

# Human Sustainability Index

The Individual Program



# Consider the Landscape

Employees are the lifeblood of an organization, critical for achieving and growing a sustainable business.

However, human sustainability is being challenged like never before. Employees and teams around the world are facing persistent levels of burnout, revealing a massive gap of untapped potential for growth and change to drive business performance.<sup>1</sup>

## How Can Aon Help Clients Solve Challenges and Seize Opportunities?

Our Human Sustainability Index (HSI) is a forward-thinking approach that enables individuals to be resilient, inclusive and high-performing in a sustainable way. It also enables organizations to further their human sustainability agendas in quantifiable, scalable and strategic ways.

The HSI Individual Program measures a score against each of the eight HSI pathways. Collectively, the average score informs an individual's overall personal sustainability position, which is also compared against our benchmark.

The HSI widens participants' skill sets by encouraging them to consider five additional principles of resilience, including its holistic nature, the diversity of their approach, their self-awareness tendencies, their current change landscape, and the longevity of their position.



<sup>1</sup> Achievers Workforce Institute 2022 Engagement and Retention Report

# What are the Benefits of the HSI Individual Program?

The HSI Individual Program is a proactive pathway to enable the maturity of wellbeing, resilience and sustainability within individuals.

## 1. Embed resilience and human sustainability in individuals

The program brings together a program of diagnostics, coaching and world-class training to individuals to support the strategic and inclusive embedding of resilience and human sustainability.

## 2. Data-driven improvements

The program will measure the wellbeing, resilience and sustainability of the individual, providing data-driven insight from which to curate and inform meaningful improvements.

## 3. More resilient talent and sustained personal performance

The program will teach individuals how to better navigate modern-day complexities. Individuals will develop their own personal resilience plans aimed at maintaining self-sustaining practices formulated from data, feedback and coaching — giving them a greater understanding of their own resilience.

## Case Study: People Culture

Our client was looking for data-led ways to advance employee wellbeing during the global onboarding process.





Using Aon's HSI tool, all global colleagues were gifted the HSI assessment at the point of onboarding, and once again 12 months later. This provided a data-led way to self-assess colleagues' own resilience and think about ways to improve it as they started their new careers.

In addition, monthly group coaching forums provided ways for people to safely share ideas and struggles, as well as to build a sense of community and belonging.

### Outcome

This enabled colleagues to build resilience throughout their early years within an inclusive community, mitigating known and costly attrition risks.

## What is Included in the Program?

 HSI Assessment and Coaching	 Group Coaching	 Onboarding Tool	 High Performers
--	---	--	--

## How Aon Makes an Impact

The HSI approach is all about data-led progression. Building data and curating interventions in response to what is found ensures resilience and sustainability can mature over time, regardless of what comes in an individual's way.

By committing to new ways of measuring wellbeing, such as the HSI, businesses will be able to educate and empower their people to make meaningful and sustainable changes for themselves that will improve their resilience and overall wellbeing.

**Aon is in the Business of Better Decisions**



## About Aon

Aon plc (NYSE: AON) exists to shape decisions for the better — to protect and enrich the lives of people around the world. Our colleagues provide our clients in over 120 countries and sovereignties with advice and solutions that give them the clarity and confidence to make better decisions to protect and grow their business.

Follow Aon on [LinkedIn](#), [Twitter](#), [Facebook](#) and [Instagram](#). Stay up-to-date by visiting the [Aon Newsroom](#) and sign up for News Alerts [here](#).

**aon.com**

© 2023 Aon plc. All rights reserved.

McLagan (Aon) Limited. Registered in England and Wales, No. 06731549. All rights reserved. Registered office: The Aon Centre, The Leadenhall Building, 122 Leadenhall Street, London EC3V 4AN

Confidential and proprietary. To protect the confidential and proprietary information included in this document, it may not be disclosed or provided to any third parties without the prior written consent of McLagan (Aon) Limited.

## Contact Us

### **Rachel Fellowes**

Global Chief Wellbeing Officer  
UK

+44 779 592 9216

[rachel.fellowes@aon.com](mailto:rachel.fellowes@aon.com)