

The 15 For Me™ Program

An Evidence-Based Staff Retention and Job Satisfaction Program

The COVID-19 pandemic has brought unprecedented challenges to the way companies conduct business. Employees are reporting more stress in the workplace than ever before, and turnover rates are skyrocketing due to poor job satisfaction and low levels of engagement. Research has shown that the stress of working and living through the pandemic has impacted not only job performance, but also employee retention. Left unaddressed, these high levels of stress place workers at risk for long-term health consequences and can impact staff burn out.

The BCAT® Research Center has developed an innovative, evidence-based wellness program called **15 for Me™** to reduce stress, improve job satisfaction, and bolster retention. The **15 For Me™** Program is a web-based application that allows employees to reduce stress by taking 15 minutes a day to engage in wellness focused activities.

How Does it Work?

- The organization selects employees who are determined to be candidates for the program.
- Each employee participates in 15 minutes of wellness activities each day, 5x week for at least 4 weeks.
- Participants privately complete a scientifically validated screening tool called the **Mood 5 or M5** scale. This provides each employee with a baseline measure of their current level of stress.
- Each employee selects from a wide variety of exercise options, completing 15 minutes of exercise a day, choosing from the 3C's of cardio, cognitive, and centered breathing activities.
- Participants complete their choice of a recommended cardio or challenging cognitive exercise daily for 10-12 minutes, followed by a centered breathing exercise or meditation for 3-5 minutes.
- After 4 weeks employees are directed to complete the **Mood 5** scale again to measure their level of stress, an indicator of risk for turnover and burn out.
- Organizations will receive access to an analytics package that reports employee utilization and participation trends.

Offering a wellness program can play a key role in recruitment and retention. The **15 for Me™ Program** can help your organization attract new candidates, and support efforts to retain current employees by making them feel valued with a commitment to their overall health.

If you would like to more information on the **15 for Me™ Program** please reach out to us at info@thebcat.com.