

Solution Provider Profile

meQuilibrium

March 2019



Company At-a-Glance	
Name of Product/Modules Offered	meQuilibrium Solutions: <ul style="list-style-type: none"> • meQ® Engage • meQ® Empower
Headquarters	Boston, MA
Year Founded	2011
Number of Employees	55+
Market Focus	Enterprise Human Capital Management Talent Activation, Engagement, Well-being, Learning and Development, Leadership Development, Organizational Agility
Key Industry Verticals	Technology, Finance, Manufacturing, Healthcare, Pharmaceuticals, Retail, Professional Services
Geographic Coverage	60+ Countries
Top Customers	Ameriprise Financial, Booz Allen Hamilton, Comcast NBCUniversal, Dell, DigiKey, Ford, HP, Johnson & Johnson, Nemours, Paychex
Solution Name	meQuilibrium
Year product was originally launched	2012
Demo URL	Live demos provided upon request: https://www.mequilibrium.com/contact/-request-a-demo
Website	meQuilibrium.com

Business and Product Overview

meQuilibrium is an engagement and performance solution harnessing behavioral psychology and data to unleash an organization's full potential. The solution builds adaptive capacity to equip individuals and teams with the resilience and agility to drive better business outcomes. It creates more committed employees with greater problem-solving skills while reducing stress and burnout, preparing people to handle change and the barrage of business pressures. Resilience and adaptive capacities are necessary to meet long-term business objectives in a world of rapid transformation: emotion control, problem solving, focus, creativity, quick thinking, and increased skill development efforts.

meQuilibrium is the only clinically validated SaaS resilience solution in the market today. Powered by predictive analytics and machine learning, meQuilibrium's data-driven insights (based on proprietary assessments and robust benchmarking) measure resilience and create personalized, self-paced, online training programs that build resilience and agility for individuals, leaders and teams. Organizations are provided extensive people analytics data based on assessments and learning activities completed.

The meQuilibrium Solution

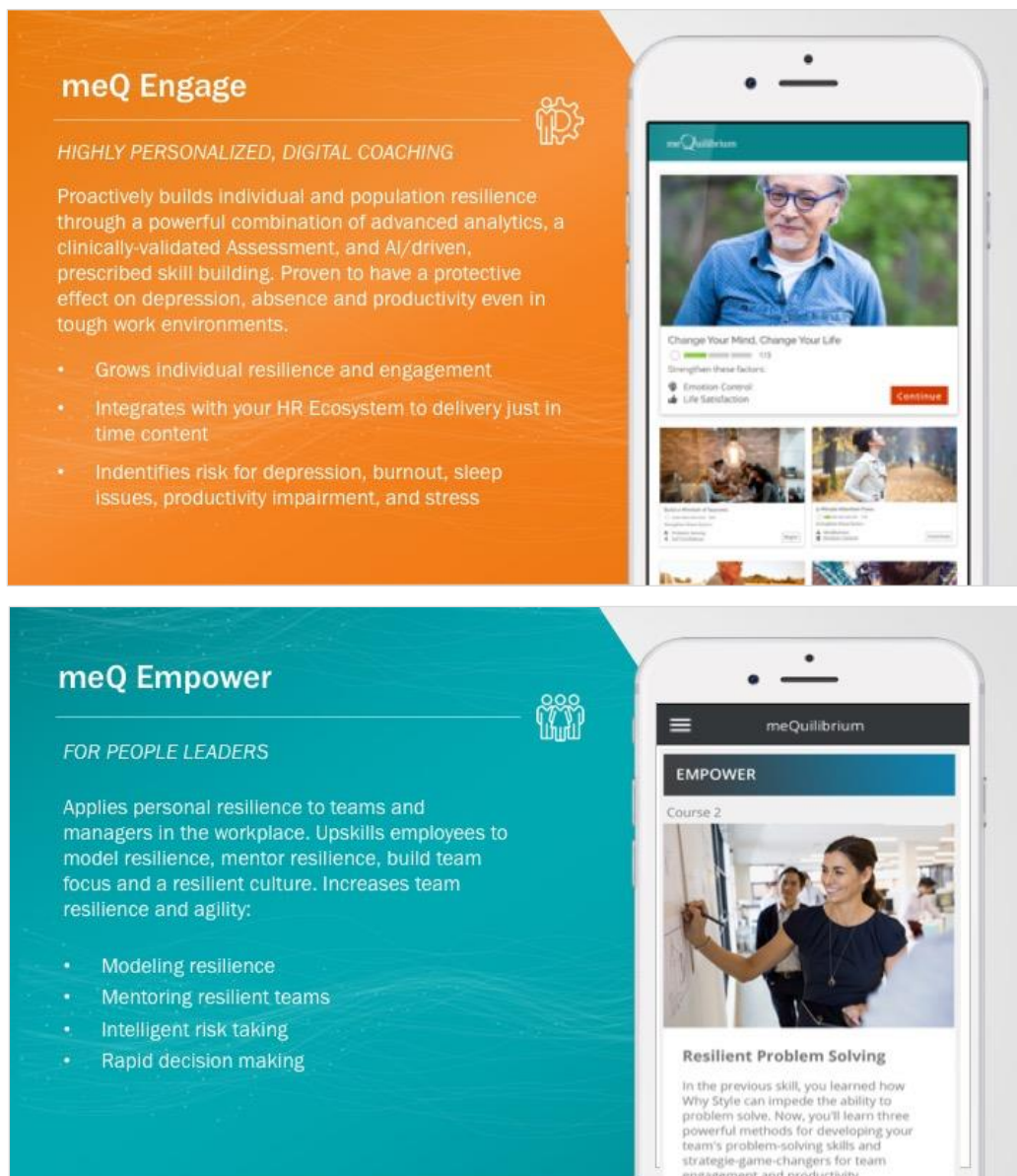
meQuilibrium addresses the most foundational aspect of engagement, learning and performance by addressing each individual's thinking style. Thinking styles are at the root of adaptive capacity, the ability to manage stress, improve well-being and mitigate burnout. With meQuilibrium, customers gain a scalable, measurable way to:

- Equip employees with the emotional intelligence capacity to improve soft skills and engagement.
- Build continuous adaptive behavior change and learning capacity through ongoing assessment and skill delivery.
- Enable immediate improvements in point-of-need thinking, behavior change and learning.
- Drive positive behavior habituation, professional soft-skill and agility competencies over the long term.
- Leverage psychometric data to intelligently and automatically navigate employees to other relevant resources within their employer's HCM ecosystem.

The meQuilibrium Suite

The suite is comprised of meQ Engage and meQ Empower, which together build organizational resilience at the individual, team/leader, and organizational level – embedding agility and resilience into organizational culture.

Figure 1: meQ Engage and meQ Empower



meQ Engage

HIGHLY PERSONALIZED, DIGITAL COACHING

Proactively builds individual and population resilience through a powerful combination of advanced analytics, a clinically-validated Assessment, and AI/driven, prescribed skill building. Proven to have a protective effect on depression, absence and productivity even in tough work environments.

- Grows individual resilience and engagement
- Integrates with your HR Ecosystem to delivery just in time content
- Identifies risk for depression, burnout, sleep issues, productivity impairment, and stress

meQ Empower

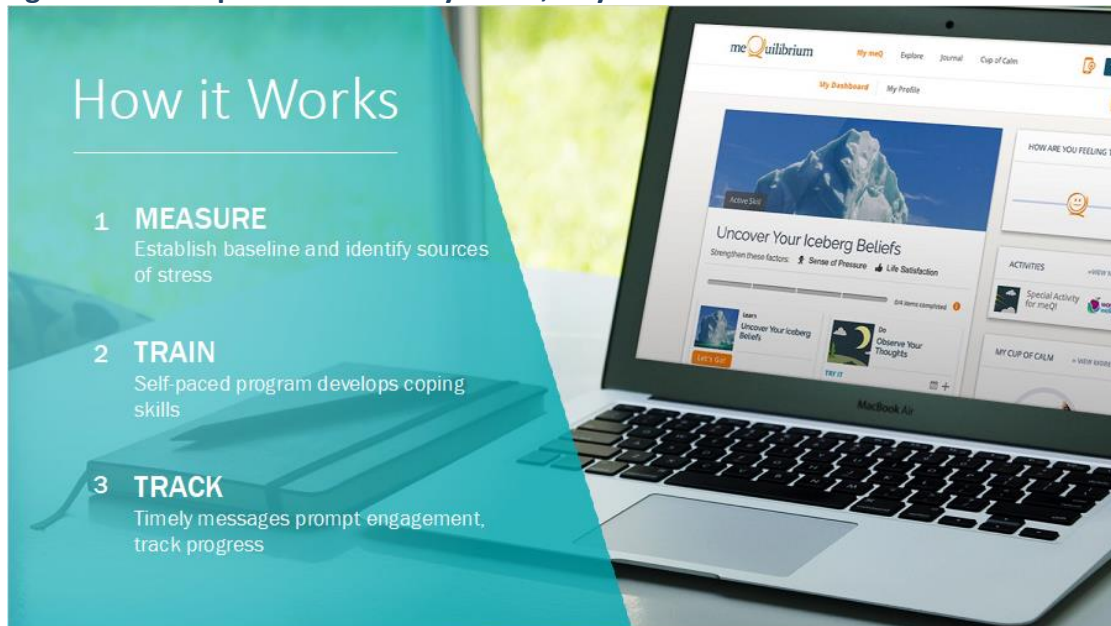
FOR PEOPLE LEADERS

Applies personal resilience to teams and managers in the workplace. Upskills employees to model resilience, mentor resilience, build team focus and a resilient culture. Increases team resilience and agility:

- Modeling resilience
- Mentoring resilient teams
- Intelligent risk taking
- Rapid decision making

Source: meQuilibrium

Figure 2: Develop Resilience – Anywhere, Anytime



Source: meQuilibrium

Figure 3: Assessment: 90 Questions. Proprietary, Clinically Validated

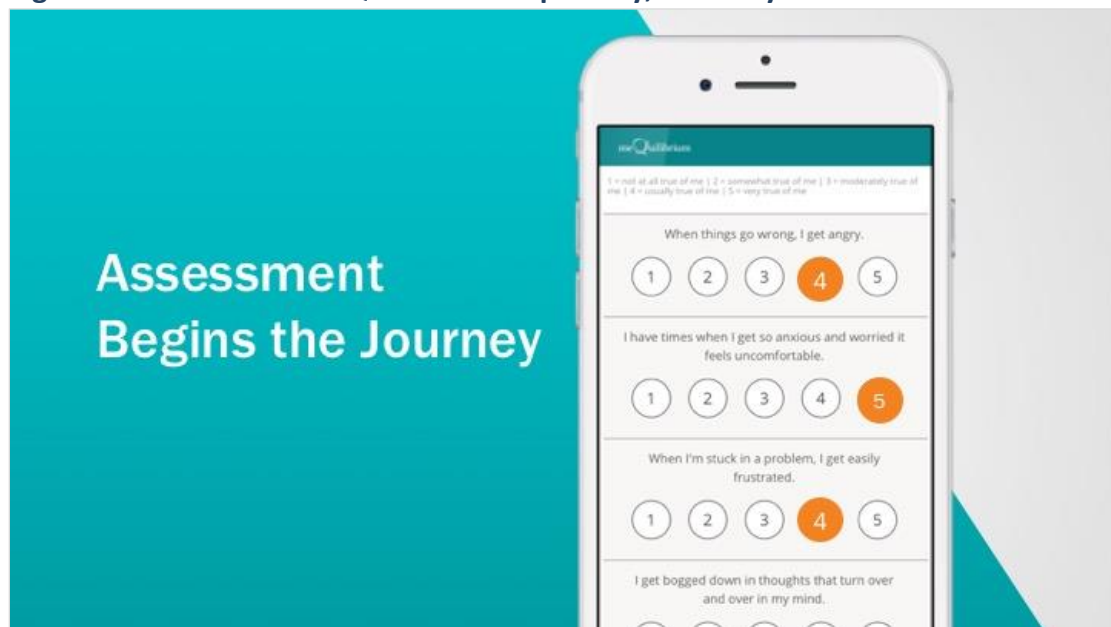
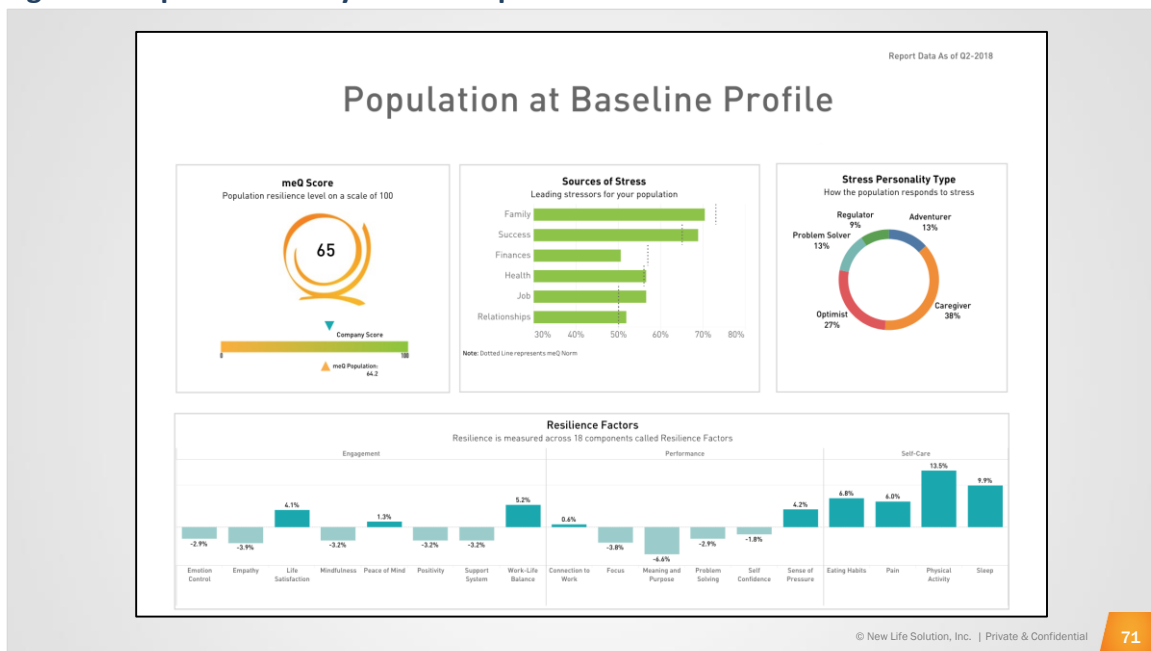


Figure 4: Unique Personalized Analytics and Skill Prescriptions



Figure 5: Population Analytics and Reports



Source: meQuilibrium

Key Features and Benefits

<p>Proprietary, Clinically Validated Assessment</p>	<p>Clinically validated and based on 20+ years of science, the meQuilibrium Assessment is correlated with leading psychometric instruments such as the WPAI (for presenteeism) and PSS (Perceived Stress Scale). Highly engaging, 90% average completion rate. Assessment results are aggregated and de-identified to provide leadership with insight into risk and gaps.</p>
<p>Validated Outcomes</p>	<p>Delivers results that reflect a multi-faceted ROI: meQuilibrium typically achieves a 12% improvement in the Resilience Index, which correlates with improvements in productivity, absence, and turnover, and equates to savings of \$882 for an employee with a \$50,000 salary (source: meQuilibrium Validation Study, 2015). meQuilibrium is also effective in protecting against mental health issues.</p>
<p>Multi-modal Delivery</p>	<p>Accessible via desktop, mobile device (iOS and Android app, plus web responsive) and tablet. Digital tool can be supplemented by live or web-based events or training.</p>
<p>Global solution</p>	<p>Core solution is available in U.S. English. Localization available for purchase in Latin American Spanish and Japanese. Compliant with GDPR. Users in 60+ countries and growing.</p>
<p>Customization</p>	<p>Launch and marketing communications can be customized to align with each organization’s culture and objectives. Within the digital solution, meQuilibrium can customize activities and offers navigation, seen only by an employer’s employees, to targeted resources within the employer’s HCM ecosystem.</p>

Incentive/Rewards	Flexible array of capabilities to support incentive and rewards programs.
Consulting & Professional Services	meQuilibrium’s experts can support embedding meQ into an organization’s culture through the Services team. Services include, but are not limited to, custom workshops, train-the-trainer sessions, executive briefings, and custom data analyses.
Integration	Flexible data and system integration with existing HCM platforms, portals.
Robust People Analytics & Reporting	Program adoption and engagement, data-driven climate insights, efficacy, quantitative outcomes and identification of critical risks – including high stress, anxiety, depression, burnout, work impairment – across the workforce.

The Analysts’ Perspective by Brandon Hall Group

meQuilibrium has tackled head-on one of the most difficult challenges in an organization – how to improve the resiliency of employees.

Resiliency is a critical element to the sustained productivity and longevity of an employee. For many years, organizations believed that resiliency was an innate trait that people were born with and could not be developed. But meQuilibrium’s founders have spent years studying the characteristics of resilience and have proven it is not personality-driven and that people can be taught to improve their resiliency.

meQuilibrium’s science-based methodology and technology platform allow organizations to develop resiliency in individuals so that they can learn new behaviors and skills to succeed in a business world of endless change. It also measures the impact of improved resiliency on an individual’s performance.

This technology is one of the best uses of AI in the HCM technology landscape we've seen. Every member of the workforce and every organization needs this technology.

The approach, based on 18 proprietary, clinically validated human cognitive factors, delivers insights at the individual level. This is a highly intelligent tool that uniquely supports an individual's self-exploration and discovery process for developing greater resiliency. The technology takes on a human quality in its interactions with the individual. The technology provides an employee with a digital sounding board for identifying faulty thinking patterns and stress patterns and then processes this information to build individualized coaching and self-directed learning to develop an individual's coping skills.

The standout in the design strategy is its focus on the relationship between the individual and the technology. In a world where wearable and hand-held technology helps us enrich our private lives, there is now technology that can uniquely help us enrich our work lives. The technology is brilliant in that it helps individuals build a sustainable strategy to overcome the ups and downs and pressures of work, solely based on their individual pattern of behavior.

The benefits to the organization are also extremely compelling. The solution enables organizations to have a laser focus on organizational readiness. Whether a company is proactively preparing the workforce for future change or trying to solve a current problem, meQuilibrium's data-driven business intelligence allows customers to identify otherwise hidden mindsets, motivation and behaviors of employees that critically impact corporate KPIs. Business leaders can leverage meQuilibrium's people analytics to gain insights into cognitive strengths and weaknesses across discrete populations, i.e., by business unit, gender, generational cohort, role and location. This supports the transformation of HR to a service model that adds value for employees rather than meeting corporate directives.

The tool can aggregate resiliency statistics for any group over 50 and uses an ROI calculator to quantify how business metrics can improve based on resiliency improvement. For instance, businesses can calculate improvement in absenteeism, productivity and turnover based on the level of improvement in resiliency.



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meQuilibrium has two modules, meQ Engage and meQ Empower. A third module, meQ Collaborate, is in development and should be available later this year. It will include a Mentor Match feature that identifies exemplars based on strengths identified by the tool so employees can connect with colleagues for support and assistance.

Whether an organization is trying to control costs or optimize its culture and workforce, this tool allows employers to target a host of workforce issues – lack of engagement, absenteeism, depression, disability, etc. – in high-stress areas or across the enterprise and help individuals build resilience to mitigate workplace problems.

meQuilibrium is ideal technology because it is highly employee-centric while providing substantial benefit to employers.

-Michael Rochelle, Chief Strategy Officer and Principal HCM Analyst

-Claude Werder, Vice President and Principal HCM Analyst

About Brandon Hall Group

Brandon Hall Group is a HCM research and advisory services firm that provides insights around key performance areas, including Learning and Development, Talent Management, Leadership Development, Talent Acquisition, and HR/Workforce Management. With more than 10,000 clients globally and more than 20 years of delivering world-class research and advisory services, Brandon Hall Group is focused on developing research that drives performance in emerging and large organizations and provides strategic insights for executives and practitioners responsible for growth.

Inspiring a Better Workplace Experience

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For more information, contact us at success@brandonhall.com.