

## THE ENERGY PULSE SURVEY

The Energy Pulse, founded by Dr. Theresa Welbourne, a professor at the University of Michigan Business School, has gathered vast benchmark data demonstrating statistically significant predictive relationships between employee energy levels and a series of other metrics: productivity, turnover rates, customer satisfaction, employee morale, long-term earnings and stock price growth.

The Energy Pulse is a highly flexible process that allows us to measure individual and organizational energy levels before, during and after our interventions. We also measure changes in performance and productivity against whatever metrics are most relevant to our clients.

Finally, we include custom-designed questions that address each client's specific concerns and desired outcomes. By regularly feeding this data back to leaders, managers and line employees, there is also an opportunity to dramatically improve communication at all levels of companies.