

CoffeePals ROI Whitepaper

Thank you for checking out our ROI calculator! CoffeePals has created close to a million connections, that is a lot of opportunities to make a new friend, learn something, or simply feel heard. The power of CoffeePals comes from the people like you who will implement it in their organization as one of the tools to improve employee wellbeing. In today's world of hybrid work arrangement, large intergenerational gaps, and impersonal corporate culture; it is getting increasingly difficult to maintain trust, reduce isolation, and improve retention. This is where CoffeePals comes in, designed to guide you towards a more engaged and united team, by helping you build meaningful connections through team rituals. We've helped thousands of teams foster better connections for various uses cases, such as:

1. Connecting remote teams
2. Connecting offices and departments together
3. Onboarding new hires
4. Managing a skill sharing program
5. Managing a Meet-The-CEO program
6. Engaging participants with interesting questions

Calculator Parameters

This calculator can give you an idea on what kind of savings you are looking at given industry benchmarks and research findings, but there is no amount of calculation or writing that can substitute trying experience.

Companies that promote well-being and trust are better equipped at keeping their employees happy and engaged (Harter, Schmidt, & Keyes, 2002; Zak, 2017). Based on countless studies, the calculator is meant to help demonstrate the savings that could be realized by using CoffeePals in your organization. The following is a list of parameters that were taken into account:

Average salary

\$55,000/year

("Is Canada or the USA", 2023)

Turnover

Average turnover rate is **13%**

Average turnover cost is **25% of salary**



Organizations with high trust and wellbeing experience 15% less turnover

Sick Days

Average number of sick days is 5

Cost of sick day: **Salary / 260**



Employees at organizations with high trust and wellbeing take 10% less sick days

Productivity

Average productivity is between **30-60%**



Employees at organizations with high trust and wellbeing are 5% more productive

First year benefit ratio

We assumed that the 100% of the savings will gradually add up every months of use.

The first month's benefits would be 1/12 of the total (8.33%), which will increase by 8.33% per month to reach 100% on the last month. This lead to an average benefit of 54.17% for the first year.

The calculator is based on industry average figures, while considering that CoffeePals is not the only source of improvement and the time required for CoffeePals to start being effective. While only a few articles are referenced in this document, our research showed consistency in number across multiple sources.

Research not included in the paper has found that, compared to low-trust companies, employees at high-trust companies report the following [Z]:

74%
less stress

50%
+ productivity

106%
more energy

40%
less burnout

50%
+ life satisfaction

76%
+ engagement

Improving trust in an organization requires employees to feel empowered and connected. CoffeePals can help increase cohesion, align individuals and teams, and uplift morale.



References

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