2019 Health and Financial Wellbeing Mindset Study Highlights

The state of employee wellbeing

Employee wellbeing is not getting better...

Only 38% of employees have a positive perception of the current state of their wellbeing (averaged across all five dimensions of wellbeing).

<table>
<thead>
<tr>
<th>Dimension</th>
<th>2019 Percentage</th>
<th>2018 Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mental and emotional</td>
<td>43%</td>
<td>49%</td>
</tr>
<tr>
<td>Physical</td>
<td>42%</td>
<td>43%</td>
</tr>
<tr>
<td>Professional and career</td>
<td>39%</td>
<td>40%</td>
</tr>
<tr>
<td>Financial</td>
<td>34%</td>
<td>35%</td>
</tr>
<tr>
<td>Social</td>
<td>34%</td>
<td>35%</td>
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</tbody>
</table>

...and employees are looking to their employers for help.

“Despite my struggles, I value my employer’s easy-to-access wellbeing support.”

4 out of 5 employees (on average) rate each of their wellbeing programs as valuable.

2.5x more feel their wellbeing is going well if they say their programs are easy to access.

“I don’t have the control I want over my wellbeing.”

55% feel personally in control of their health (-8 pts since 2014)

42% regret a health decision that led to getting the wrong care or higher costs (+7 pts since 2018)

40% feel in control of their financial future (+6 pts since 2017)

24% say level of debt is ruining their quality of life (+7 pts since 2017)

Employee views about wellbeing programs:

78% make the company more attractive to potential employees (+14 pts since 2014)

70% are one of the reasons I stay at my job (+20 pts since 2014)

80% are a good business investment (+18 pts since 2014)

“I’m trying but am unsure my efforts are working.”

61% do everything they can to promote and maintain personal health and wellness (+9 pts since 2014)

36% say truly living a healthy lifestyle requires more investment than they are willing to make (+15 pts since 2014)

85% say student loans impact the amount they save for the future (+10 pts since 2017)

45% say they are afraid they will run out of money during retirement (+10 pts since 2017)

Top 5 most valued employee wellbeing programs:

1. Paid time off exchange
2. Onsite health clinics
3. Personalized healthcare navigation support
4. Higher education support
5. 1:1 financial support

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