

BetterUp



Tools for Thriving and Cultivating Resilience

BetterUp Care™

Agenda

- 1 Introduction and intention setting
- 2 Current state of well-being
- 3 Building resilience
- 4 BetterUp Care



Doran Oatman, LCSW-S

Care Guide Team Manager

We are living in a
new reality.

*Change is the new
constant.*

Today... we are recovering
from a global pandemic and
are amidst a global
economic recession.

Tomorrow...?

The workplace has never seen this pace of change...

The pace of skill retirement is now **3.3X quicker** than 15 years ago.



...and employees feel it. Well-being is declining.

85%

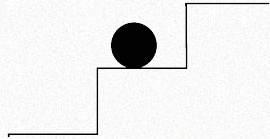
of HBR survey respondents report that their well-being has declined since 2020

+25%

increase in the global prevalence of anxiety and depression since 2020

Investing in well-being drives performance in today's ever-changing reality

Well-being...



High well-being is defined as *flourishing* across emotional, physical, social and cognitive parts of your life.

...drives performance...

Through bolstering *productivity & cognitive agility*, well-being allows you to do more with less.

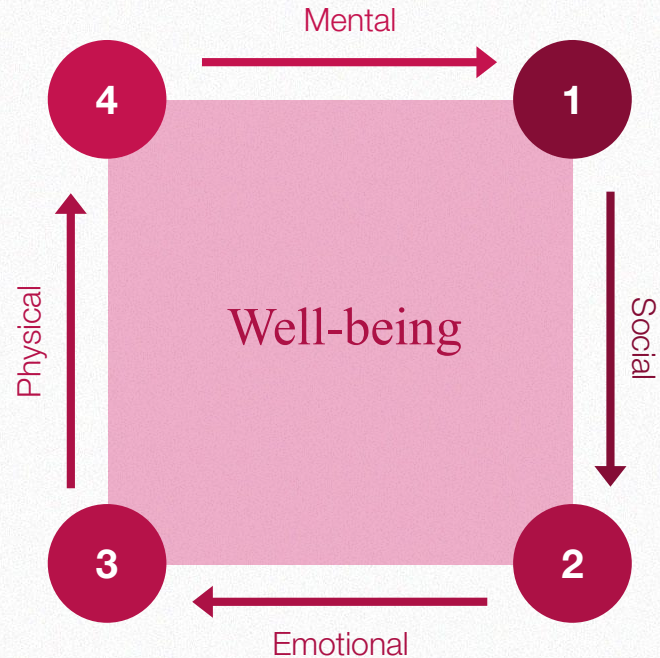
...in today's ever-changing reality.

Well-being enhances resilience and capacity to perform even as *change becomes the new constant*.

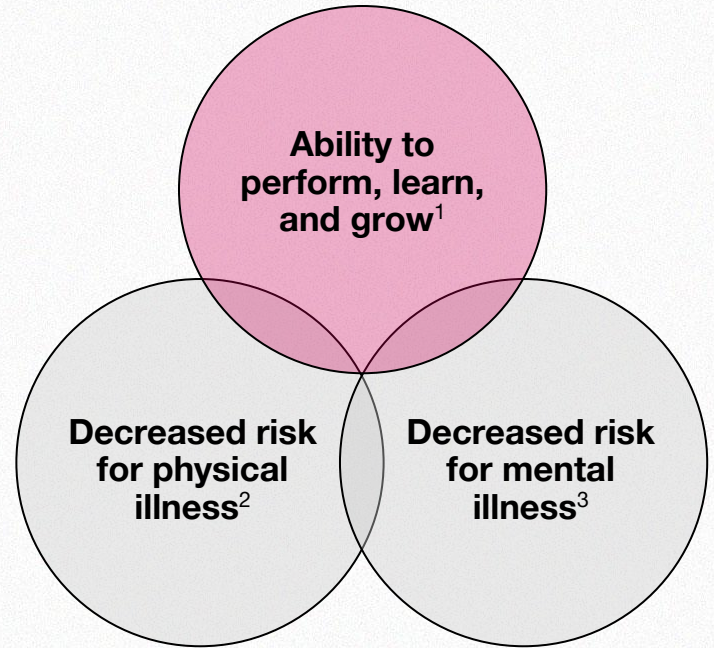
Well-being is multifaceted

Well-being is made up of our mental, social, and physical health.

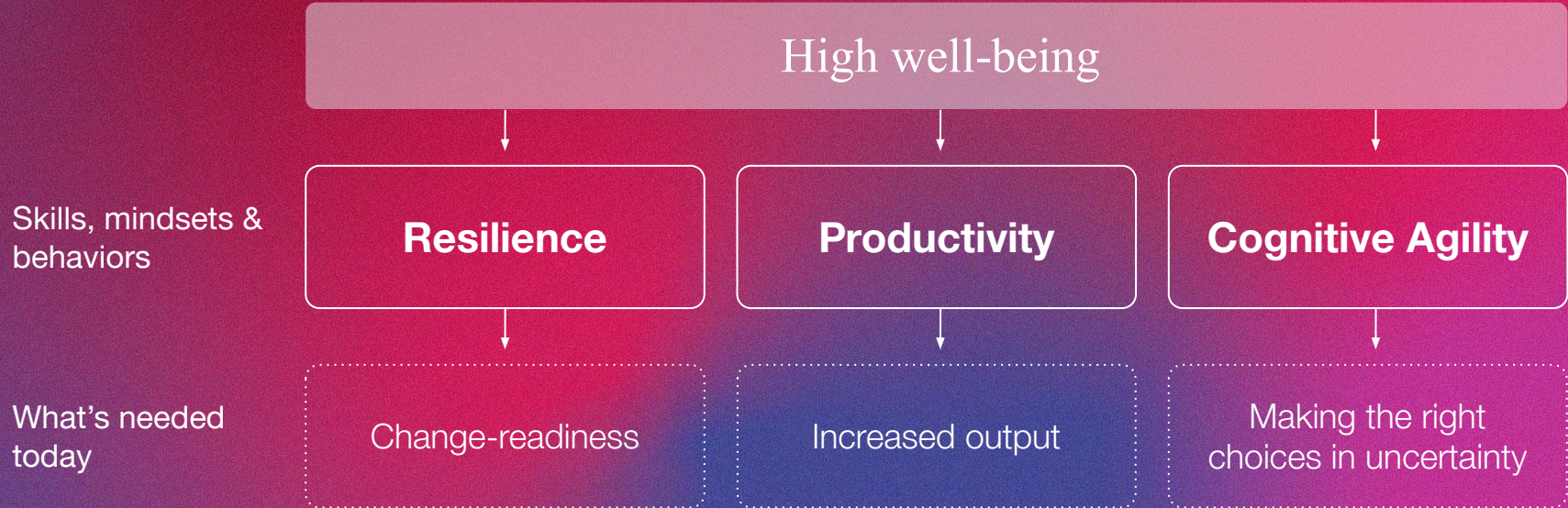
All facets of well-being impact one another in a reciprocal relationship.



Well-being is
foundational for
health, performance,
and growth.



What well-being dimensions *matter most* to perform in today's ever-changing reality?



Resilience is the ability to recover quickly from stressful experiences...

and potentially become even stronger as a result!

Resilience is not...

- Just a coping strategy
- One specific skill, technique, or action
- The absence of difficult experiences or emotions
- Something you can decide to do without putting in the work

Resilience is...

- Flexibility in adapting
- Utilizing appropriate skills for each situation
- An outcome of developing and implementing key skills
- Something we can improve

What drives resilience

Self-Compassion

Emotional Regulation

Cognitive Agility

Focus

Problem Solving

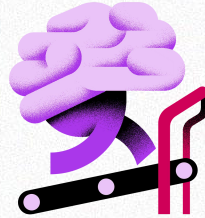
Which of these behaviors do you think is the TOP driver of resilience?

Self-Compassion

Recommendations for building resilience



Practice
Self-Care & Compassion



Reframe
Automatic Thoughts




Acknowledge
Sphere of Control


Practice Self-Care & Compassion


For you

Treat yourself with compassion through prioritizing self-care.

 **Cognitive/Mental:** Meditation and focus time

 **Emotional:** Mindfulness and empathy

 **Physical:** Sleep, nutrition, and exercise

 **Social:** Social support and humor

For others

Practice empathy and compassion toward others' self-care.

SHARE

What are some barriers to creating time for self-care and self-compassion?

COMMIT TO

One thing that you can do daily / weekly / monthly to practice self-care.



Reframe Automatic Thoughts

1

Polarized / All or Nothing Thinking

2

Overgeneralization / Jumping to Conclusions

3

Catastrophizing

4

Filtering

5

Mindreading

6

Emotional Reasoning

7

Should / Must Statements

For you

Be cognizant of your own biases or traps, and reframe.

For others

Invite others to seek new perspectives.

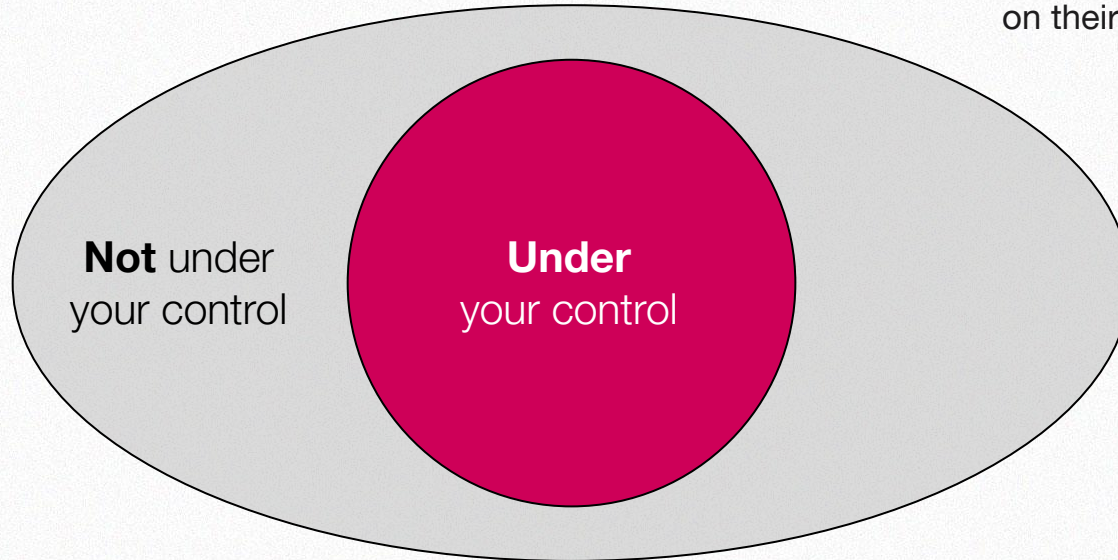


Acknowledge Sphere of Control

“Today I refuse to stress myself out about things I cannot control or change.”

For you

Identify what is and is not under your control.

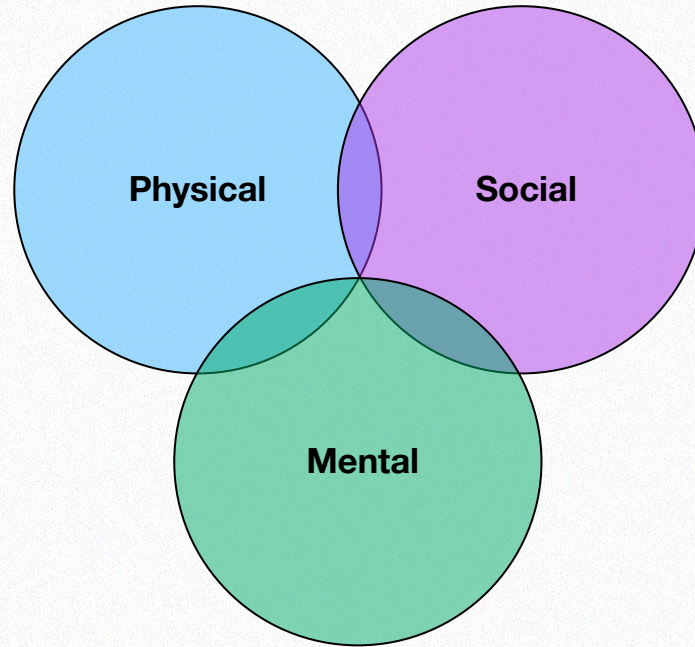


For others

Empower others to focus on their sphere of control.



Self-care



● TRY THIS

Boost your physical health with small changes



Sleep

What is one thing you can do this week to get more/better sleep?



Nutrition

What is one thing you can do this week to get better nutrition?



Exercise

What is one thing you can do this week to get more exercise?

 TRY THIS

Build social connection

1

Make time to connect on a human level.

2

Ask a friend, co-worker, or family member how they're doing and *really* listen to the answer.

3

Do something nice for someone.

4

Join a group or club organized around a hobby or interest.

You are *not* your
thoughts and emotions.

 TRY THIS

Learn *new ways* to relate to thoughts and feelings

Label thoughts and feelings

Shift from *“I am [thought or emotion X]”* to *“I’m having [thought or emotion X].”*

Thank your mind for your thoughts

Respond to your mind by saying, *“Thank you, mind, for that thought, but it’s more important for me to focus on [Y].”*

Tune out of your mind and into your life

Pretend your mind is a radio station playing in the background and tune out by tuning in to something more important.

Strengthen your
psychological flexibility.

It's *OK* to be human.

There are skills we can learn to address our human struggles.

It takes time and support.

“

Whether you
think you can,
or think you
can't, *you're*
right.

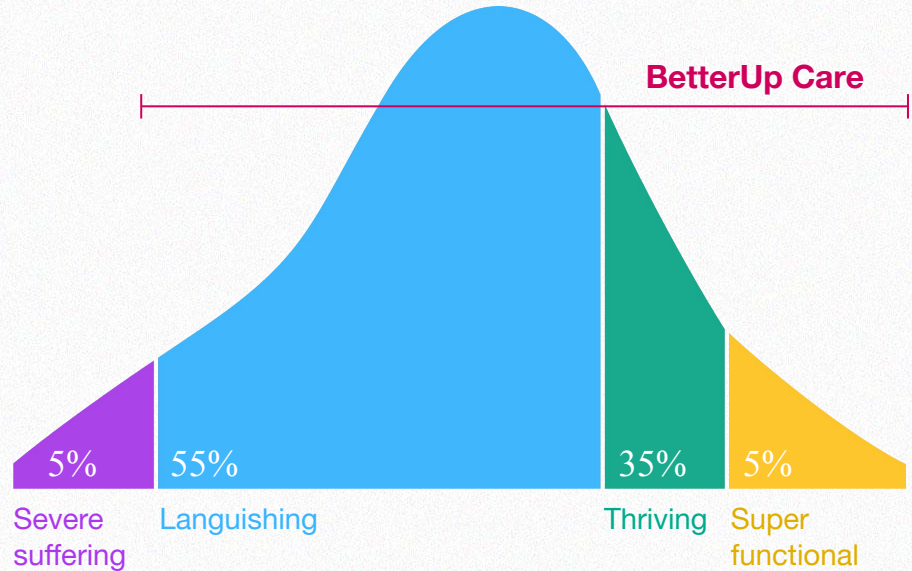


BetterUp

Today is the day to begin

- 1 What is BetterUp Care and how does it benefit me?
- 2 How do I sign up?

When it comes to *well-being*, everyone needs something *different*.



Show up as your *best self in work and life* with a Coach and a custom plan from BetterUp Care

- Increase energy and joy
- Improve work-life balance
- Strengthen relationships
- Sleep better and gain energy
- Reduce stress and burnout



A dedicated Coach



Specialists for nutrition, sleep, working parents, and more



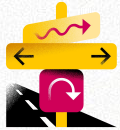
Science-backed tools and workshops

**Mindsets
& habits**

Schedule your first coaching session

Meet 1:1 with your Coach to make your well-being and personal growth a priority.

In what areas are you focusing on?



Stress & burnout



Mindfulness
& meditation



Communication
& personal relationships



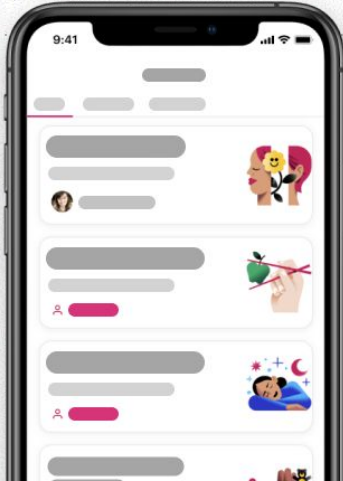
Personal growth
& well-being



Diversity, inclusion
& belonging



Productivity
& energy management



Working parents



Sleep



Nutrition



Well-being habits



Navigating grief
& supporting others in grief

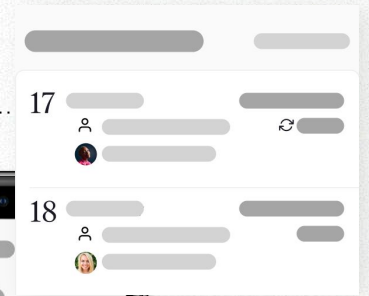
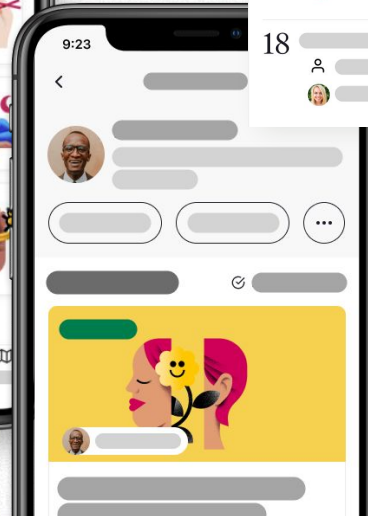
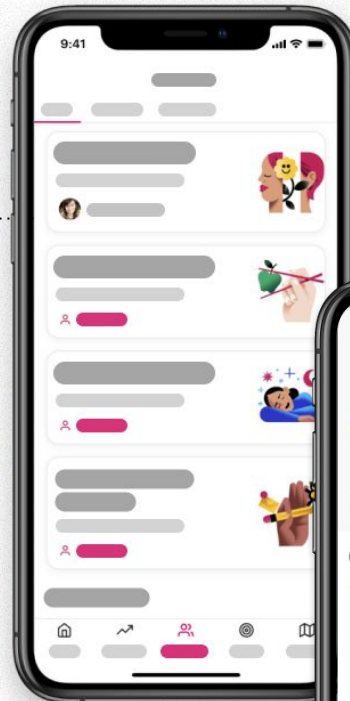
An experience *built around you*

A 1:1 Care Coach

Confidential, unlimited video sessions with a dedicated Coach matched to you

WORKS WITH YOU ON:

- How can I improve my work-life balance?
- I'd like to find a sustainable morning and evening routine.
- I'm feeling burnt out, how can I manage it?

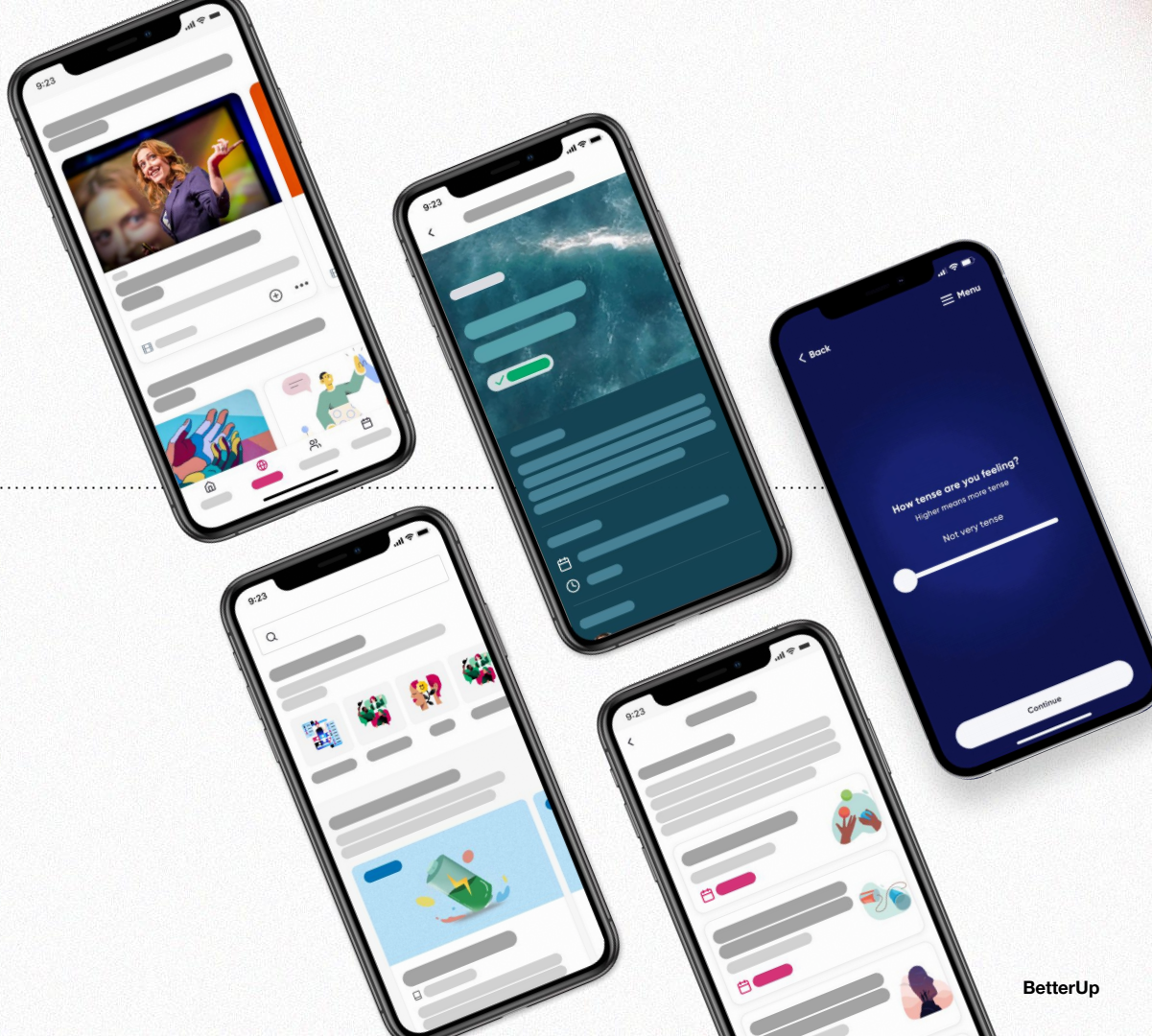


Science-backed tools & workshops

Curated articles, quizzes, and tools to strengthen skills and gain new insights

DESIGNED FOR A BUSY SCHEDULE:

- Effective strategies for managing stress and strengthening mindsets
- Dynamic, 25-minute class-style workshops
- Bite-sized interactive exercises



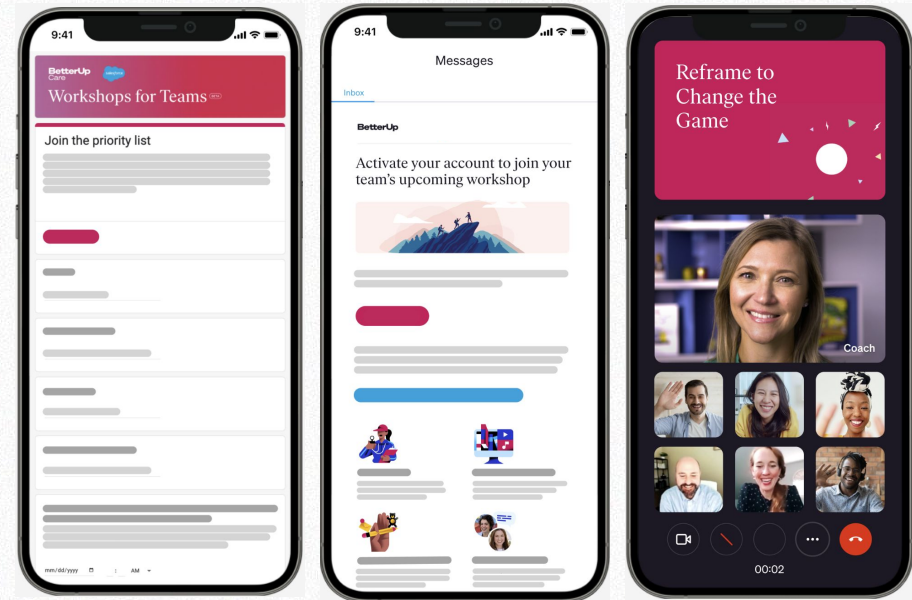
Introducing *Workshops for Teams*

<https://members.betterup.com/prna-workshops>

Group workshops led by a BetterUp Coach that managers can schedule for their teams to strengthen connection and build science-backed skills for well-being in work and life.

Workshops are 60 minutes each and include evidence-based learning and discussion.
Topics:

1. Defining Productivity for Yourself
2. Clarifying & Aligning Team Goals
3. Finding Purpose & Meaning
4. Mindsets for Navigating Uncertainty
5. Reframe to Change the Game
6. Tackling Tough Emotions
7. Delivering a Positive “No”
8. Fostering Connection & Belonging

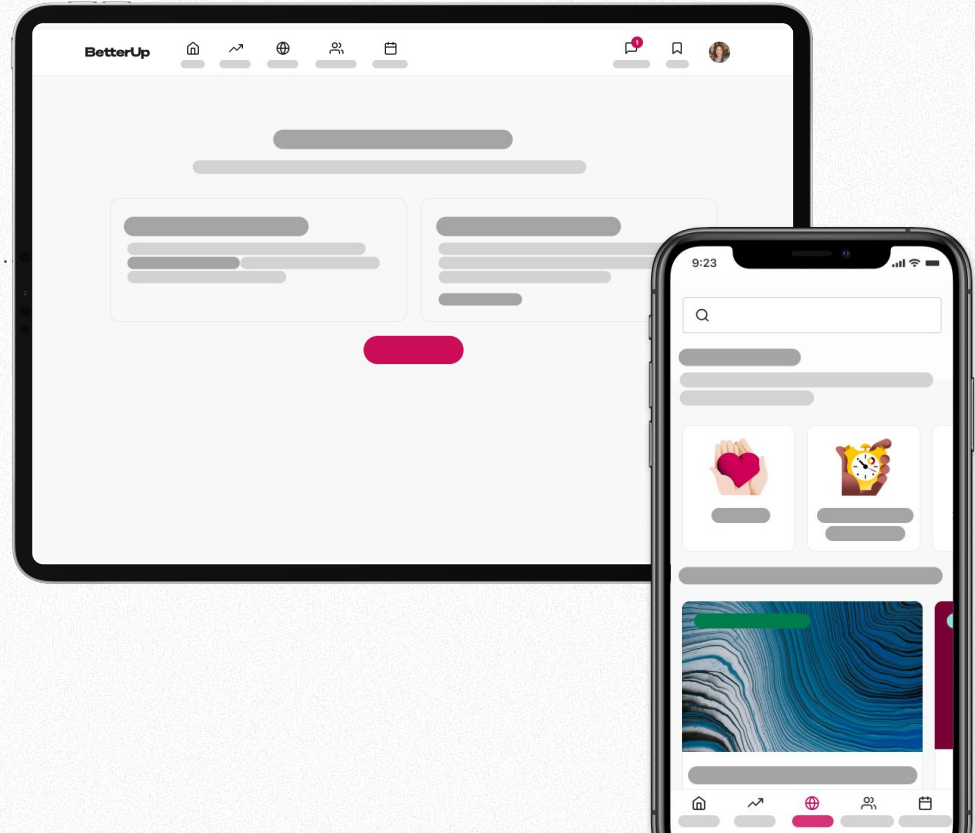


Easy navigation to all of your benefits

Find your Employee Assistance Program (EAP) and other resources all in one place

EASY TO NAVIGATE:

- Find the right resources and covered benefits from your organization when you need it
- Care Guides available for personalized support

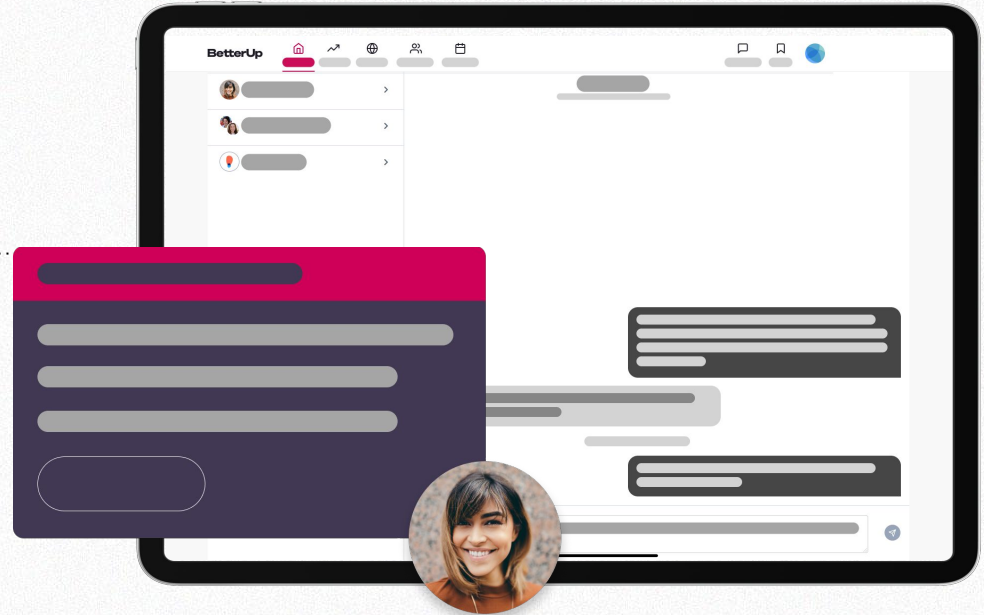


Care Guide team

Personal concierge by message or video call

ASK US ANYTHING:

- What Coach is right for me?
- What is the difference between coaching and therapy?
- I'm thinking of connecting to a therapist, can you help?
- Does my employer offer benefits for financial services or legal support?



Member journey example

Meet *Harpreet*

What he is currently facing:

Experienced an unexpected loss in his family

Wants to feel more joy in his work

Looking for peer connection and a sense of belonging at work

Unsure of his next steps in work and life

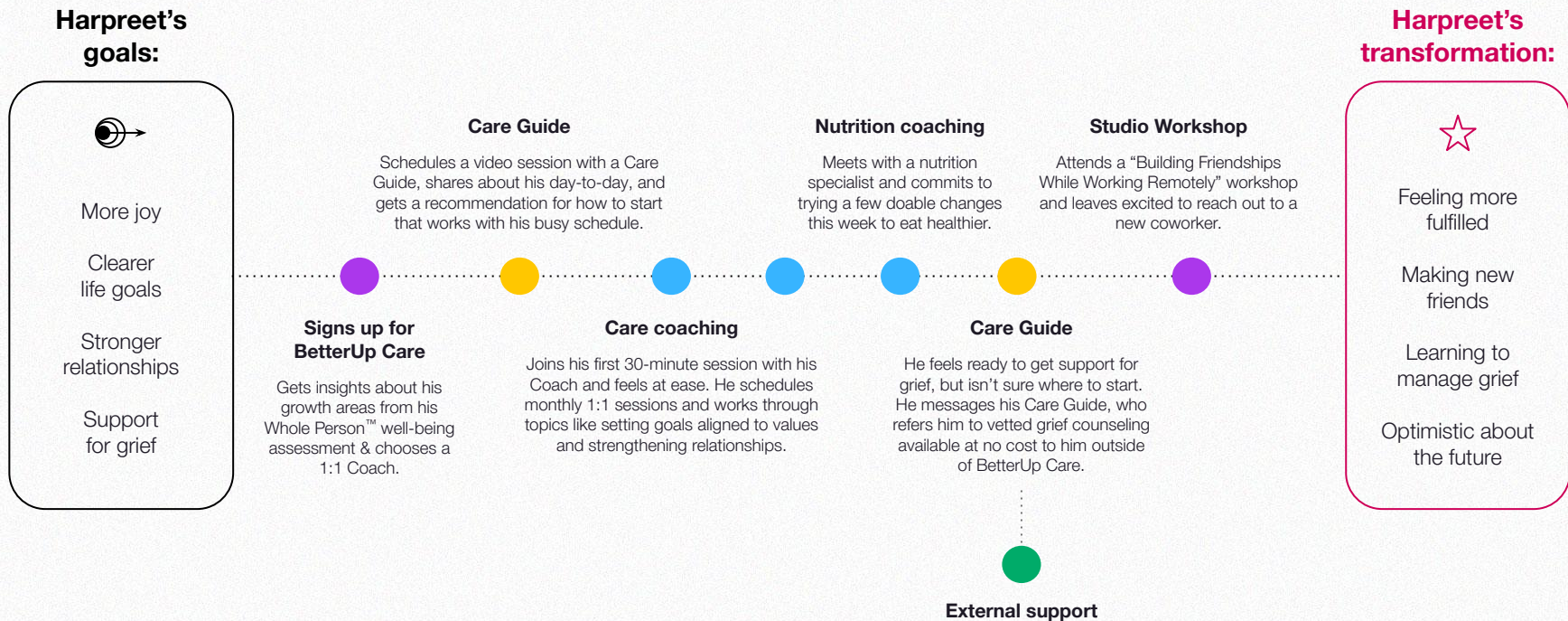
Wants to eat healthier



Harpreet has always liked work, but lately he's struggled to feel energized in his day-to-day because there's a lot going on in his personal life. He's open to finding support but isn't sure what will help or where to start.

Harpreet's personalized journey

Dedicated guidance and a custom plan give him the initial motivation he needs to start making changes. Reflecting on his growth boosts his confidence and clarity, enabling him to feel more in control of his work and life.



Your journey

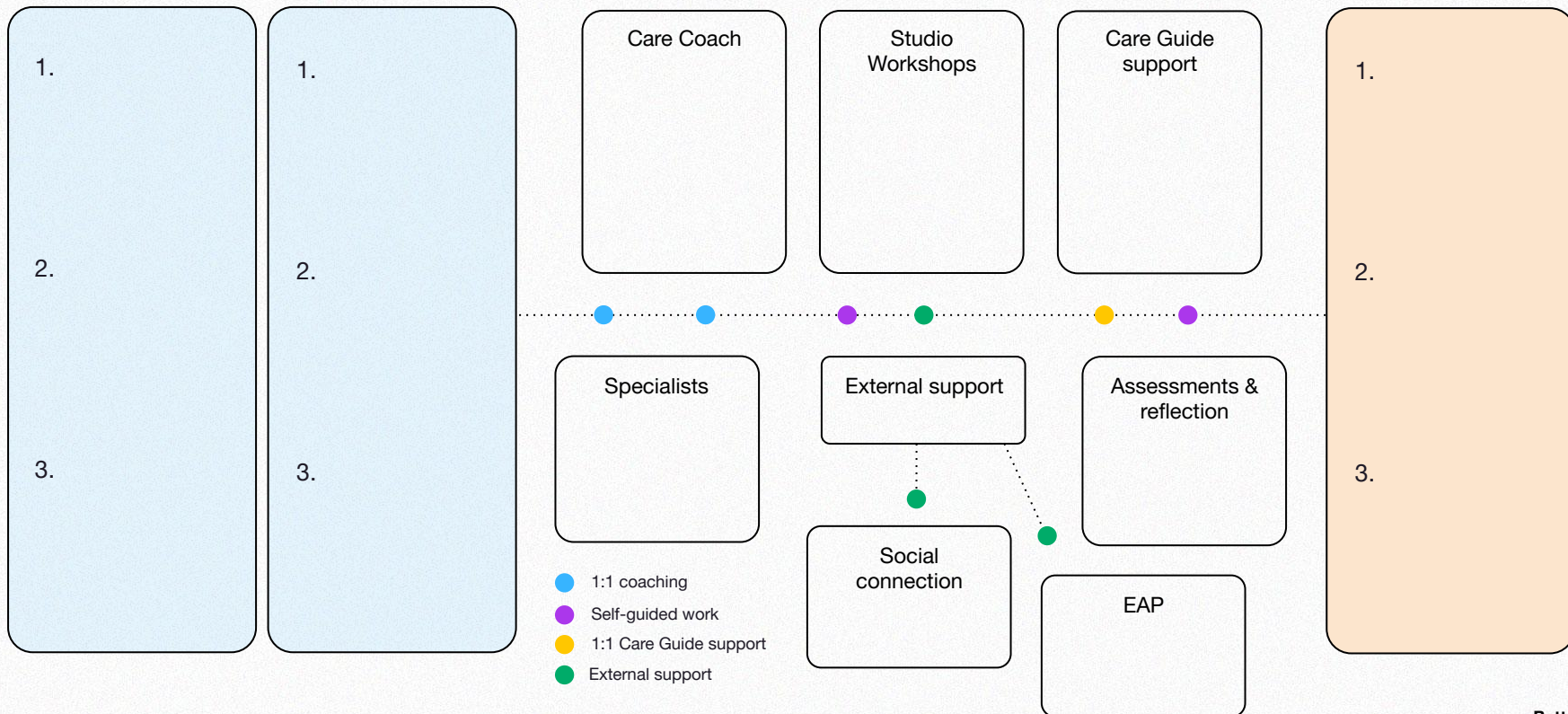


Coaching and a custom plan built around your unique goals builds motivation, clarity, and confidence.

My career goals:

My personal goals:

My action items:



What BetterUp Care members are saying...



My Coach helps me navigate challenges with new tools that have kept me sane, focused, and optimistic. Without her support, I wouldn't have been able to balance the obstacles in my personal life in a way that would allow me to show up at work as my best self."

BetterUp Care member



My Coach gave me the outlook and direction I needed during a low point and helped me regain my passion back. I'm working out, losing weight, and performing better at work.

BetterUp Care member

BetterUp

Sign up is *open now* at Pernod Ricard

Scan the QR code or visit:

members.betterup.com/prna



Coaching from BetterUp® is a B-Well benefit available at no cost for all Salesforce employees



BetterUp



How it works

FAQs

Login

Sign up

Taking care of *business* starts with taking care of *you*

Show up as your best self in work and life with BetterUp. With a Coach and a custom plan, you'll build the mindsets and habits you need to thrive through uncertainty — all at no cost to you.

Activate now

Add the BetterUp Slack app



What you'll get

MacBook Pro

BetterUp



A dedicated Coach

Create an account

Please check your company email for a message from BetterUp.

Enter your email

Continue

MacBook Pro

BetterUp

Check your email

Click the link we sent to jasmin@company.co to verify your account and start your journey with BetterUp.



Live workshops

BetterUp

[Redacted text]

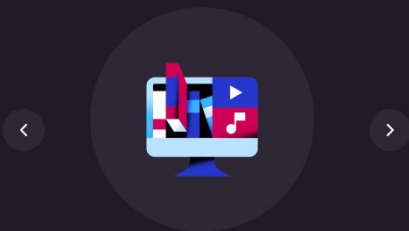
Set password



[Redacted text]

MacBook Pro

BetterUp



Interactive tools

Set your password

Email

Password

Continue

MacBook Pro

Complete your coaching profile

This information helps us match you with a coach and is confidential.

* First name	* Last name
<input type="text" value="Jane"/>	<input type="text" value="Doe"/>
* Phone number <small>📞</small>	
<input type="text" value="1111111111"/>	
* Job title	
<input type="text" value="Manager"/>	
* Industry	
<input type="text" value="Agriculture"/>	
Which best describes your role?	
<input checked="" type="radio"/> I'm an individual contributor	
<input type="radio"/> I manage others	
* Country	* State
<input type="text" value="United States of America"/>	<input type="text" value="California"/>
Time zone	
<input type="text" value="(GMT-06:00) Monterrey"/>	
Coaching language	
<input type="text" value="English"/>	
We will prioritize coaches who speak this language, if applicable.	
Site language	
<input type="text" value="English"/>	
The language you wish to view the site in	
<input type="button" value="Save and continue"/>	

What would you like to focus on?

We'll tailor your plan with resources and activities based on these focus areas. Members typically choose 3-5 topics to start.

Productivity

Career planning

Physical health

Social connection

Well-being

Communication

Leadership

Purpose

MacBook Pro

Now, let's check in and unlock your well-being insights



This **short assessment** provides a snapshot of your well-being today.



Your information is **confidential** and is only shared with your employer in aggregate.



Your results help us match you with a Coach and **personalize your plan**.

Start

What's this assessment?

MacBook Pro

Over the past two weeks I have felt
cheerful and in good spirits...

Select the choice that best completes the phrase to describe your self assessment

All the time

Most of the time

More than half of the time

Less than half of the time

Some of the time

At no time

MacBook Pro

Moderate well-being

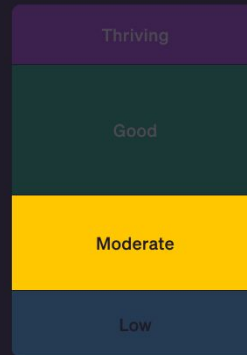
You scored 61 out of 100

27% of adults are in this range

Most of the time, you're cheerful, calm, and engaged, but sometimes you're also running on empty. With the right guidance and tools from your Coach, you can take small steps to handle the highs and lows and reduce your stress levels in work and life. As you grow, you'll find yourself more and more able to take on new challenges in your career and beyond.

[Continue to your plan](#)

How did I get this score?



Dimensions of your well-being



MacBook Pro



Now, let's *dive deeper* into your well-being

Answer the following questions about your general well-being over the past few months. We'll break down your strengths and development areas based on your cognitive, emotional, social, and physical health.

Continue



I express my true feelings to others.

1 2 3 4 5

Strongly disagree Neither agree or disagree Strongly agree

Here's your plan to level up in work and life

Based on your focus areas and current well-being, we've created a coaching plan to help you manage everyday stress more effectively and improve your work/life balance.



1. Find your Coach

We found some Coaches who can help you navigate challenges in work and life, with proven techniques to reduce stress and boost your resilience.

Select a Coach



2. Build a consistent routine

We recommend meeting with your Coach **weekly** or **bi-weekly** to make progress on your goals. As your support system, they'll help you grow stronger through stressful situations.



3. Track your growth

We'll prompt you with check-ins and reflections to help you keep up the momentum and reassess your goals over time.

[Choose a Coach later](#)

MacBook Pro

Select your Coach

Check out our top picks for you based on your onboarding assessment and preferences provided.

Top picks



Carol
Best Match



Meet Carol Diaz

Over 10 years of experience coaching on topics of navigating change, uncertainty, and resilience.

Schedule with Carol

Tips on choosing your Coach



[Redacted tip text]



[Redacted tip text]



Schedule a session with Carol Diaz

November 4 - November 17

S	M	T	W	T	F	S
4	5	6	7	8	9	10
11	12	13	14	15	16	17

See more days ▾

Monday, November 12

All times shown in current system timezone

30 min ▾

9:30 am - 10:00 am

Confirm

9:45 am - 10:15 am



Your quizzes



What are your Whole Person™ strengths?

20 min quiz

Discover your unique strengths using our science-backed Whole Person Model, and learn effective strategies to unlock your growth...



Are you a perfectionist?

3 min quiz

Do you strive for perfection and suffer when you fall short of your standards? Take this quiz to find out and learn easy ways to...



What are your Big 5 personality traits?

5 min quiz

Researchers have identified 5 personality traits that tend to explain patterns of thoughts and behaviors and influence our health. Discover how you score...

Your mood log

Your mood insights >

How are you feeling today?



awful



bad



neutral



good



amazing



Search resources

Filter

Based on your focus areas



6 healthy habits you can start this week

Article • 12 min read

Incorporating healthy habits can be challenging at first. Find out how to improve your overall well-being...



How to increase your influence at work

Article • 5 min read

In this article, learn to capture influence beyond job titles. Stay current with your colleagues, so that...



The science behind why you're always tired

Video • 3 min watch

It is not uncommon to feel tired even when you do get a good night's sleep. In this article, discover why...

Join a Studio Workshop



Proven Ways to Increase Your Happiness

Studio Workshop • 25 min



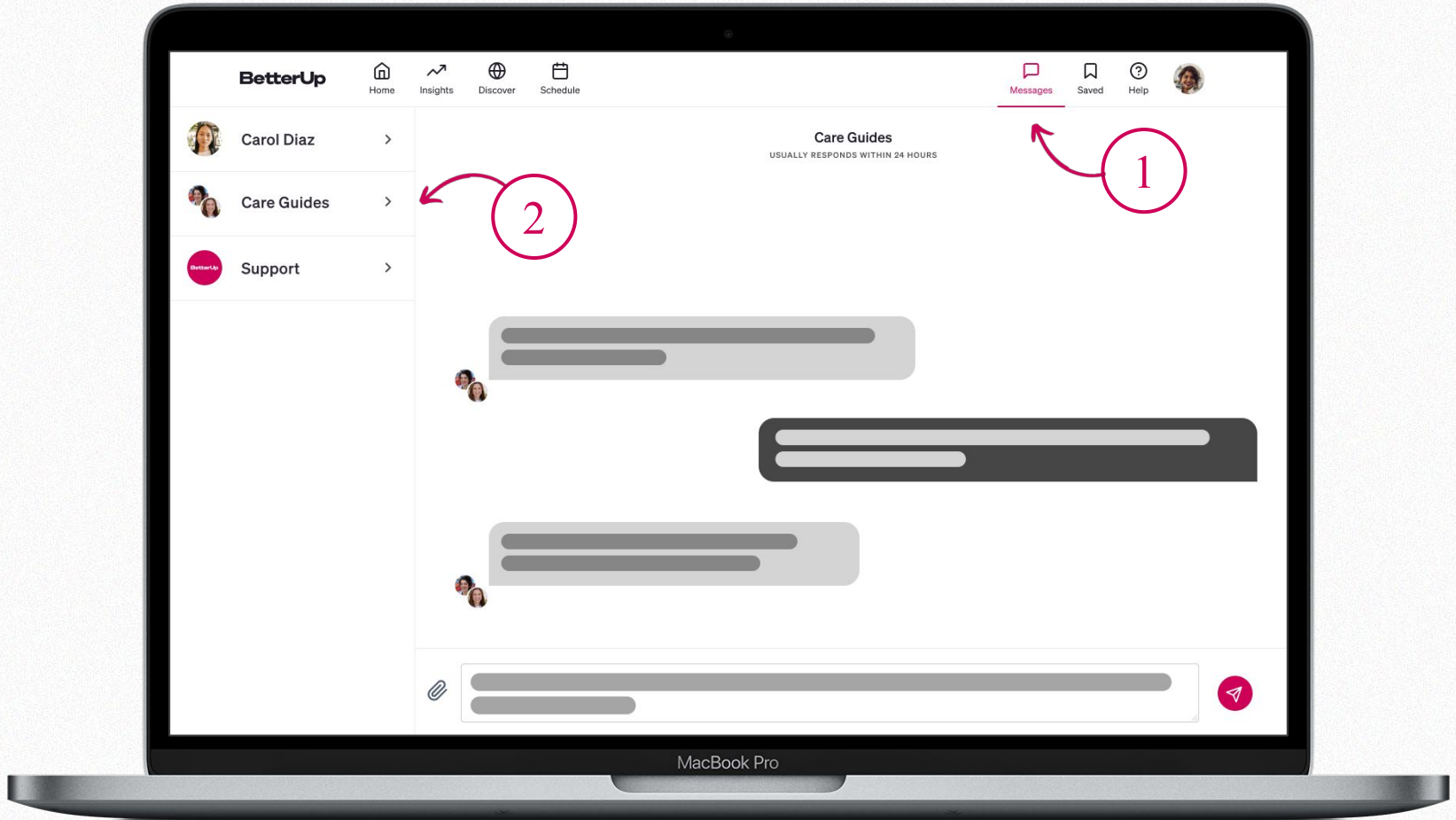
The Art of Saying No

Studio Workshop • 25 min



How to Build Friendships Working Remotely

Studio Workshop • 25 min



BetterUp



Home



Insights



Discover



Schedule



Messages



Saved



Help



Carol Diaz



Care Guides



Support



Care Guides

USUALLY RESPONDS WITHIN 24 HOURS



MacBook Pro

BetterUp

Sign up is *open now* at Pernod Ricard

Scan the QR code or visit:

members.betterup.com/prna



Book with a Care Guide:

calendly.com/careguides

Q&A

Thank *you*