

Human Sustainability Index

Make Better Decisions That Create More Sustainable and Resilient Workplaces



Employees are the life-blood of an organization, they are critical in achieving and growing a sustainable business. However, human sustainability is being challenged like never before and employees and teams around the world are facing persistent levels of burnout.¹

People Make the Difference

Your organization is only as resilient as its people. Organizations that invest in workforce resilience see stronger employee and team motivation and productivity, and in turn, stronger business performance.

It is by making sustainability and workforce resilience a priority — both inside and outside of work — that businesses will be able to adapt, grow and thrive.

Consider the Landscape

According to the Achievers Workforce Institute 2022 Engagement and Retention report, more than 66 percent of employees will seek new jobs during 2022 with work life balance nearing the top of the list of reasons for leaving. By contrast, for those that have a good work life balance, it is the primary reason for staying in role, and helps attract the right talent.¹

To add to this, burnout is on the rise and with an average of 1 in 4 employees experiencing symptoms, businesses need to consider early intervention to support their employees and teams.²

What Does this Mean for Organizations?

Organizations must adapt and address this issue to improve the attraction and retention of talent, and decrease burnout.

Addressing this issue through a human sustainability approach and skillset will enable individuals and teams to be resilient, inclusive and high performing in a sustainable way.

At Aon, our forward-thinking approach will empower you to further your human sustainability agenda. This approach enables us to guide you in maturing your strategy. We advise you around measurement, innovations, tailored interventions, and inclusivity when thinking about human sustainability.

Through our Human Sustainability Index (HSI) we empower organizations to make better decisions through independent analysis, benchmarking, and reporting, to embed human sustainability and resilience into the way you do business.

1. Achievers Workforce Institute 2022 Engagement and Retention report

2. Employee burnout levels are rising, what can businesses do? | World Economic Forum (weforum.org)

How Can Aon Help Clients Solve Challenges and Seize Opportunities?

Our HSI brings together a programme of diagnostics, coaching, world-class training, and strategy consultancy to support the strategic and inclusive embedding of resilience and human sustainability.

It measures wellbeing, resilience and sustainability at the individual, team and organizational level, providing you with data-driven insight from which to curate and inform meaningful improvements – helping you make better decisions.

Rooted in academic research and evolved in collaboration with our client community, it measures human sustainability in three distinct yet inter-related ways.



What Are the Benefits?

Through the HSI cycle of diagnostics, learning and innovation, and our experienced team of consultants, we can help you answer the following questions:

Measurement

How do you measure resilience and diversity in a robust and consistent way?

Innovation

How do you create an approach that allows for iterative learning and experimentation?

Strategic

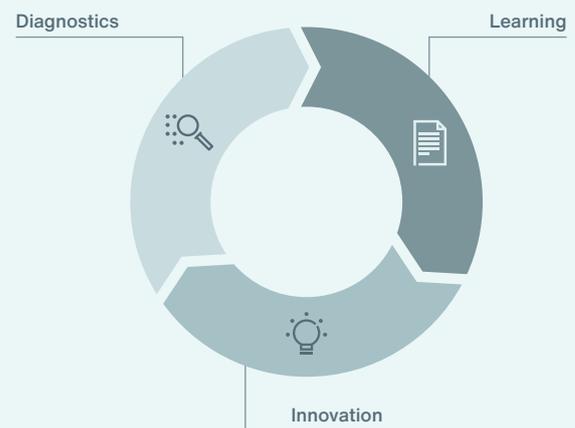
How do you encompass individual, team and organizational resilience and the strategic and inter-connected nature of each?

Inclusivity

How do you address the synergies and differences across workforces to ensure the approach is accessible and inclusive?

This process is highly repeatable and can be embedded into existing business cycles like performance management.

The HSI Cycle



How Aon Makes an Impact

The HSI approach is all about data led progression for individuals, teams, and the organization as a whole. Building data and curating interventions in response to what is found, ensures resilience and sustainability can mature over time, regardless of what comes your way.

At Aon, we believe having an all-encompassing perspective on performance and wellbeing offers a richer colleague and client experience ensuring

businesses design better ways of doing things that help workforces bounce back, innovate, and sustain themselves over time.

In practice this means committing to new ways of measuring wellbeing, such as the Human Sustainability Index, and educating and empowering people to make meaningful changes, for themselves, their teams and ultimately their organizations.

Aon is in the business of better decisions.

Contact Us

Rachel Fellowes
Global Chief Wellbeing Officer

U.K. +44 779 592 9216
Rachel.fellowes@aon.com
aon.com

About

Aon plc (NYSE: AON) exists to shape decisions for the better—to protect and enrich the lives of people around the world. Our colleagues provide our clients in over 120 countries with advice and solutions that give them the clarity and confidence to make better decisions to protect and grow their business.

McLagan (Aon) Limited. Registered in England & Wales No. 06731549. All rights reserved.

Registered office: The Aon Centre | The Leadenhall Building | 122 Leadenhall Street | London | EC3V 4AN

Confidential and proprietary. To protect the confidential and proprietary information included in this document, it may not be disclosed or provided to any third parties without the prior written consent of McLagan (Aon) Limited.

©2022 Aon plc. All rights reserved.