

Leading Wellbeing

April Arnzen, SVP and Chief People Officer

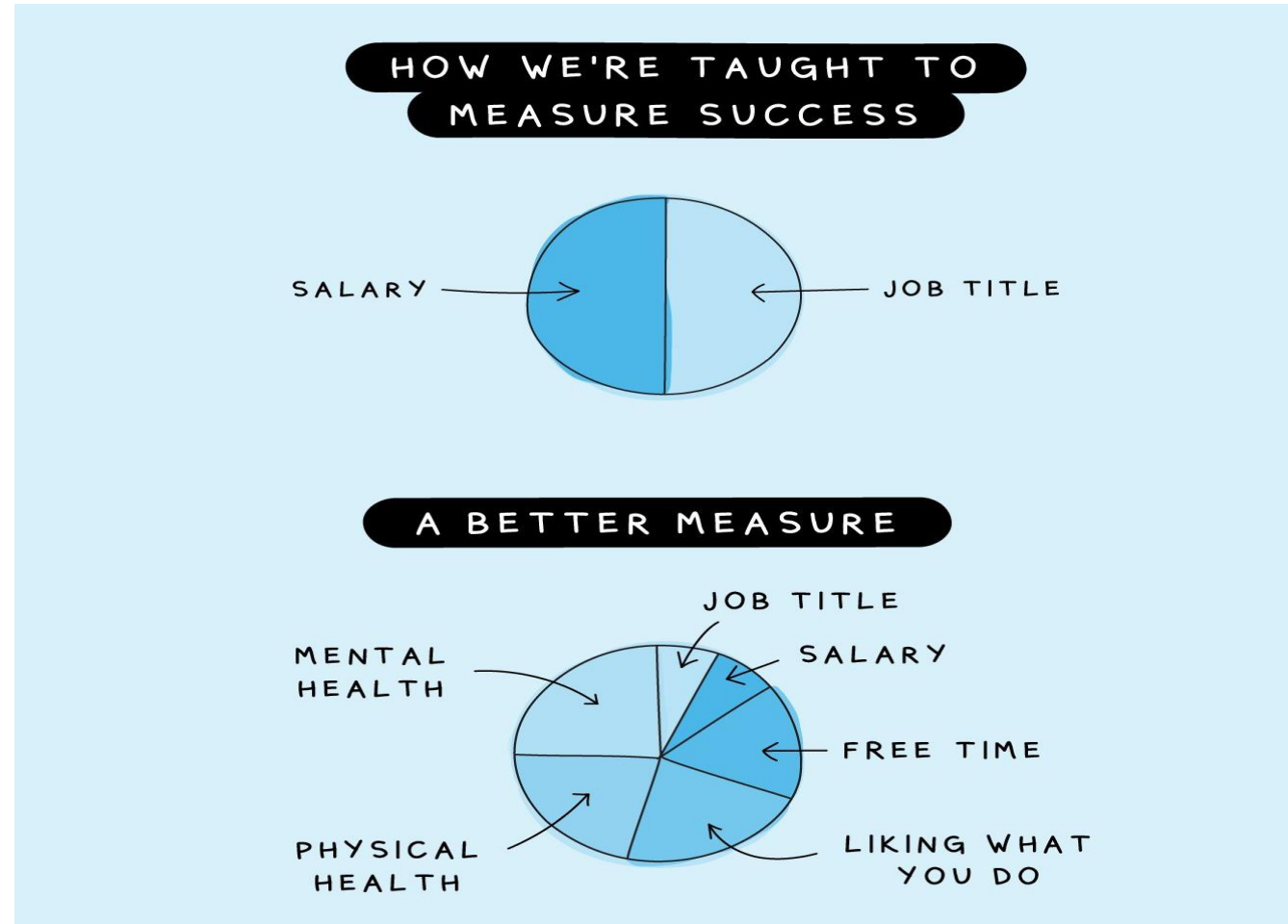
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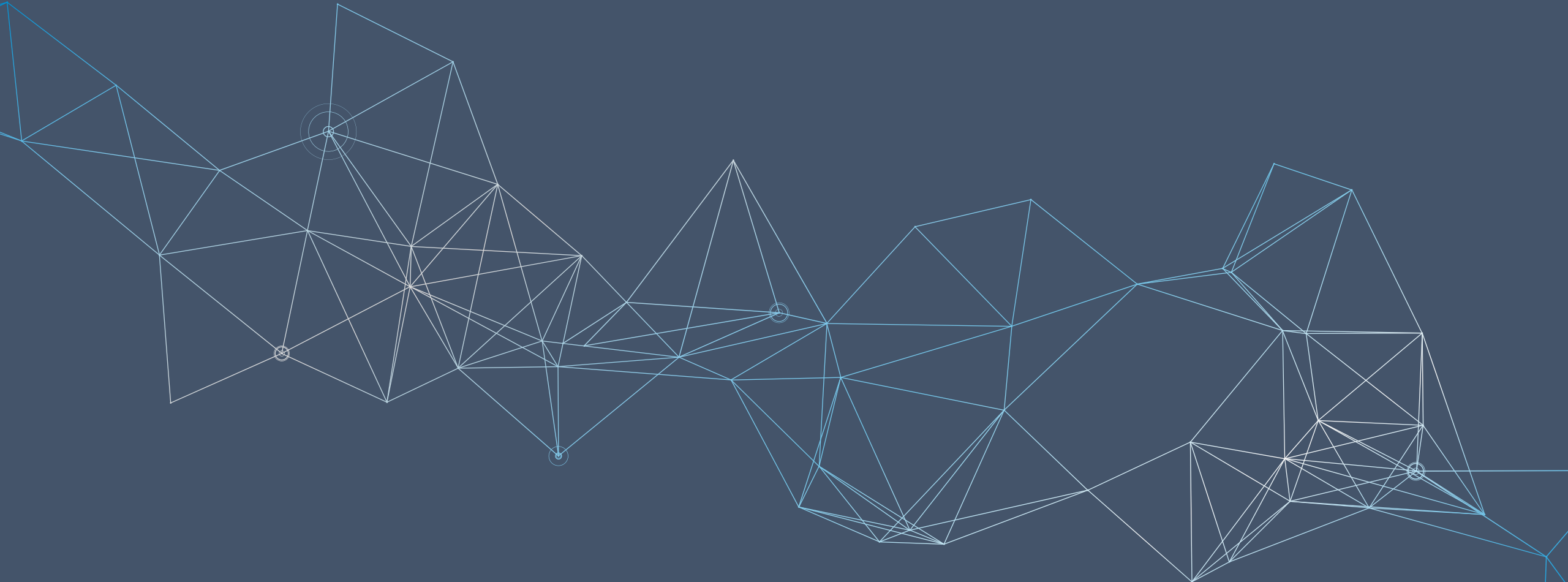
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**Global Health
& Wellbeing**

The measure of career success has changed





What is wellbeing?

Wellbeing is at the intersection of *everything*

Job fit, relationships (leader, peers, organization), autonomy, safety to speak up, time pressure, professional education, career opportunity, access to healthy food, family support, space to pray/stretch/meditate, experiences, fun, feedback, leadership style, organizational commitment, time away and leave, place to be me, health, safety, job satisfaction, organizational citizenship behavior, sustainability, diversity, recognition, performance, decision making, fresh air, fitness, volunteerism, goal setting, crisis/death/accidents/illness, birth, marriage, divorce, paycheck, retirement, failure, termination, meaningful work, self-efficacy, burnout, boundaries, capabilities/skills, accuracy, energy, sleep, resilience, courageous conversations, change, hobbies, housing, systems/policies/processes, innovation, creativity, amenities, moments that matter....



The Wellness Experience

“Employers that support employees with their life experience see a **23% increase** in the number of employees reporting better mental health and a **17% increase** in the number of employees reporting better physical health.”

“There is also a benefit to employers, who see a **21% increase** in the number of high performers compared to organizations that don’t provide the same degree of support to their employees.”

[**Gartner’s ReimagineHR Employee Survey*](#)



**The WHOLE person
comes to work –
all of them.**

**Wellbeing of each team
member impacts their
behavior, which
impacts business.**

**5 Wellbeing Pillars:
Career, Financial, Physical, Mental, Social**

Micron's wellbeing pillars

Career	Financial
<p>How one feels about their job today, career growth prospects tomorrow and how work is helping achieve life goals.</p> <p>Action: Support opportunities for continuous learning.</p>	<p>A state of being wherein a person can fully meet current and ongoing financial obligations, can feel secure in their financial future and is able to make choices that allow them to enjoy life.</p> <p>Action: Hire Team Member Advocates who provide a safe, confidential space for people to voice personal or financial concerns.</p>



*“Two out of five full-time employees said their top financial pressure is that everything costs more these days.”**

** 2022 PwC Employee Financial Wellness Survey*

Micron's wellbeing pillars

Physical

Lifestyle choices and behaviors around preventive health exams, sleep, diet, physical activity, hygiene, safety and relaxation that impact optimal functioning.

Action:
Implement wellness programs

*“89% of workers at companies that support well-being initiatives are more likely to recommend their company as a good place to work.”**



[2019 Gallup Research Report](#)

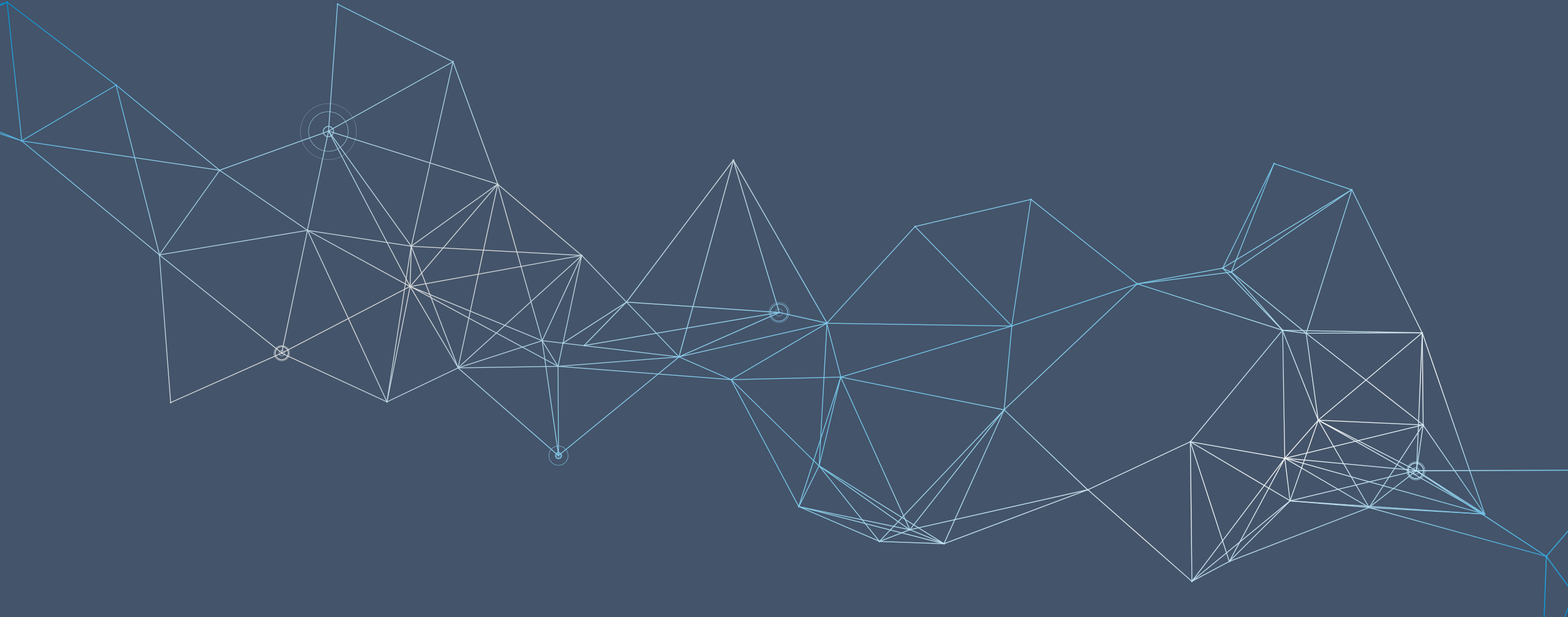
Micron's wellbeing pillars

Mental	Social
<p>A state of wellbeing in which every individual realizes his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to contribute.</p> <p>Action: Create forums for conversation</p>	<p>Meaningful relationships with peers, supervisors and the organization that result in a sense of belonging and community.</p> <p>Action: Build an inclusive culture where people feel valued for who they are, how they think and what they bring.</p>



*“68% of Millennials and 81% of Gen-Z workers report that they have left roles at least in part for mental health reasons.”**

**Mental Health: The New Leadership Imperative (forbes.com)*



Empowering wellbeing

Your role & opportunity as a Leader

- 1** Serve as a role model
- 2** Create a climate of dialogue
- 3** Prioritize inclusion and engagement with all your employees

Define a vision and build a multi-dimensional approach

Listen to your employees, what does wellbeing mean to them?

Takeaways

- Develop a plan to address the challenges and opportunities unique to your organization
- Encourage leaders to represent wellbeing – leaders set the tone for your organization
- Launch a wellbeing podcast
- Hire team member advocates





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