



CASE STUDY SENTRY ONE

Sentry One

Sentry One delivers software products that optimise the performance of Microsoft SQL Server environments. Sentry One Huntersville NC, USA took part in a lifestyle assessment with 23 participants. One year later, the company wanted to offer the lifestyle assessment to its staff again to follow up on the lifestyle changes.

"One year ago, all participants received their results and personal feedback and set goals to improve their well-being. The follow-up measurement allowed us to see how we had met these goals and the changes and possible progress that had taken place in a year," Comments the CEO and owner Greg Gonzalez.

Improving well-being

The second 3-day measurement, consisting of two work days and one day off, was carried out. A group feedback session was then held providing an opportunity to discuss and monitor the goals that people set the year before. Each participant discussed their assessment result and ways to improve their well-being and set concrete personal goals.

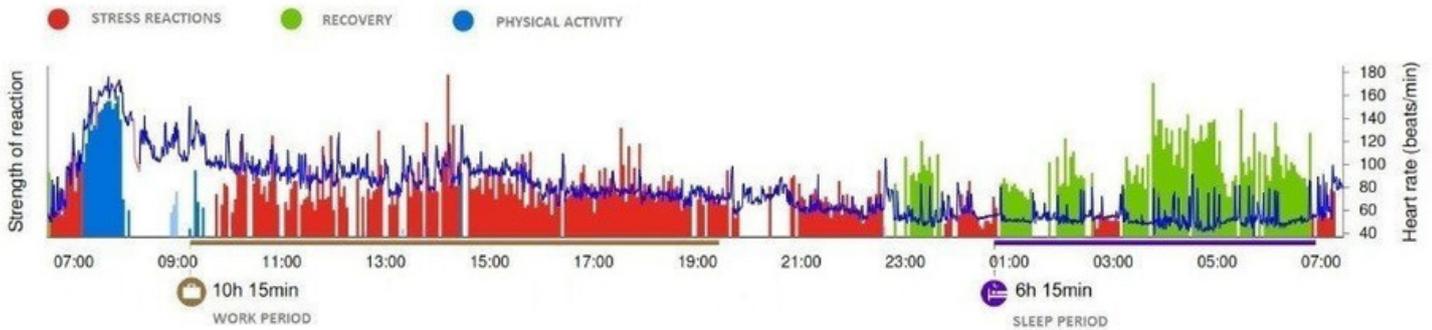
The most common goals related to better time management and learning to include moments of recovery in one's day. Seeing your result on an assessment report – how you are actually coping with your daily demands – promotes action.

Increased awareness of recovery and learning to wind down

When seeing the assessment results a year ago, some participants were concerned because their report included a lot of "red", showing nothing but stress reactions from the time they got up in the morning to the time they went to bed, or even several hours into their sleep.

Several of these individuals took a conscious effort to include some relaxing events in their days. The effort was verified by the group result: the percent of people showing poor recovery overall had dropped.

The report image below shows an example of this. After a busy 10-hour work day and some errands after work, seeing almost an hour of green recovery in the evening before going to bed, while relaxing and reading, was a positive reminder – and affirmation – of the importance of winding down before going to sleep.



Several people who admittedly needed to improve their general fitness level, and showed not-so-great sleep in the initial assessment, had made an effort to improve their situation, and now witnessed improved sleep quality via a lower heart rate and increased heart rate variability, which suggests an improved fitness level and/or overall well-being.

This could even be seen in the group result: poor quality of recovery (the lowest category) during sleep was present in 20% of all the initial assessment days vs. only 9% in this follow-up assessment one year later.

New insights about exercise

The lifestyle assessment also impacted the physical activity habits of Sentry One's personnel. The people who were physically inactive had made positive changes, by scheduling physical activity into their weekly program – or increasing the intensity of, for example, a casual walk to give their heart a proper workout. At the other end of the exercise spectrum, some of the very intensive exercisers had taken note, based on last year's feedback, to include easier workouts in their weekly program.

It is not only fitness development that suffers if you exercise too intensively and too often, it also affects your overall coping and ability to recover optimally. A good balance between hard and easy workouts provides the best results.

"I was happy to see how many took the wellness advice into action, be it physical activity or better sleep. Improved well-being results in better coping at work and a healthier workforce. The lifestyle assessment is an invaluable tool to quantify each employee's well-being and provide concrete advice for improving it" says SQL's HR Consultant, Jenn Miller.