

# Well-Being in the Flow of Work:

Limeade and Microsoft Viva Connections



## What is Well-Being in the Flow of Work?

The modern workplace is undergoing a transformation — and it's forcing companies to reevaluate how they show care for employees.

As job demands increase and employee morale decreases, the disconnect between companies and employees is greater than ever. Overcoming this challenge leaves companies with two options: Prioritize well-being for employees or continue facing [high turnover](#).

Delivering a people-first employee experience requires companies to explore ways to help their people reduce stress and feel connected and engaged at work. It all begins with having the right technology, data and insights to infuse well-being into the flow of work.

Limeade defines “well-being in the flow of work” as **finding moments throughout the workday to intentionally focus on an individual's well-being**. Our definition highlights the importance of empowering employees to discover ways to feel good and live with purpose at work. We believe this is possible when companies promote the benefits of whole-person well-being — including physical, emotional, financial and work health — that are essential to leading a happy and productive life at work and home.

We've teamed up with Microsoft Viva Connections for an integrated experience that makes it easy for companies to meet employees where they're at so they can stay informed, connected and inspired at work.



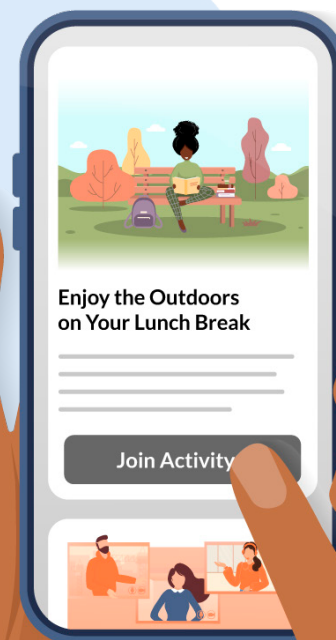
## The In-Between Moments of the Workday Matter

The workday has always been about more than just work. Before companies began adopting hybrid or remote work models, many employees enjoyed the informal interactions that took place in the office. Discussing project strategies or weekend plans with coworkers in between meetings or during coffee breaks not only forged important connections among employees, but it also contributed to creating a thriving culture that fostered employee engagement.

According to [Limeade research](#), employees who feel they have higher well-being are 88% more engaged at work, compared with 50% of employees who feel they have lower well-being. Our data indicates that employee well-being suffers when the in-between moments are absent from the workday. With only [37% of employees still working on-site](#) — compared with 78% before the beginning of the pandemic — companies need creative solutions to keep employees engaged, no matter where they work.

Limeade in Microsoft Viva Connections features in-the-moment well-being content that integrates with tools employees use every day like Microsoft Teams. **We help companies drive program registration with a dynamic user experience that improves employee well-being.**

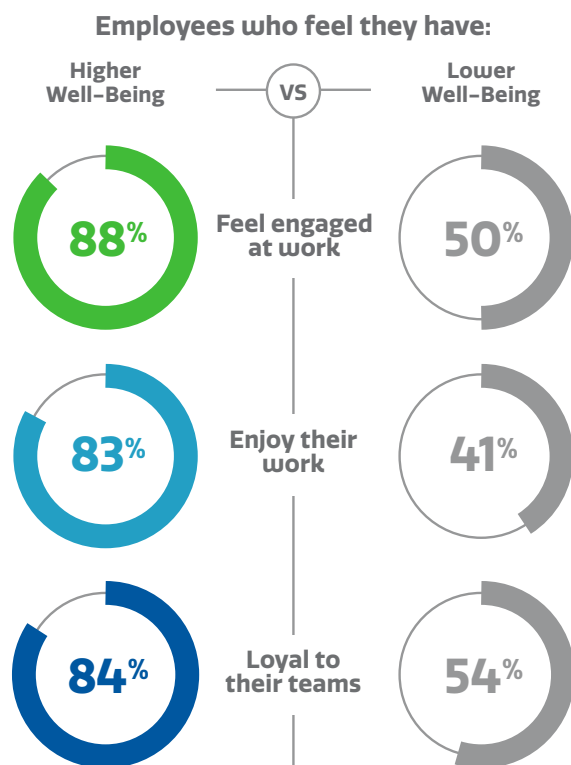
**Limeade in Microsoft Viva Connections infuses well-being into the flow of work and amplifies culture and communication so companies can hear more, know more and do more for their employees.**



## The Power of Collaboration Tools in the Workplace

In the age of hybrid and remote work, collaboration tools are more than just means for connecting employees, they're a way of life in the workplace. Technologies such as Teams, Slack and Zoom have experienced triple-digit growth since the beginning of the pandemic — and [80% of businesses are now using collaboration tools](#).

Removing employee communication barriers is the purpose for implementing collaboration tools, but is that always the outcome? [Microsoft research](#) shows that **people are spending 2.5X more of their workday on Teams, staying in meetings for 10 minutes longer on average and sending 45% more chats per week**. Red flags like these don't only stifle productivity, but they also lead to increased risk for burnout, stress and turnover among employees.



Source: [Limeade Employee Engagement Point of View](#), 2021

“As you think about the employee experience... think about how to make their work easier, more productive, and more meaningful,” says HR analyst and business leader [Josh Bersin](#).

With a curated and branded experience that connects employees to relevant news, conversations and resources all in one place, **Limeade in Microsoft Viva Connections gives employees the insights they need to add ease, productivity and meaning to their workday.**

## Meet People Where They Are

The traditional nine-to-five workday is a thing of the past. Remote and hybrid work give people more flexibility — but it also coincides with the rise of new personal-life challenges such as context switching between work and family responsibilities, immobility and work-life imbalance. Without the right company support, employees can slip into a cycle of feeling stressed, short on focus or disconnected from work — all which compromise productivity, engagement and morale.

“When you lose connections, you stop innovating,” says [Dr. Nancy Baym](#), Senior Principal Researcher at Microsoft. “It’s harder for new ideas to get in and groupthink becomes a serious possibility.”

Improving employee engagement requires a commitment to meeting people where they are. Limeade in Microsoft Viva Connections promotes **next level listening and well-being in the flow of work to help companies seamlessly connect people to resources that inspire engagement and drive business results that matter.**

**“Employee expectations are changing, and we will need to define productivity much more broadly — inclusive of collaboration, learning, and wellbeing... All this needs to be done with flexibility in when, where, and how people work.”**

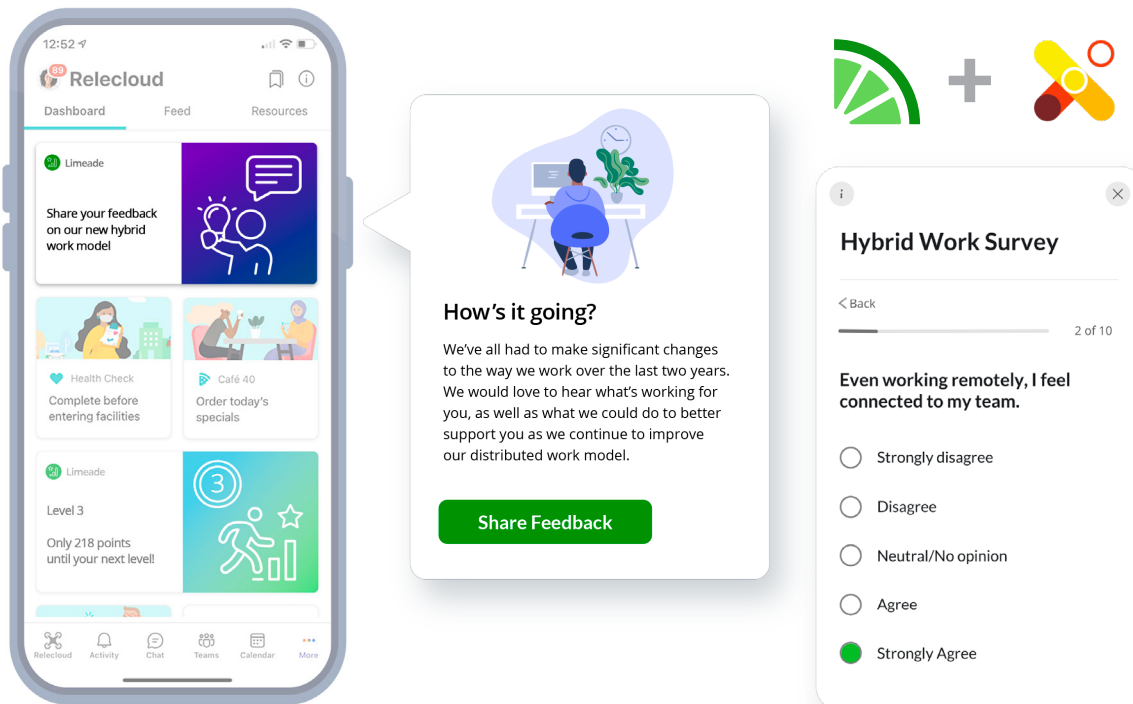
— [Satya Nadella](#), Microsoft CEO

## Better Together: Limeade and Microsoft Viva Connections

Listening is a powerful, yet untapped skill for many companies looking to transform the employee experience — and it's become clear that employees must be heard. Limeade in Microsoft Viva Connections **amplifies the power of listening with a personalized and immersive experience designed to infuse well-being into the flow of work.**

With a people-first approach that's backed by science, we innovate how companies can show care to boost retention and productivity while reducing burnout and turnover. We achieve this by:

- Expanding listening and prioritizing care where employees spend their time
- Driving benefits discovery, program registration, participation and positive well-being outcomes
- Delivering intuitive and intelligent well-being experiences throughout the day
- Infusing in-the-moment tranquility and energy — nudges of encouragement when they're needed



**Harness the power of Limeade to boost discovery, registration and participation for an integrated user experience that connects, aligns and inspires collaboration — and infuses well-being into the flow of work — with Microsoft Viva Connections. Get connected today.**

Limeade is a well-being software company that integrates activities, insights and science into the daily flow of work for a healthy employee experience. At Limeade, we transform work to reduce burnout, stress and turnover while driving people and business results that matter. To learn more, visit [www.limeade.com](http://www.limeade.com).