Research tells us that employees are looking for a simple, yet profoundly important change—a shift to broader programs and services that support multiple dimensions of well-being.

PHYSICAL HEALTH
- The ability to maintain a healthy quality of life and to have enough energy to accomplish daily activities without undue fatigue or physical stress.

MENTAL HEALTH
- The presence of positive emotions and moods, the absence of negative emotions, and the ability to cope effectively with life's encounters.

FINANCIAL HEALTH
- The ability to effectively manage your current and future economic life.

SOCIAL HEALTH
- The ability to relate to and connect with other people in our world; having supportive, positive relationships and feelings of social belonging.

COMMUNITY HEALTH
- Having a feeling of connection and engagement with the area in which you live.

The CONNECTION between well-being and the employee experience

Employees who report their employer addresses 4-5 dimensions of well-being compared to 0-3 dimensions:

- Have an excellent or very good impression of their employer: 77% vs. 50%
- Be a NPS “promoter”—have high recommendation intent: 57% vs. 33%
- Report that their usual job performance are “excellent” over the past year or two: 88% vs. 81%
- Have an excellent or very good overall well-being: 58% vs. 42%

Percentage of employees who claim excellent/very good overall well-being:

- 0 DIMENSIONS: 38%
- 1-2 DIMENSIONS: 43%
- 3-5 DIMENSIONS: 58%

More dimensions addressed, higher well-being reported.

Which one dimension of well-being do employees want their company to address more than it does today?

- Physical health: 32%
- Mental health: 27%
- Social health: 17%
- Financial health: 5%
- Community health: 6%

Top financial health topics requested by employees:

- Lowering health care/Rx costs: 34%
- Addressing housing costs: 26%
- Managing student loan debt: 20%
- Managing stress: 29%
- Resiliency: 27%
- Burnout at work: 40%

Top mental health topics requested by employees:

- Resiliency: 43%
- Sleep health: 38%
- Managing stress: 29%
- Burnout at work: 27%