



INSIGHTS:
DIMENSIONS
of well-being

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.

FIVE DIMENSIONS OF WELL-BEING WERE STUDIED

<p>PHYSICAL HEALTH</p> <p>The ability to maintain a healthy quality of life and to have enough energy to accomplish daily activities without undue fatigue or physical stress</p>	<p>FINANCIAL HEALTH</p> <p>The ability to effectively manage your current and future economic life</p>	<p>MENTAL HEALTH</p> <p>The presence of positive emotions and moods, the absence of negative emotions, and the ability to cope effectively with life</p>	<p>SOCIAL HEALTH</p> <p>The ability to relate to and connect with other people in our world; having supportive, positive relationships and feelings of social belonging</p>	<p>COMMUNITY HEALTH</p> <p>Having a feeling of connection and engagement with the area in which you live</p>
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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 eNPS "promoters" — have high recommendation intent	57% vs. 33%
Report that their usual job performances are "excellent" over the past year or two	88% vs. 81%
Have an excellent or a very good overall well-being	58% vs. 42%

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

Employer investment in multiple dimensions of well-being is correlated with significantly **higher levels of employee well-being.**



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



Top financial health topics requested by employees
by those not currently supported in this manner



Top mental health topics requested by employees
by those not currently supported in this manner



Discover how investing in key dimensions of well-being can positively impact the employee experience.

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Source: Optum/National Business Group on Health well-being and the employee experience study, 2018.