StrengthHub ONLINE

Q3 Organisational Health & Wellbeing Report

# Tarrent Hire

JUL - SEP 2026




Insights into the health & wellbeing of Tarrent Hire, including opportunities and suggestions to build a healthier, and more engaged workplace.

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# Executive Summary

In March 2026, we launched the Tarrent Hire Fitness, Wellbeing and Staff Support Program, making it available to 1,500 employees. Your main concerns were low employee energy, motivation and workplace engagement, particularly as many employees preferred working from home.

Our goal was to better understand your employees' needs and help Tarrent Hire build a healthier, more engaged workplace.

Following our initial discussions, we identified four key ways StrengthHub Online could help:

- A personalised Tarrent Hire app, providing fitness coaching, workout programs, education and ongoing support.
- Company fitness challenges to encourage friendly competition, teamwork and stronger workplace relationships.
- Organisational wellbeing insights to identify employee trends, areas needing support and opportunities for improvement.
- Practical tools, workshops and events to help employees develop healthier routines and improve workplace culture.

This report outlines what we've learnt about your employees, the progress made so far and our recommendations for Q4.

We look forward to continuing our work with Tarrent Hire.

**StrengthHub Online Head Coach**



# Key Figures

From July to Septembers 2026, more of Tarrent Hire was active.

**68,760**
+21,086
TOTAL APP VISITS

**162,580**
+45,034
COACH MESSEGES SENT

**76**
+15%
COMPETITIONS CREATED

**34,201**
+22%
WORKOUTS COMPLETED

**903**
+18%
APP DOWNLOADS



# Requested Workplace Insights

*Using the data from the 903 Tarrent Hire employees who have downloaded the app, we've identified key trends in physical activity, sleep and overall wellbeing.*

## Participant Gender distribution

Male Female




## Step activity/ Day

Average actual steps

**6,754**

Per day

| Average user goal | Adult Recommendation |
|---|---|
| 9000 | 10,000 |

## Step Activity Progress




**+654** Steps per day (+10.7%)

## Average Sleep




Average nightly sleep

**6.5 hours**

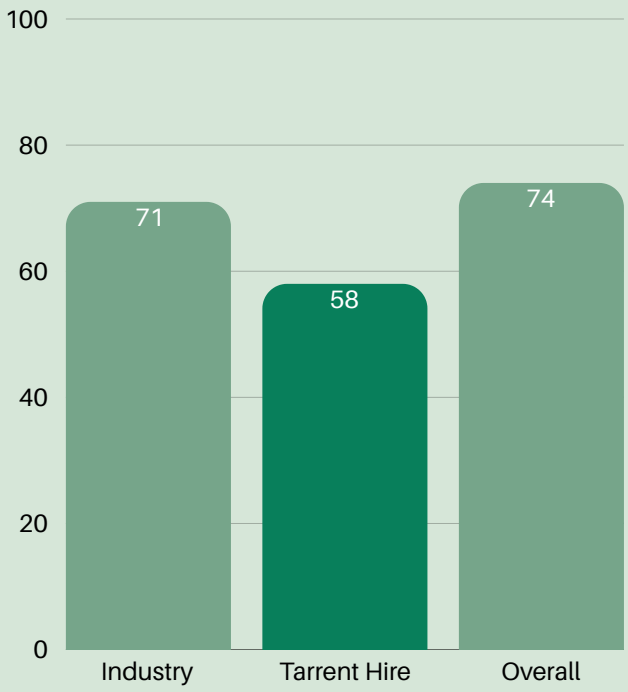
1 hour below goal

### Average sleep by department

| Sales | Marketing | Finance |
|---|---|---|
| 6.2h | 7.1h | 7.2h |

| Administration | Manufacturing |
|---|---|
| 6.8h | 5.9h |

## Wellbeing Score/ 100



# Analysis of Tarrent

## 1 WHERE IS OUR ORGANISATION STRUGGLING THE MOST?

Sleep and recovery stand out as Tarrent Hire's biggest wellbeing challenges. Employees average 6.5 hours of sleep per night, one hour below their goal of 7.5 hours. This is particularly concerning given the issues with employee energy and motivation raised during our initial discussions.

We're also seeing difficulties with employees maintaining their fitness routines. This quarter, 411 planned workouts and 710 other activities were missed without a recorded reason, up 9% from the previous quarter.

The concern is that while employees are interested in improving their health, many appear to be struggling to take the initiative needed to maintain healthier habits. Tarrent Hire's priority should be understanding what's getting in the way, whether it's workload, fatigue or other commitments, and helping employees achieve a healthier work-life balance.



## RECOMMENDATIONS

- Introduce a company-wide sleep challenge. Encourage employees to put their screens away 30–60 minutes before bed to reduce mental stimulation and develop healthier sleeping habits.
- Review workload pressures across departments. Encourage managers to identify excessive working hours and workload pressures, particularly in departments reporting lower average sleep.
- Encourage flexible workout planning. Promote StrengthHub's *Plan Around Your Life* feature to help employees adjust their fitness plans during busy periods rather than stopping altogether.

# Analysis of Tarrent



## 2 ARE THE EVENTS AND ACTIVITIES WE OFFER ACTUALLY WHAT STAFF WANT?

Pickleball stands out as one of the most popular activities at Tarrent Hire. 8% of employees play weekly, while 41% have played at least once in the past three months. This gives us a useful indication of the activities your employees genuinely enjoy, rather than relying on assumptions when planning workplace events.

We're also seeing a strong interest in friendly competition through the app, where employees compete based on effort and consistency rather than fitness levels. For Tarrent Hire, this is particularly valuable given your concerns about workplace culture. Activities that employees already enjoy could help bring colleagues together and encourage greater interaction between departments.

Additionally, 63% of employees have a goal of losing weight. This is worth considering when planning workplace events, particularly the food and catering options available.



## RECOMMENDATIONS

- Organise monthly pickleball tournaments. Run interdepartmental tournaments during or outside work hours to encourage employees to socialise and build stronger relationships.
- Promote the company fitness leaderboard. Display team standings on office screens, announce winners at monthly meetings and offer prizes to encourage greater participation.
- Improve workplace event catering. Provide more nutritious, balanced meal options that accommodate employees' health goals and dietary preferences.

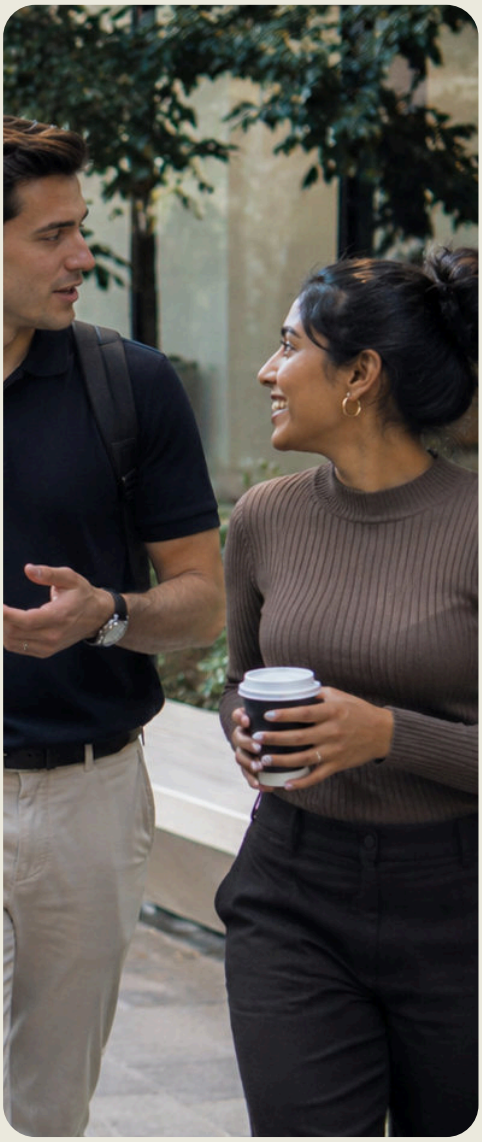
# Analysis of Tarrent

## 3 HOW BUSY/ MOTIVATED IS TARRENT REALLY?

Only 34% of Tarrent Hire employees recorded a busy period through the app's Plan Around Your Life feature this quarter. However, 411 planned workouts and 710 other activities were still missed without a recorded reason.

What's interesting is that employees are actively engaging with StrengthHub, with 162,580 coach messages recorded this quarter. While this shows substantial use of the coaching feature, we're not always seeing that engagement translate into completed activities.

For Tarrent Hire, the opportunity is to get more value from the support employees already have access to. By encouraging greater use of flexible workout planning and understanding when employees stop following their programs, we can work towards turning strong app engagement into more consistent activity.



## RECOMMENDATIONS

- Encourage flexible workout planning. Promote StrengthHub's Plan Around Your Life feature to help employees adjust their workouts around busy periods rather than stopping altogether.
- Introduce regular team wellbeing check-ins. Encourage managers to spend five minutes during monthly team meetings discussing work-life balance, upcoming busy periods and any barriers preventing employees from staying active.

# Analysis of Tarrent



## 4 WHEN IS TARRENT AT THEIR BEST AND MOST EFFICIENT?

Tuesday and Thursday stood out as Tarrent Hire's most popular workout days, with 46% of users having workout sessions on both these days. This helps us understand when employees prefer to exercise and how we can plan workplace activities around their routines.

We also looked at how employees managed their routines during July, one of Tarrent Hire's busiest periods following the end of financial year. Most employees continued exercising or adjusted their programs around their commitments, rather than stopping altogether.

This is encouraging, particularly compared with last year, when 17% recorded no activity during the same period. It shows employees are becoming better at making fitness work around their schedules, rather than putting their health aside when work gets busy.



## RECOMMENDATIONS

- Encourage physical activity on Tuesdays and Thursdays. Research suggests employees have 21% higher concentration and 25% more productivity on days they exercise. By encouraging the entire organisation to be active on these days, Tarrent Hire could schedule professional training and more demanding tasks when employees are more focused.

# Analysis of Tarrent

## 5 WHAT IS THE SOCIAL PARTICIPATION LIKE AT TARRENT?

The Tarrent Hire League is showing strong participation, with 58% of the 903 employees on the app having joined the league. This quarter, 76 competitions were created between teams and individuals, an increase of 15% from the previous quarter.

This shows that employees are actively competing against one another and becoming more involved in the Tarrent Wellbeing Program. The growth in competitions also suggests that employees are taking a greater interest in the league and using it to stay motivated towards their fitness goals.

For Tarrent Hire, this is a positive sign, particularly given the concerns about workplace culture raised during our initial discussions. The opportunity now is to build on this momentum, promote greater competition between departments and use the league to help create a more active and connected workplace.



## RECOMMENDATIONS

- Make the company league more visible. Publicly display leaderboard on office screens and announce competition results during monthly staff meetings.
- Recognise employees and teams who regularly take part to encourage wider involvement.

# Analysis of Tarrent

## 6 HOW DO WE COMPARE TO OTHER ORGANISATIONS?

Compared with other organisations on our platform, Tarrent Hire is performing well in employee participation, ranking in the top 40% for app engagement and competition entry. However, the organisation sits in the bottom 30% for average sleep and recovery.

Your employees are actively using the wellbeing program, but their recovery results are falling behind those of other organisations we work with. While employees are making an effort to improve their fitness, greater attention needs to be given to sleep and recovery to support their overall health and wellbeing.

For Tarrent Hire, the priority now is to understand what's contributing to poorer recovery. A closer look at working hours, workload pressures and sleeping habits could help identify where employees need greater support.



## RECOMMENDATIONS

- Review workload pressures. Ask managers to identify teams regularly working late or experiencing excessive workloads, particularly in the departments reporting lower average sleep *(See Workplace Insights, page 5)*.
- Set sleep improvement targets. Aim to increase average nightly sleep towards the employee goal of 7.5 hours, reviewing progress through StrengthHub's aggregated wellbeing insights.

# Analysis of Tarrent

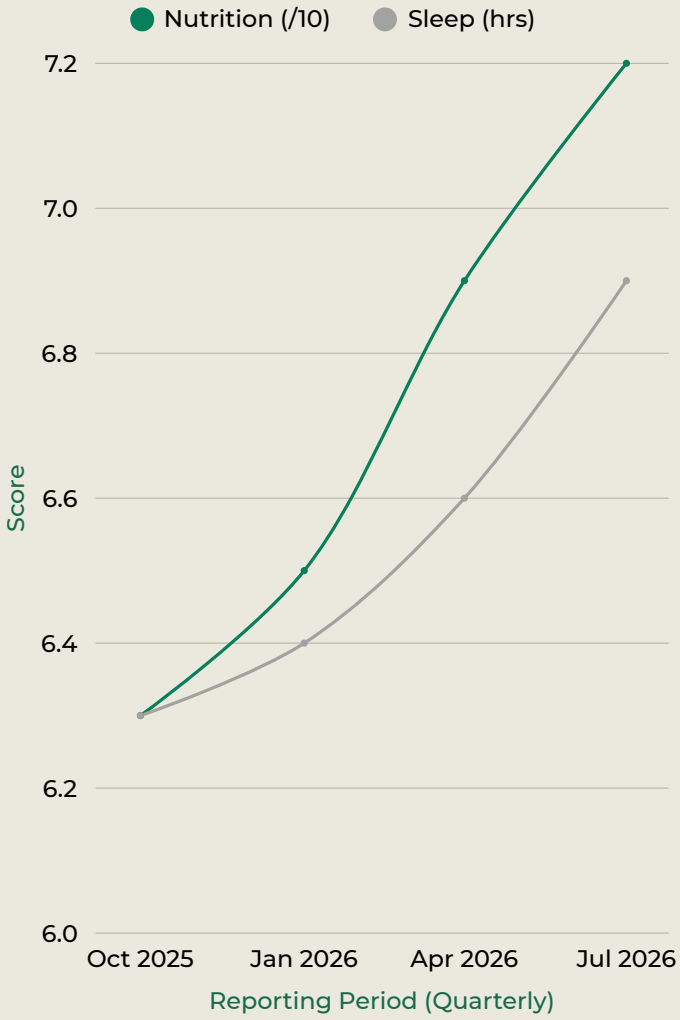
## 7 IS TARRENT'S WELLBEING TRENDING UP OR DOWN?

In August 2025, StrengthHub introduced several initiatives at Tarrent Hire, including lunchtime nutrition workshops and food discounts. As the graph shows, nutrition scores have steadily improved since these initiatives began.

The average nutrition score has increased from 6.3 to 7.2 out of 10, with employees also reporting less takeaway food and more nutritious meals through the app. This suggests employees are putting what they've learnt into practice and making healthier food choices in their everyday lives.

Overall, Tarrent Hire's wellbeing is moving in the right direction, with improvements in nutrition and workout consistency. Our focus for Q4 is to build on this progress and help employees maintain these healthier habits over the longer term.

### Nutrition & Sleep data Over the Past Year




## RECOMMENDATIONS

- Speak directly with employees. Find out which parts of the wellbeing program they value most and how these have helped improve their habits.
- Expand the program's reach across Tarrent Hire. Work more closely with HR and department managers to promote StrengthHub and its wellbeing activities, including additional workshops and greater outreach to the approximately 600 employees who have yet to download the app.

# Priorities for Q4

1. Improve sleep and recovery. Run a company-wide sleep challenge, encouraging employees to put their screens away 30–60 minutes before bed and develop healthier sleeping habits.

2. Build a more social workplace. Promote the Tarrent Hire League through monthly team competitions, office leaderboards and prizes to increase employee involvement and strengthen workplace culture.

3. Improve work-life balance. Work with department managers to promote StrengthHub's Plan Around Your Life feature, helping employees maintain their fitness routines during busy periods.

We look forward to continuing our work with Tarrent Hire. If you have any questions about this report or would like to discuss how to implement our recommendations, please get in touch.

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