



4 things to fix this summer

Employee engagement dropping over the summer months?

Use this checklist to pressure-test whether your benefits will actually show up when employees need them most.

01. Financial pressure is about to spike

Ask yourself:

Are employees getting financial support they can actually use before summer costs rise?

Can people clearly see the value of what you offer, right when they need reassurance?

Do your benefits support different life stages and financial pressures, not just one employee profile?

Red flag

Benefits feel valuable on paper, but the timing is off and employees don't feel the support when pressure peaks.

What good looks like

Everyday financial support is easy to understand, easy to access, and visible at the moments that matter most.

02. Are your benefits built for real life, or just available?

Ask yourself:

Are employees using the benefits often enough for them to make a meaningful difference?

Have you embedded benefits into real routines, not left them as an occasional add-on?

Are you measuring success by usage and relevance, not just by what is technically available?

Red flag

High access, low usage.

What good looks like

Benefits are relevant, timely, and designed to fit naturally into the flow of everyday working life.

03. Will engagement hold when routines break?

Ask yourself:

What happens to engagement when school schedules, travel, and summer routines change?

Can employees still access support flexibly, without extra effort or friction?

Are you supporting preventive wellbeing, not just reacting once people are already stretched?

Red flag

Engagement depends on stable routines that disappear the moment summer begins.

What good looks like

Flexible health support is easy to use, easy to find, and ready to adapt as employee routines shift.

04. Does recognition still happen when teams are fragmented?

Ask yourself:

Is recognition consistent, even when managers are away or teams are dispersed?

Does recognition feel timely, relevant and earned, or delayed and generic?

Is it built into everyday workflows, or dependent on manual effort?

Red flag

Recognition pauses when people are on holiday.

What good looks like

Recognition that is continuous, embedded and meaningful, reinforcing behaviour in real time, not just at set moments.



Final check

If your answer to any of these is 'not really', August will expose it.

The employee experience isn't tested when things are easy.

It's tested when real life gets in the way..
