Kristen Vaughan [00:00:04] The Covid-19 pandemic brought a long-term reality into sharper focus: employees need help navigating the stresses and challenges of their everyday lives. Accenture’s Net Better Off framework identifies five sweet spot practices for meeting these employee needs and building workforce trust.

Brittaini Carroll [00:00:21] Federal workers took great pride in their role fighting the pandemic, with three out of four saying their jobs had become more meaningful.

Amber Messersmith [00:00:27] At the same time, 68 percent felt increased stress. Half said they felt more anxiety and a deteriorating work life balance.

Kristen Vaughan [00:00:37] Corporate leaders are taking notice, within six months of the pandemic hitting, half agree their companies should take a more active role in addressing these needs.

Brittaini Carroll [00:00:46] Our research found that addressing six fundamental human needs equates to sixty four percent of a person’s potential to maximize their skills and strengths at work. In contrast, traditional measures like education and seniority account for only nine percent of people’s ability to maximize their potential at work.

Amber Messersmith [00:01:03] Our Net Better Off framework focuses on these six needs: emotional, experiencing positive emotions and menrelational, having a strong sense of inclusion and belonging; physical, enjoying good health; financial, feeling fiscally secure today and tomorrow; well-being; employable, having marketable skills and advancement potential; purposeful, believing that you are making a positive impact and that your life has meaning.

Kristen Vaughan [00:01:37] Before the pandemic, our research found that fifty six percent of federal workers thought their employer should help them become net better off. But just thirty seven percent of federal CXOs agreed.

Brittaini Carroll [00:01:47] Our research also found that just half of federal workers believe their full potential is being realized at work. By taking better care of their workers, federal leaders can unlock this unrealized potential.

Amber Messersmith [00:01:55] Our Net Better Off framework focuses on these six needs: emotional, experiencing positive emotions and menrelational, having a strong sense of inclusion and belonging; physical, enjoying good health; financial, feeling fiscally secure today and tomorrow; well-being; employable, having marketable skills and advancement potential; purposeful, believing that you are making a positive impact and that your life has meaning.

Kristen Vaughan [00:02:18] Implementing a Net Better Off framework can also strengthen an agency’s employee value proposition - the perceived benefits from working for a specific organization.

Brittaini Carroll [00:02:27] Our analysis found five sweet spot practices that agencies can implement to help their workers become net better
However, few excel at these practices. Prior to the pandemic, 80 percent of global CXOs said the organizations did not excel at any of these practices.

**Amber Messersmith [00:02:44]** These practices include: Enable continuous learning. Listen to what people need at the front lines. Use technology to enable flexible work arrangements. Champion workforce well-being. Set and share people metrics.

**Kristen Vaughan [00:03:02]** These practices can have a positive impact on the federal workforce. For example, eighty seven percent of workers are likely to feel fulfilled in their job at agencies that use technology to enable more flexible work arrangements.

**Britaini Carroll [00:03:14]** Changes in the economy and technology are blurring the lines between our personal and professional lives. It is time for the federal government to reevaluate its relationship with its workforce.

**Amber Messersmith [00:03:24]** By helping workers become net better off, Federal agencies can better attract and retain talent to public service while fostering a stronger employee value proposition.

**Kristen Vaughan [00:03:35]** We hope that you find our new report, "Helping Federal Workers Thrive", a valuable guidebook for improving the lives of federal workers.