

## We Are All in This Together

*Fractal has always stayed committed to holistic well-being of Fractalites. Faced with an unprecedented situation there has been a stronger focus to ensure active listening with the help of an AI-based chatbot designed to understand how Fractalities were feeling and coping with the new normal and implementing initiatives aimed at building a sense of holistic wellness and fulfilment.*

### RAPID ROUNDUP

- Active Listening and Action Planning: Daily emotions check-in launched through an AI Driven chatbot to accurately gauge focus areas to improve happiness & mental wellbeing
- A 360 degree of wellbeing through wellness wheel: Initiatives centred around: occupational, emotional, spiritual, environmental, financial, physical, social, and intellectual dimensions to achieve holistic wellness for Fractalites

**Daily Emotions Check-in:** The most important thing we can do for our mental well-being is to check in with ourselves frequently and process our emotions. **Daily emotions check-in** is a powerful way to enable mental well-being. Fractal's emotions check-in survey was designed to encourage Fractalites to tune in to not only acknowledge how they are feeling but also contextualize the emotion.

**Gratitude Series:** Simple rituals expressing gratitude are very effective in deepening our understanding of our own state of mind and putting it in perspective. **Gratitude Series** addresses this need. It is a fortnightly webinar open to all Fractalites that give an appreciation on the science and practice of gratitude. They involve group exercises to help Fractalites build their own gratitude rituals. This also encourages pausing to thank our colleagues which is facilitated through digital recognition forums.

**#Nudge for the Day:** Taking actions based on understanding and acknowledging our emotions is an important next step. A little nudge goes a long way in taking action. #Nudge for the day provides a customized recommendations to care for one's situation, such as seeking help through a counsellor, taking breaks during the day, acknowledging small joys etc. The nudges help people in navigating through their day and also keep up with all aspects of their well-being.

**Fractal Emotion Score:** Wellbeing is an important priority and must be measured. Fractal Emotion Score is calculated based on daily emotions check-in, and informs the well-being of the firm. The score is tracked weekly, and forms the backbone of all the wellbeing initiatives implemented. Examples of some the initiatives:

- **Take control of your workday:** To ease the transition to

working from home and in recognition of the new ways of working, Fractalites were asked to vote for their preferred WFH guidelines. Popular **Work from Home Callouts** such as blocking time for lunch hours, having a late start or early wrap-up on Friday and limiting early morning or late evening meetings have been encouraged

- **Pay attention to mental health:** Education through **mental health awareness sessions** on Children's Wellbeing Amidst the Pandemic, Mental Health Awareness, Inner Peace through Inner Technology and Importance of Mental Wellness. Sharing publicly helps everyone in coping with their situation. Fractalites were asked to share **Coping stories**. Their personal stories were widely distributed and helped others recognize even more that everyone is going through this. **Talk to someone**. Counselling services provide Fractalities as a safe space for them to express their emotions, concerns and worries without the fear of judgement. Confidential discussions with trusted leaders enable Fractalites to discuss any problems that they may be facing with work or otherwise.
- **Foster friendships:** Fractal Wellness Clubs reading and Fitness clubs provide a platform to Fractalites to socially engage with each other and foster & deepened friendships.

These initiatives provide resources and access to Fractalites to navigate their situation, while the overall emotion score enables Fractal to recognize the situation and make environmental modifications.

