

Independent Validation Across Multiple Studies

Journey's proactive model has been evaluated across academic research, employer outcomes studies, and third-party health plan analyses.

Across all settings, the finding is consistent: earlier engagement improves outcomes, performance, and cost trajectories.



“The problem isn’t that support doesn’t work, it’s that employees engage too late. When we design for earlier engagement, we see meaningful improvements in functioning and resilience.”
– Dr. Sue Zbikowski, Chief Clinical Officer

Top Global University

Earlier engagement reduces high-cost care utilization.

- Saved 17 high-cost counseling visits per at-risk employee
- Saved 3-4 avoidable clinical visits per engaged employee

What this demonstrates:

Earlier engagement may shift demand away from extended therapy and higher-acuity care.

17

High-Cost Counseling
Visits Avoided

Independent Multi-Employer

Outcomes Evaluation

Proactive engagement drives measurable cost and performance impact.

- ~\$580 healthcare savings per employee
- \$1,000+ total impact (healthcare + productivity)
- Improvement across severity tiers

What this demonstrates:

Engagement at scale translates into measurable financial and workforce outcomes



inZights Consulting

~\$580

Healthcare Savings
Per Employee

Humana Multi-Employer

Claims Analysis

Proactive support improves workforce performance and resilience.

- 51% reduction in missed work days
- 24% reduction in stress
- Improvements across multiple stress indicators

What this demonstrates:

Early intervention improves productivity, attendance, and day-to-day functioning.

Humana

51%

Reduction in
Missed Work Days

New York University (NYU)

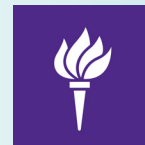
Clinical Study

Daily proactive engagement improves cognition and emotional wellbeing.

- Reduced anxiety, fatigue, and mood disturbance
- Improved attention and working memory
- Measurable gains from 13 min/day over 8 weeks

What this demonstrates:

Habit-based, proactive engagement strengthens resilience before issues escalate.



NYU

**Significantly Reduced
Anxiety, Fatigue, and
Mood Disturbance**