



Talent Insurance®

Insuring the Productivity, Wellbeing, and Retention of Employees

Talent Insurance® from LeggUP is an integrated professional coaching and preventative mental health solution offered as an employee benefit. By focusing on issues like stress management, avoiding burnout, and emotional health, Talent Insurance helps people develop skills, habits, and behaviors directly impacting their mental health while catapulting organizational output and culture.



Preventative Mental Health Solution

Our personalized and holistic approach to professional and mental health coaching helps employees in two of the three main areas of wellbeing— surviving and thriving. While many wellness programs and EAPs focus on individuals who are "struggling," most of the workforce population (an estimated 4 of 5 employees) remain unsupported in the "surviving" and "thriving" categories.

Insurance Carriers' Expertise

Struggling

While not a treatment, LeggUP coaching does act as a highly effective support mechanism for individuals diagnosed with clinical disorders.

LeggUP's Expertise: Proactive Care

Surviving

For those surviving, LeggUP helps employees identify and better respond to work-related triggers at risk of impacting or degrading their mental health.

Thriving

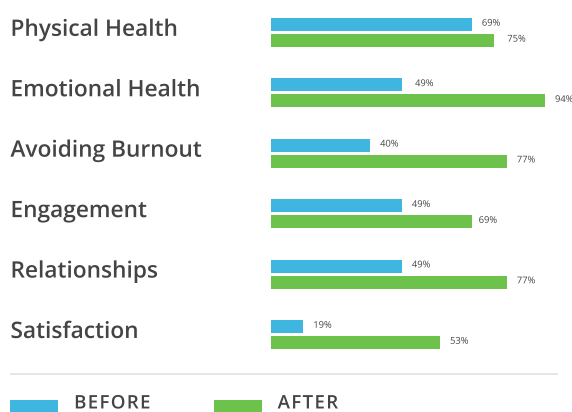
For those thriving, LeggUP helps employees identify and better respond to work-related triggers at risk of impacting or degrading their mental health.

Biopsychosocial Science

LeggUP's science is rooted in the biopsychosocial model, combining biological, psychological, and social factors to positively impact our members' overall health, therefore lowering medical costs. To effectively measure individual and program success, every Talent Insurance engagement begins and ends with LeggUP's Career Pulse Assessment, designed by in-house organizational and behavioral psychologists to measure 12 dimensions of Wellbeing and Productivity.

TEAM PROFILE

Wellbeing



LeggUP's Wellbeing dimensions, centered around biological and social factors, consist of two main components: feeling good and functioning well. By focusing on issues like stress reactivity, peer relationships, and emotional health, Talent Insurance helps employees develop skills, habits, and behaviors that reduce work-related triggers directly impacting their mental health.

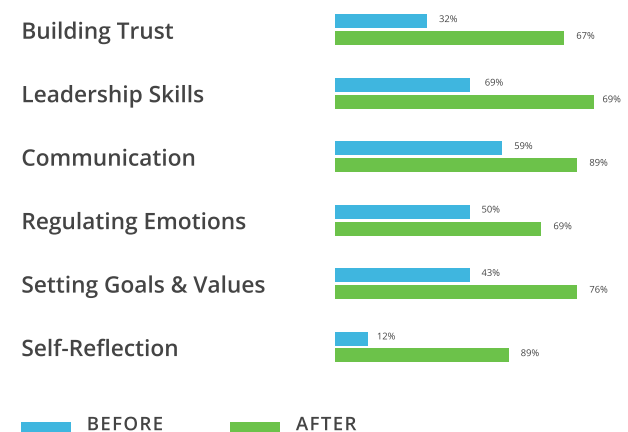
And for people with clinical diagnoses like anxiety and depression, LeggUP coaching acts as a highly effective support mechanism to understand what impacts their symptoms at work and how to mitigate negative effects.

LeggUP's Productivity dimensions, centered primarily around psychological factors, help individuals' develop sets of behaviors instrumental in achieving desired levels of performance. For example, to communicate effectively, you must listen actively, make eye contact, understand and relate to what the other person is saying, and respond appropriately.

We all want to thrive and be happy throughout our daily lives. Mastering the six dimensions of Productivity is a step towards a rewarding life.

TEAM PROFILE

Productivity



Lowering Medical Costs

LeggUP's Talent Insurance is a human-centered solution to underutilized and ineffective wellness programs. By moving away from self-help modules, overworked counselors, and group training to methodologies rooted in biopsychosocial science, intelligent coach-member matching, and on-demand support with personalized programming, Talent Insurance is an effective preventative mental health solution proven to decrease medical costs with a 6-to-1 return on investment.

FROM:

Wellness Programs
Self-Help Education
Reactive Counseling
Group Training
Business-centered Platforms



TO:

Preventative Mental Health
Biopsychosocial Science
Proactive Coaching
On-Demand Support
Human-centered Solutions

6-to-1 ROI with Talent Insurance

For every dollar spent on preventative mental health programs, medical costs fall \$3.27 and absenteeism drops \$2.73.²

That's a 6-to-1 ROI! More specifically, LeggUP coaching results in up to a:

- 57.5% improvement in overall employee wellbeing by improving physical health, mental health, presenteeism, and decreasing absenteeism¹
- 60% improvement in overall productivity¹



Improvement in Emotional Health



Improvement in Physical Health



Improvement in Self-Reflection



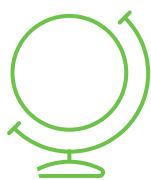
Improvement in Peer Relationships

*Results shown are highest outcomes after 3 to 4 months of active Talent Insurance utilization

About LeggUP

Utilizing data-driven science, people assessments, and professional coaching, LeggUP is a proven people development platform to insure employee productivity, wellbeing, and performance.

Our mission is to help people feel heard, find purpose in their work, and feel empowered to take hold of their careers. Our team is committed to excellence in mental, behavioral, and organizational research, continuous innovation, and impactful member experiences.



Global Footprint



Behavioral Health Experts



288 Customers



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