

# Firstbeat Life™ Company Reporting Guide

Lead with knowledge.

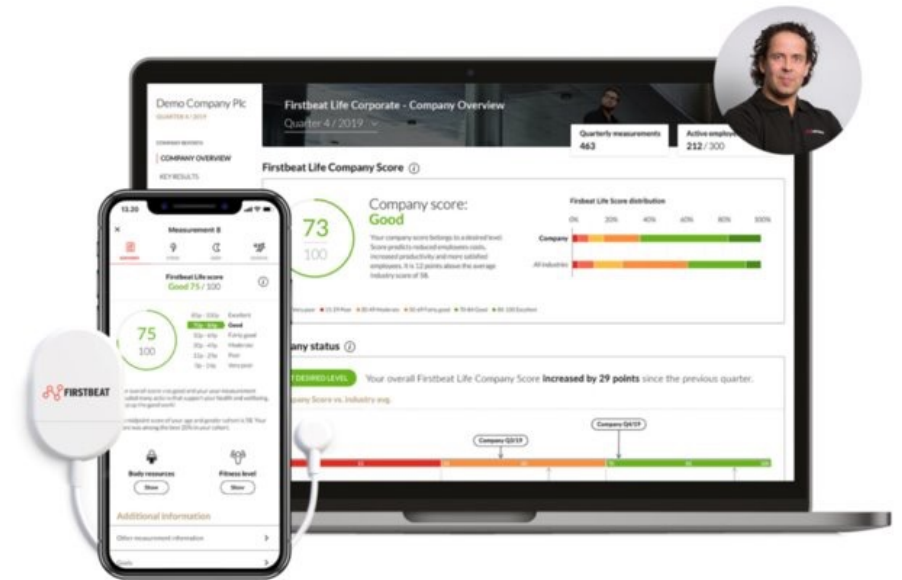


# Firstbeat Life: For modern corporate wellness management

A unique corporate wellness solution that combines advanced heart rate technology and multidisciplinary research in order to support your organization's health and well-being.

Observations and tips on comprehensive well-being based on **reliable and accurate data** --> stress, recovery, sleep and physical activity.

Based on over 20 years of multidisciplinary pioneer work with heart rate variability (HRV).



# Lead with knowledge

Improve work efficiency & productivity

Reduce health and wellness risks

Increase your personnel's well-being



# Contents

01 Ensure good work performance

02 Firstbeat Life Company Reporting

03 Key variables

04 Actions



Ensure good work  
performance

How to reduce potential risks  
and prevent costs caused by  
poor performance at work?



# Identify risks

Excessive stress, lack of recovery and poor physical fitness are significant risk factors of employee performance.

If the situation that causes these risks is chronic, it can result in **costly sick leaves** and long-term disability.

Already before the excess stress/load manifests itself as sick leave absences, the **reduced performance** creates indirect costs for the organization.

\*Results: Salo City, [Read news in Finnish](#)



# React in time

Firstbeat Life Company Reports will unveil those aspects of well-being where your organization shows an elevated risk.

This will enable you to react to the risks and plan **preventive actions** – at organizational level, but also at group / team level.

The Firstbeat Life app also provides your employees individualized recommendations, and in cases of excess load, a health check recommendation.



# Maximize the potential of your personnel

Firstbeat Life company reporting allows you to monitor **the effectiveness of the actions taken**, assess whether you have reached your goals and make necessary changes as needed.

You can stay up-to-date on what each individual team needs. This enables you to **minimize risks** and ensure the best possible **performance**.



# Firstbeat Life<sup>tm</sup> Company Reporting

What does Company  
Reporting consist of?



# Firstbeat Life Company Reporting

## COMPANY AND GROUP LEVEL REPORTS

### PROTECTION OF INDIVIDUAL PRIVACY

Anonymous group data based on employees' measurements

### ACCURATE, RELEVANT DATA

Averaged data – people who measure a lot will not distort the results

## MONTHLY UPDATES



## COMPARISON TO OTHER COMPANIES

- Company Score
- Company Status

## TARGETED ACTIONS

- Employee Engagement
- Group-level reporting
- Notifications on poor recovery and health check recommendation.

## IDENTIFY RISKS

Identify areas that are negatively affecting your personnel's well-being and performance. React in time.

## RISK CLASSIFICATION

Employees are divided into high-risk and low-risk categories based on their well-being and lifestyle.

# Key variables

Keep an eye on these  
variables in Firstbeat Life  
Company Reporting

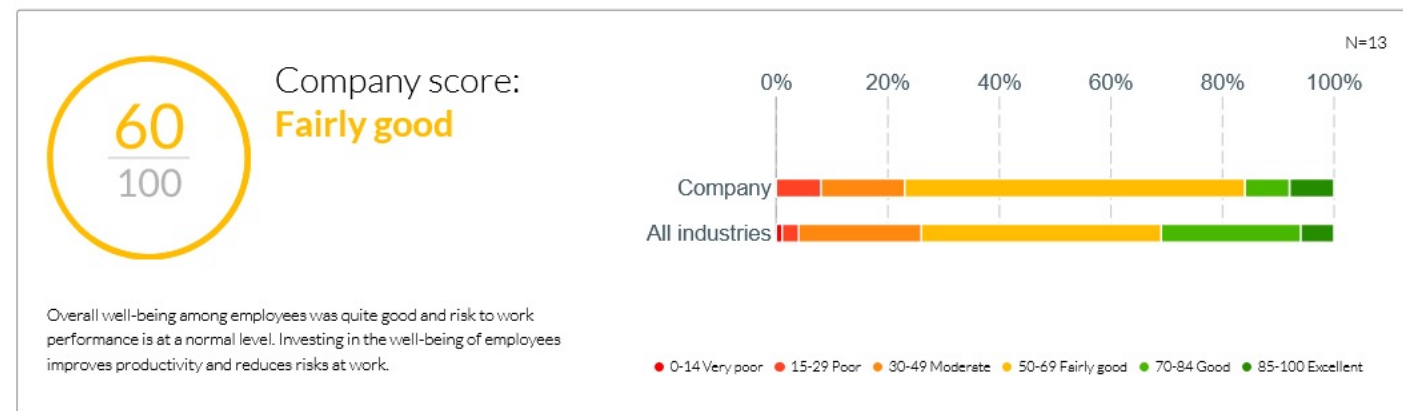


# Firstbeat Life Company Score

## Measure of overall well-being

- Track the current state and development of your organization's well-being & performance.

### Firstbeat Life Company Score



## What do the scores tell?

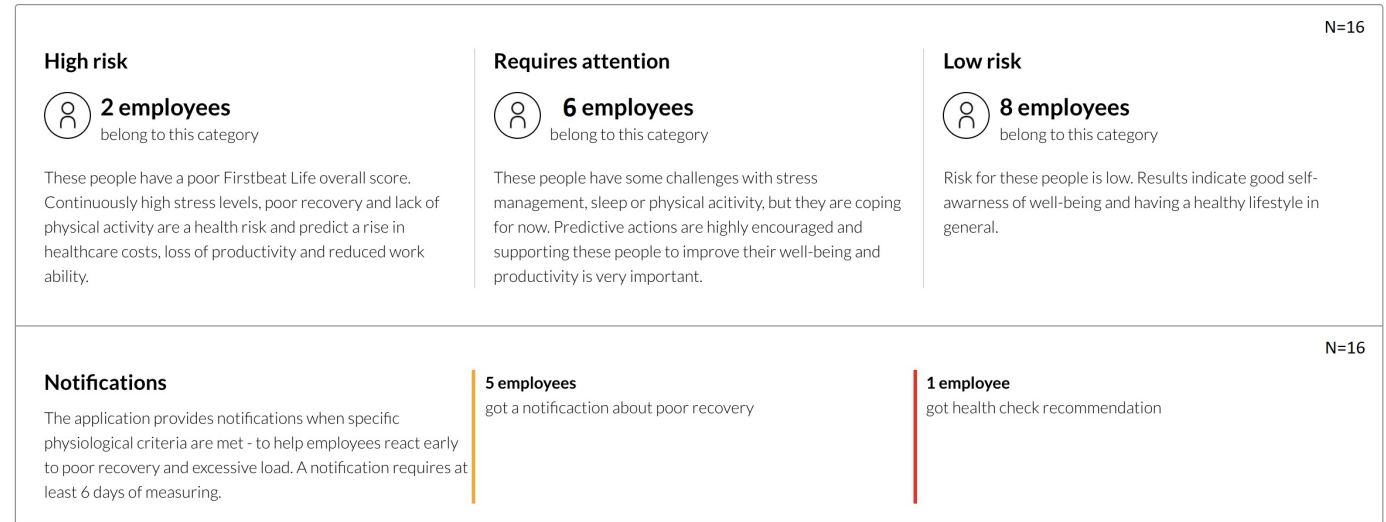
- A good score** means that staff well-being is at a sufficient level for the organization to succeed.
- A moderate score** means that you are actively losing potential due to challenges associated with staff well-being and potentially decreased work efficiency.
- A poor score** indicates excess load, causing a significant resource deficit and elevated risks.

# Company Status

Compare your organization's well-being to other organizations

**\*The reference value (All industries)** has been calculated from Firstbeat's extensive database.

## Company Status



Monitor the risk category status of your employees

**\*\* Risk assessment (low - high)** is based on Firstbeat Life's Overall Score, which reflects the overall well-being of individual employees. The less people you have in high risk and requires attention -categories, the better the result.

Target your wellness actions

**The goal** is to decrease health and wellness risks and see employees moving from the red to the orange category - and then to the green category.

# Key Variables - Employee Engagement

## WORK SATISFACTION

Monitor work satisfaction determined by the built-in Firstbeat Life survey.

## WELL-BEING GOALS

See how many employees have set personal well-being goals.

## Employee Engagement

### Work satisfaction

N=13

#### Fairly good

Survey result average  
3.6 / 5.0 | median 3.9

### Well-being goals employees set

18% of participants

Indicates commitment and interest towards personal well-being development.

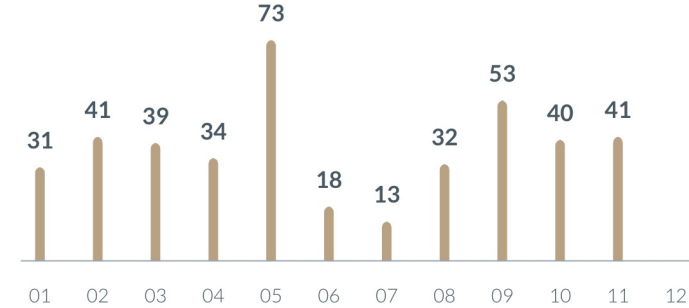
### Recovery during work

N=13

Poor	5 employees (40%)
Moderate	4 employees (33%)
Good	3 employees (27%)

### Measurements done

total 2021 | 415 measurements



## MEASUREMENTS DONE

See the number of Firstbeat Life measurements conducted each month.

## RECOVERY DURING WORK

Monitor whether your employees are able to get any recovery during the work day.

# Notifications about poor or unusual results

## **ORANGE EXCLAMATION MARK ! - NOTIFICATION ABOUT POOR RECOVERY**

indicates that there are continual signs of excess load.

## **RED EXCLAMATION MARK ! - HEALTH CHECK RECOMMENDATION**

is a recommendation to contact a healthcare professional, due to potentially excessive load or possible underlying health problems.

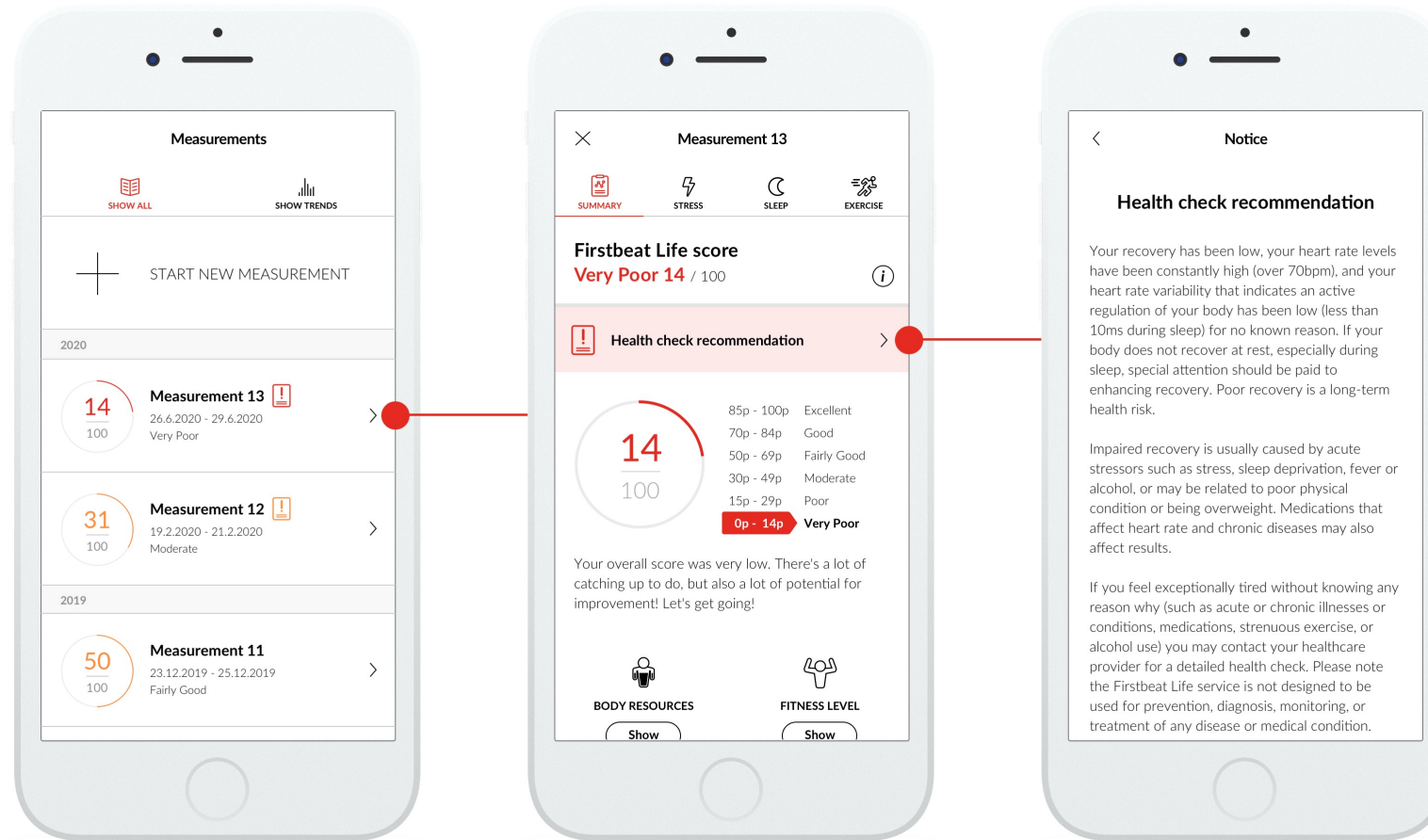
## **WHAT ARE THE NOTIFICATIONS BASED ON?**

Notifications are based on specific physiological criteria, including, for example, exceptionally weak recovery, high heart rate level or low heart rate variability, without an obvious explanation.

In order to meet the criteria, there must be at least 6 days of data, either from one or more measurements (e.g. two 3-day measurements)

N=22		
<b>Notifications</b> The application provides notifications when specific physiological criteria are met - to help employees react early to poor recovery and excessive load. A notification requires at least 6 days of measuring.	<b>5 employees</b> got a notification about poor recovery	<b>1 employee</b> got health check recommendation

# Health Check Recommendation & Notification About Poor Recovery



# Key results

## STRESS & RECOVERY BALANCE



Do your employees have the capacity to work efficiently, without excess stress?

## RESTORATIVE EFFECT OF SLEEP



Are your employees getting enough sleep in order to work productively & maintain good mental well-being?

## HEALTH EFFECTS OF PHYSICAL ACTIVITY



Are your employees physically active enough to stay healthy and maintain good performance?

## SELF-REPORTED OVERALL WELL- BEING



How do your employees evaluate their own well-being? Are the conducted wellness actions reflected in work satisfaction?

ACTIONS

What next?



# Did you know?

More than 30% of workdays have 0 minutes of recovery. \*

Taking regular breaks is an effective way to reduce fatigue. \*\*

Are your employees getting enough recovery?

\*(Firstbeat-data base, N = 600 000 measurement days)

\*\*Sianoja, M. et al. 2016, Recovery during Lunch Breaks: Testing Long-Term Relations with Energy Levels at Work, Scandinavian Journal of Work and Organizational Psychology 1(1):1-12



# Ways to support recovery during the workday

- Meeting practices and regular breaks:
  - Schedule a lunch hour free of meetings
  - 25- or 50-minute meetings
  - Scheduled coffee breaks for each team
  - Relaxation breaks (e.g., a weekly yoga)
- Try a Firstbeat Life™ Team challenge:
  - 'Unlock Energy Levels with Workday Breaks' enables the whole team to learn how to improve their energy levels and work efficiency by taking regular breaks.
  - More information on the next page.



# Support stress management with a Team Challenge

Inspire the whole team to learn together:

- How can you ensure recovery during breaks?
- What is a good way to take breaks specifically in your teams?

Firstbeat's expertise at your service:

- Your employees will learn better ways to pace their work and interpret their Firstbeat Life results.

Easy to implement and participate:

- Share simple exercises in your organization.
- The ready-made content is easy to share.
- **Download the material [here](#)**



# Did you know?

Finnish people sleep on average 7h 40min, but only 60% of this is restorative sleep.\*

Only half of the people feel that they sleep enough\*

Sleep problems increase the risk of e.g. cardiovascular diseases, as well as mental health problems. Quality sleep reduces these risks and increases work efficiency.

Are your employees getting enough recovery during sleep?

\*Firstbeat database, N = 600 000 measured days



# Ways to support restorative sleep

## Physical activity during the day:

- Encourage your employees to stay active, exercise and do outdoor activities during the day.
- Integrate walking meetings when possible.
- Organize short break exercise sessions.

## Value leisure time - separate work and leisure

- Agree upon common rules -> schedule work-related matters during work hours and make sure social pressure does not force you to work after office hours.
  - Agree upon "quiet hours", meaning no work-related messages in the evening, during the night or on weekends.



# Did you know?

Only 25% of Finnish people are physically active enough to meet the recommendations.\*

The share of passive days (<1000 steps) has nearly quadrupled with the heavy increase of remote working.\*\*

Inactivity and poor physical fitness increase the risk of illness and raise the organization's costs e.g. in the form of healthcare costs and decreased productivity.

Are your employees physically active enough?

\*UKK Institute , 2018

\*\*Firstbeat-database, N = 600 000 measurement days



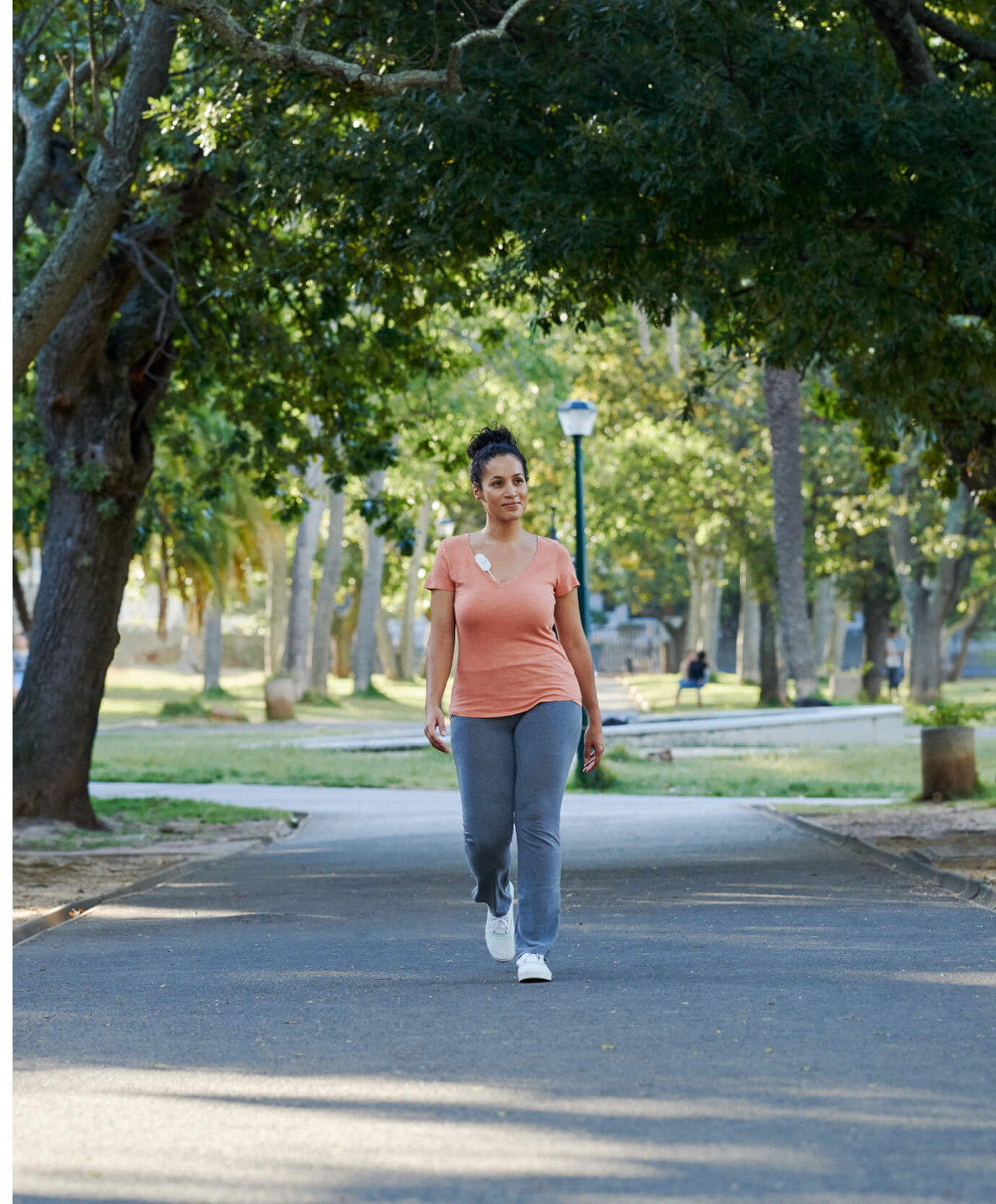
# Ways to promote physical activity

Encourage your employees to take active breaks and incorporate physical activity into their work commute:

- Walking meetings
- Short break exercise sessions
- Team challenges (e.g. step or activity challenges)

Support an active lifestyle:

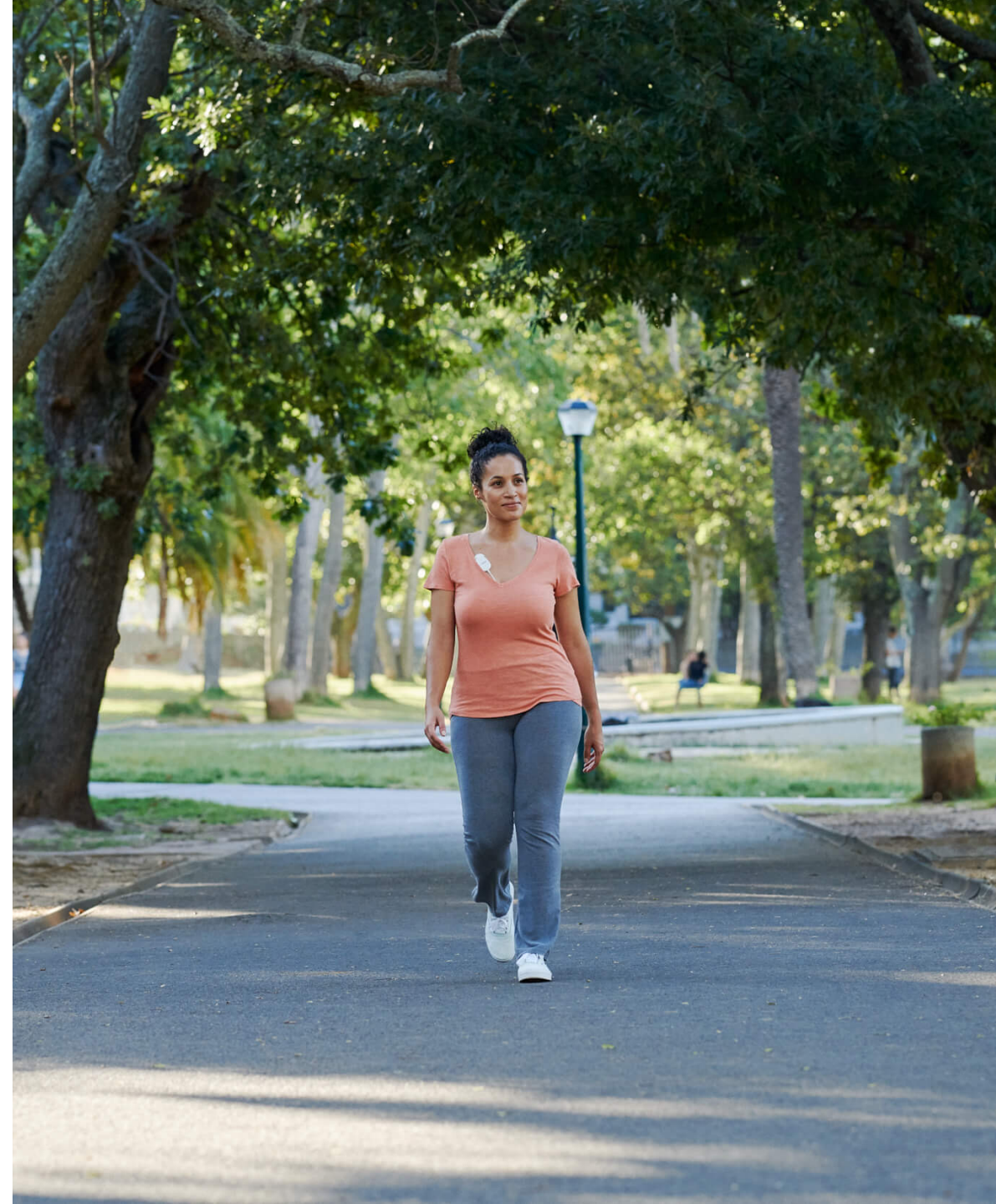
- Organize weekly sport activities to support employee well-being and work performance.
- Utilize exercise benefits.



# Firstbeat Step Count Challenge

Organize a step count challenge for different teams or the whole organization. Determine a start date and duration of the challenge (e.g., 3-5 days) and measure all together!

Firstbeat Life provides the step count per day, so people can compare and see who the most active ones were. Alternatively, you can focus the challenge on the health benefits of physical activity – score and encourage people to improve their scores.





Firstbeat Life™

Inspire change. Support the  
balance. Lead with knowledge.