ET **Leveraging Team Member Sentiment Data and Promoting Well-Being with AI**
Grant Ian Gamble
Co-Founder, AFFINITY OS
- 3:30 PM ET **New Measures for Employee Thriving: The Role of Fuel, Flow, Wonder, and Wisdom**
Renee Moorefield, PhD, MCC
CEO, Wisdom Works
- 4:00 PM ET **BREAK**
- 4:15 PM ET **Connecting Science and Practice: Key Takeaways for Employers**
Karen Moseley, President and CEO, HERO
Janis Davis-Street, MS, MA, EdD, CHES
Manager, Global Public Health & Special Projects, Health & Medical, Chevron
Rita Patel, MPH, CWWPM
Senior Health Strategist, Hylant
Tami Simon, JD
Secretary, HERO Board of Directors
- 4:45 PM ET **Closing Remarks**
Karen Moseley, President and CEO, HERO

Pre-Reading

Imboden MT, et al. Evaluating workforce mental health and well-being: a review of assessments. *American Journal of Health Promotion*.

<https://journals.sagepub.com/doi/abs/10.1177/08901171231223786>

Moseley K. Tips and best practices for conducting an employee mental health assessment. HR Daily Advisor. March 21, 2024. <https://hrdailyadvisor.blr.com/2024/03/21/tips-and-best-practices-for-conducting-an-employee-mental-health-assessment/>

Penny CL, et al. A new look at an old well-being construct: Emotional exhaustion metrics.
<https://www.frontiersin.org/journals/psychology/articles/10.3389/fpsyg.2023.1267660/full>

Supplemental material on scoring and implementation of Emotional Exhaustion measurement
<https://www.frontiersin.org/journals/psychology/articles/10.3389/fpsyg.2023.1267660/full#supplementary-material>

Sexton JB, et al. Effectiveness of a bite-sized web-based intervention to improve healthcare worker wellbeing: A randomized clinical trial of WISER. *Frontiers in Public Health*.
<https://www.frontiersin.org/journals/public-health/articles/10.3389/fpubh.2022.1016407/full>

VanderWeele TJ, et al. Current recommendations on the selection of measures for well-being. *Preventive Medicine*. 2020; 133: 106004.
<https://www.sciencedirect.com/science/article/pii/S0091743520300281?via%3Dihub>