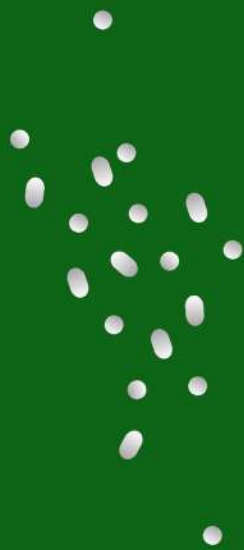
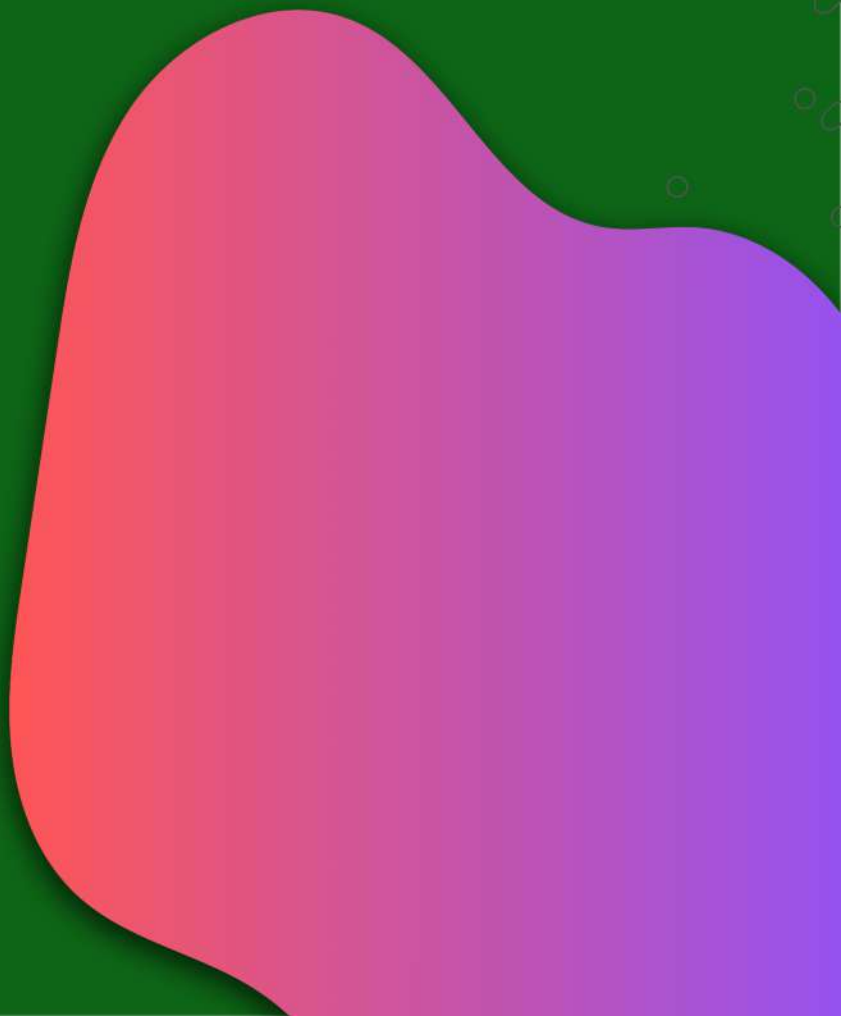


State of Enterprise Wellness '24



*Employee Wellbeing for
Companies that Care*



“

Sick people cannot bring their A-game, stressed people are distracted, and exhausted people cannot focus.
Being well is the foundation of working well.

”

Enterprise wellbeing encompasses various dimensions that contribute to the overall health and productivity of employees. This report delves into the key areas of pain and current trends in corporate wellbeing, based on a comprehensive survey and analysis of employee wellbeing data. The goal is to identify areas needing improvement and highlight successful strategies being adopted by leading organizations.

01

CURRENT STATUS OF EMPLOYEE WORKPLACE WELLNESS

Workplace wellness or corporate wellbeing is a term used to describe activities, programs, and/or organizational policies designed to support the healthy behaviour of the employees.

02

EMPLOYERS INVESTMENT AREAS IN CORPORATE WELLNESS

Employees understand that their performance is closely linked to their well-being, and they are increasingly choosing work environments that support their physical, emotional, and mental health. As a result, the onus is now on employers to create an employee experience that prioritizes workforce wellness. Not meeting these expectations can have impacts such as increased turnover rates and a weakened employer brand.

8 Core Dimensions of Wellbeing

Physical wellness

Physical wellness refers to the overall health and vitality of your body, free from any illnesses or conditions. This would include not only exercising and practiced sport, but nutrition, hydration and sleep.

Emotional wellness

Emotional wellness is the practice of acknowledging your feelings and managing your emotions in a constructive, productive manner.

Occupational wellness

Occupational wellness refers to the personal satisfaction and enrichment derived from one's work.

Intellectual wellness

Intellectual wellness is the practice of engaging your curiosity to learn new things and expand your perspective.

Environmental wellness

Environmental wellness is the practice of maintaining and occupying a safe, healthy, and pleasant environment.

Financial wellness

Financial wellness is the practice of managing and growing your financial resources in a productive manner.

Social wellness

Social wellness refers to the state of having positive and healthy relationships with others. It encompasses the ability to interact with people effectively, establish and maintain healthy boundaries, and contribute to the wellbeing of both one- self and the community.

Spiritual wellness

Spiritual wellness is defined as expanding a sense of purpose and meaning in life, including one's morals and ethics. It may or may not involve religious activities.

State of employee workplace wellness

59%

Quiet quitting
(not engaged)

44%

Experience daily
stress

87%

Would consider
leaving a company
that didn't focus on
their health and
wellness.

85%

say nutritionists
and trainers would
help them achieve
their nutritional
and fitness goals.

93%

agree wellbeing
support is equally
important as their
financial
compensation.

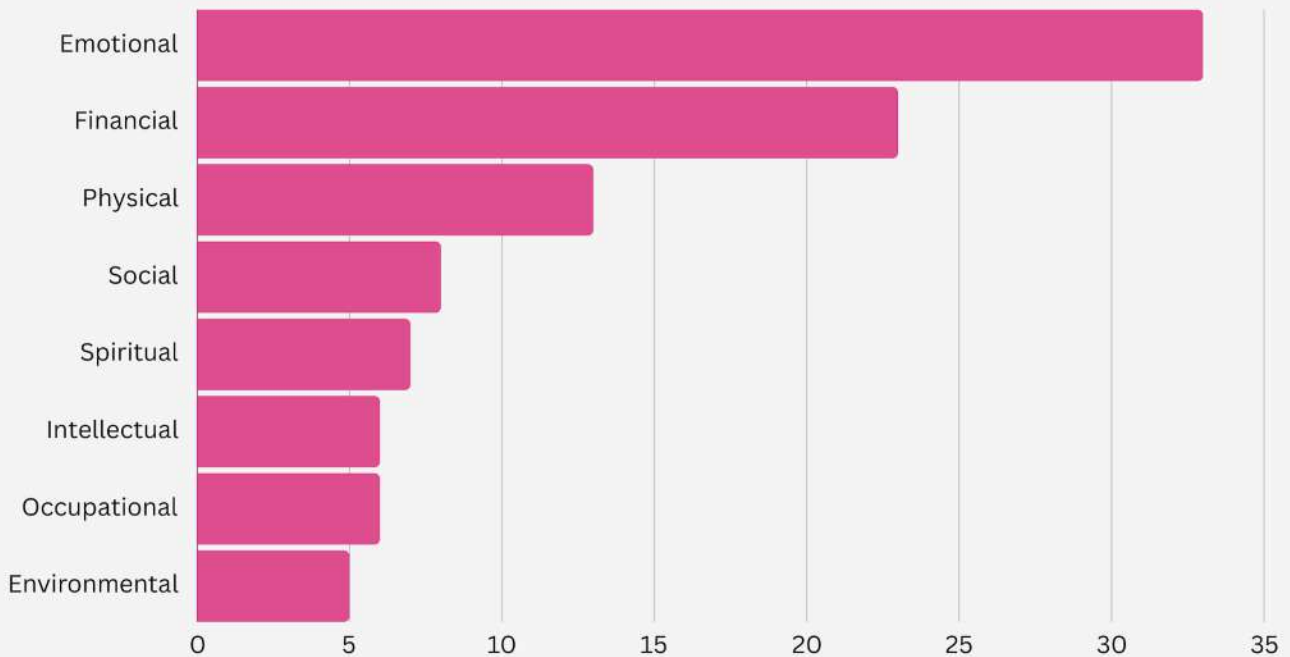
88%

say their health
and wellbeing is a
priority for them in
the weeks and
months ahead.



Ranking the Wellness Dimensions in Order of Importance

Employees Ranking the Wellness Dimensions in Order of Importance



Data shows that the push for work-life balance is fatally flawed. Our professional experiences cannot be tended to separately from our lives. The futility is instantly apparent when you apply this line of thinking to any other dimension of wellness. It's already too late to tell somebody sick to focus on improving their health-life balance, or somebody who is lonely to do a better job of community-life balance. We all know those experiences constitute well-being itself. We must embrace that the aspects of wellness traditionally viewed as separate from work profoundly impact on your professional success.

“

77% of employees state they engage with their employer's wellbeing benefits that is a 13% increase year-over-year.

”

Employers investment areas in corporate wellness

45%

invest offering in
wellbeing programs
MORE compared to last
year

91%

prefer lifestyle-
based wellness
programs over
clinically focused
models

52%

will start investing in
lifestyle spending
accounts

91%

will invest more in
mental health
support offerings

66%

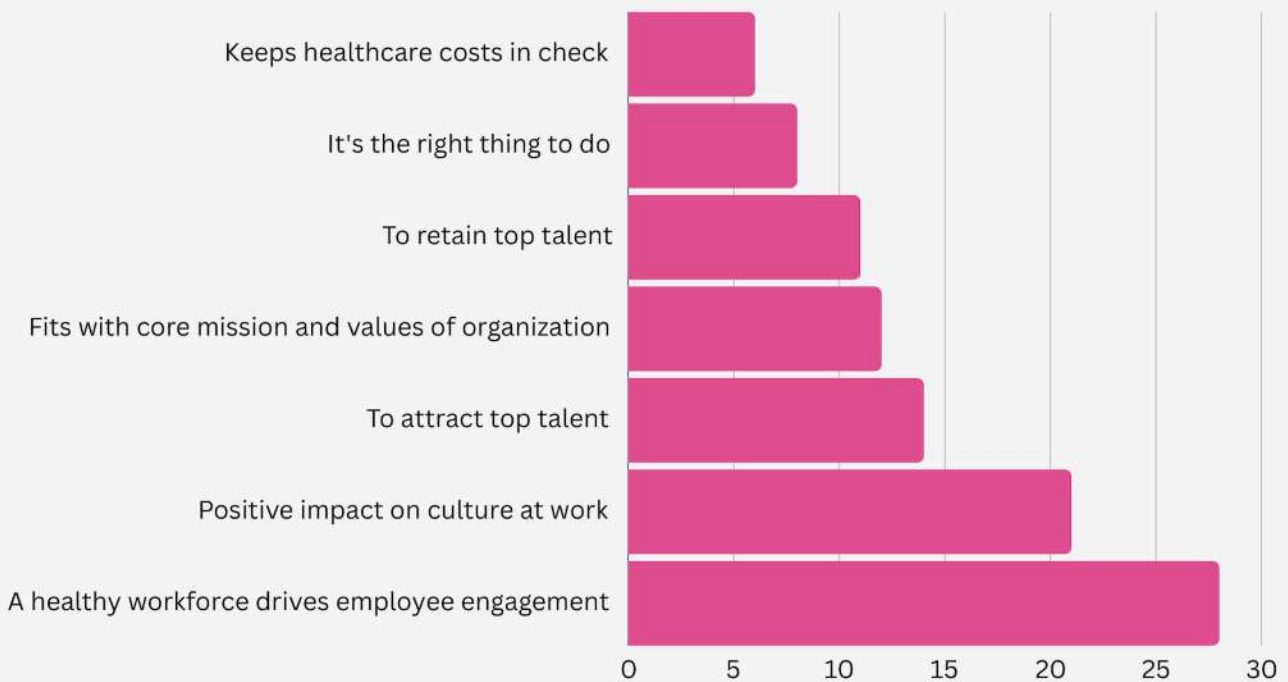
will invest more in
stress
management and
resilience training
offerings

55%

will invest more
meditation and
mindfulness
programs

Main drivers of offering well-being programs

Main driver for offering well-being programs for employees



Rating of importance of enterprise focus of well-being investment per country

	US	UK	France	Germany	Switzerland	Belgium	The Netherlands	Australia	Canada
1	Mental health	Mental health	Stress management	Mental health	Stress management	Physical activity	Mental health	Nutrition	Stress management
2	Stress management	Stress management	On-site Gyms	Weight management	Nutrition	Stress management	On-site Gyms	Mental health	Mental health
3	Health risk assessments	Health risk assessments	Mental health	Workplace wellness challenges	Physical activity	Mental health	Health risk assessments	On-site Gyms	Workplace wellness challenges

“

91% of respondents report they prefer lifestyle-based wellness programs over clinically focused models

”

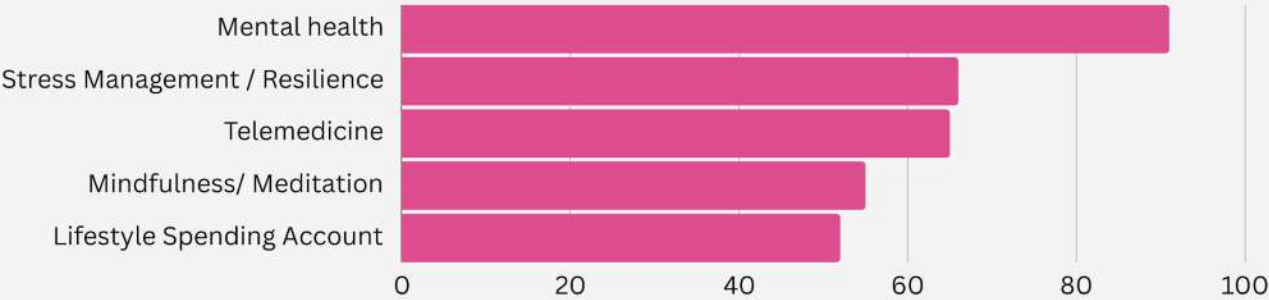
Lifestyle-based wellness programs are favoured for their holistic approach, emphasizing daily habits that contribute to overall health and well-being.

To embrace a lifestyle-based wellness program, consider the following strategies:

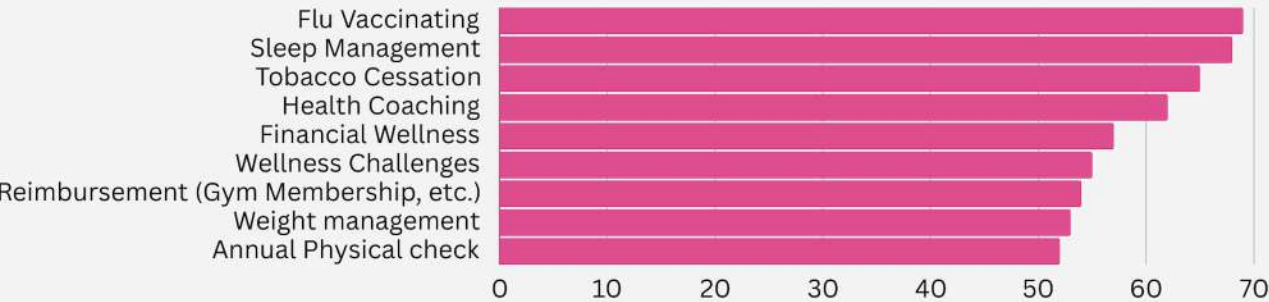
- **Broaden the scope of wellness:** A comprehensive lifestyle-based program encompasses several aspects of wellness that cater to varied interests and needs, including:
 - Physical well-being (i.e. fitness classes)
 - Mental and emotional well-being (i.e. mindfulness and meditation workshops)
 - Financial well-being (i.e. financial management resources)
 - Social well-being (i.e. team-building activities)
 - Occupational well-being (i.e. work-life balance)
 - Intellectual well-being (i.e. training and development)
 - Environmental well-being: (i.e. sustainability practices)
- **Simplify health assessments:** Offer Personal Wellness Assessments (PWAs) for employees to self-assess their health through lifestyle behaviors. This method is less intrusive than traditional HRAs, which often require sensitive health information.
- **Offer flexibility:** Provide variety and customization in wellness initiatives, allowing employees to tailor their wellness journeys. This increases engagement and satisfaction.
- **Apply integrative approach:** By weaving wellness into the workday, employees can seamlessly adopt healthier habits into their lifestyle. This may include:
 - Encouraging regular stretch breaks
 - Organizing walking meetings
 - Offering fitness classes during work hours
 - Providing flexible work arrangements for work-life balance

Wellbeing areas of investment distribution

Investing more in 2024



Investing same in 2024



Investing less in 2024



“

9 out of 10 companies
that track their wellness
spending see a positive
ROI

”

As you assess your budget to find funding for your employee wellbeing program, keep in mind that employee wellness programs have been shown to produce a positive return on investment. Studies show that they can generate \$6 in returns for every dollar spent thanks to their productivity increases, as well as healthcare and talent management savings. This means that, while you may need to find start-up capital to get the program up and running, it will not be an expense longterm for the organization. Such returns will turn it into a bottom-line boost.

Return on investment ROI

Determining the financial return on wellness programs is complex and overlooks benefits that may not yield immediate returns (i.e., improved employee morale, increased productivity, etc.). However, by understanding and quantifying the benefits relative to the costs, organizations can make more informed decisions, justify expenditures, and optimize their well-being strategies for better financial and operational outcomes. But ROI alone is not enough to justify the Investment. Thus, VOI is a good contribution metric to support your spend budget.

Value on investment (VOI)

Alternatively, VOI offers an alternative measurement approach that assesses the broader impact of wellness programs beyond financial returns.

It considers both quantitative and qualitative factors, including employee engagement, retention, and well-being.

VOI emphasizes the long-term strategic benefits of wellness programs.

By estimating both ROI and VOI, organizations can acknowledge both the financial returns and intangible benefits of their wellness programs, offering a more comprehensive view of their effectiveness.

EMPLOYEE PRODUCTIVITY KPIs TO TRACK WHEN BUILDING A WELLBEING PROGRAM

Occupational Wellness KPIs

Employee Net Promoter Score (eNPS): eNPS gauges how likely employees are to recommend their employer as a workplace, indicating their engagement and satisfaction levels. This metric is derived from a two-question survey. The first question asks employees to rate, on a scale from 0 to 10, how likely they are to recommend the company to friends and family. The second is an open-ended question for elaboration. Promoters (9-10), passives (7-8), and detractors (0-6) are identified, and the eNPS is calculated by subtracting the percentage of detractors from the percentage of promoters.

Turnover Rate: A high turnover rate often signals employee dissatisfaction. Tracking this metric over time can reveal patterns, such as seasonal departures or issues within specific departments. Exit interviews provide valuable insights into why employees leave. The turnover rate is calculated as: $\text{Turnover Rate} = \frac{\text{Number of employees who left during a specific period}}{\text{Average number of employees during that period}} \times 100$

Job Satisfaction: Regular surveys measure how satisfied employees are with their jobs, typically using a Likert scale ranging from "extremely satisfied" to "extremely unsatisfied." This feedback helps identify areas where employees feel unfulfilled, allowing employers to make necessary improvements.

Physical Wellness KPIs

Annual Medical Costs Per Employee: Monitoring these costs provides insights into the physical health of the workforce. Identifying patterns of higher costs in specific departments or groups can highlight areas needing more healthcare resources.

Engagement with Company Fitness Programs: Participation rates in wellness programs indicate their effectiveness and employee preference. Metrics such as attendance at meditation webinars or gym membership enrollments can help gauge the popularity and impact of these programs.

Sick Days: High absenteeism due to illness signals poor physical wellness. Spikes in sick leave in certain departments or times of the year suggest that targeted health interventions may be necessary.

Social Wellness KPIs

Diversity & Inclusion Scorecard: scorecard evaluates your organization's inclusion of diverse identities and backgrounds, measuring metrics such as gender, age, race/ethnicity, sexual orientation, and disability. This tool helps track the progress of diversity initiatives and identify areas needing improvement.

Do You Have a Best Friend at Work?: Despite being a frequently mocked Gallup survey question, it is a significant indicator of an employee's sense of belonging and acceptance at work. Including this question in employee surveys can help determine the need for team-building activities.

Employee Interest Groups: These groups, which can range from hobby-based clubs to identity-based resource groups, foster a sense of community and belonging. Encouraging and tracking participation in these groups provides insights into social engagement and how well employees fit in with their coworkers.

Intellectual Wellness KPIs

Professional Development Participation Rates: Monitoring employee engagement in learning opportunities can reveal the effectiveness and appeal of your current development programs.

Innovation: Indicators such as new patents, products, updated workflow systems, or industry awards reflect employees' creativity and proactive engagement in workplace challenges.

Internal Advancement: Tracking promotion applications within the organization can show how stimulating and rewarding employees find their work, as well as their interest in career progression within the company.

Environmental Wellness KPIs

Accident Rates: This metric quantifies workplace injuries and fatalities, aiding employers in assessing the efficacy of safety protocols and pinpointing areas for enhancement.

Employee Complaints: Monitoring filed complaints unveils underlying issues not readily apparent in daily operations, prompting employers to take corrective actions.

Ergonomic Injuries: Ergonomics studies human-environment interactions for employee comfort and safety. Common injuries include back pain, carpal tunnel, and tendonitis, often stemming from repetitive tasks like typing or food preparation. Healthcare provider data on claims can gauge the prevalence of ergonomic issues in an organization.

Emotional Wellness KPIs

Stress-Induced Healthcare Spending: Chronic stress can lead to various health issues, such as insomnia, weight fluctuations, high blood pressure, heart and digestive problems, and depression. A noticeable increase in the use of medical services or mental health resources related to these conditions may indicate rising stress levels among employees.

Mental Health Days: Tracking the utilization of mental health days can provide insights into employee wellbeing. While using these days helps maintain emotional health, a significant increase or sudden spikes in their use may signal underlying issues.

Employee Morale: Employee morale can be assessed through anonymous surveys with targeted questions rated on a scale from one to five, such as "I am proud to work here" or "My supervisor cares about my wellbeing." This can help gauge overall job satisfaction and identify areas for improvement.

Financial Wellness KPIs

Average Retirement Savings Rate: Monitoring the average retirement savings rate among employees helps determine if they are saving the recommended amount for their age group. It involves tracking the savings in retirement accounts and finding ways to encourage employees to increase their savings.

Market Competitiveness: Evaluating compensation packages is crucial for assessing employees' financial health. Ensuring that compensation is competitive with market averages and making adjustments as needed can enhance employee financial wellbeing.

Financial Planning Services: Providing financial planning services to employees offers them the expertise needed to achieve long-term financial health, supporting their overall financial wellbeing.

Spiritual Wellness KPIs

Volunteer Participation: Tracking employee engagement in staff volunteer events or company-provided volunteer days offers insight into their ability to balance work and personal growth. It reflects the organization's support for spiritual development.

Meaning and Purpose in Work: Integrating queries about vocational fulfillment in employee surveys provides a direct gauge of how individuals perceive the significance of their roles within the organization.

Floating Holiday Utilization: Instead of fixed holiday schedules, employers are adopting 'floating holidays' to accommodate religious diversity. Monitoring the uptake of this benefit reveals employees' comfort levels in taking time off for religious observances.

Recommendations

- 1. Develop Comprehensive Wellness Programs:** Tailor initiatives to cover all aspects of wellbeing, ensuring a balanced approach.
- 2. Enhance Mental Health Resources:** Increase accessibility to mental health services and promote a culture of openness around mental health.
- 3. Promote Flexibility:** Implement flexible work policies to help employees manage their personal and professional lives effectively.
- 4. Encourage Physical Activity:** Provide resources and incentives for physical health, making it easier for employees to stay active.
- 5. Support Financial Health:** Offer financial wellness programs that help employees manage their finances better and reduce stress.
- 6. Foster Social Connections:** Create opportunities for employees to build strong social networks within the workplace.
- 7. Introduce incentives:** Acknowledge and celebrate employees who actively engage in well-being activities, promoting a positive culture around wellness within the company. Consider a monthly feature in newsletters or special mentions in meetings. Offer tangible awards like Extra Wellness Days, introduce wellness challenges with prizes for teams or individuals, or establish a points system where employees earn rewards like well-being gift cards for participating in wellness activities, offer Healthy Meal Vouchers or financing Massages and Relaxation Treatments.

Resources

- State of Work-Life Wellness 2024 report. Gympass
 - Living Long and Living Well. R. Layard & E. Oparina
 - UK healthiest employer. Vitality
 - 10 reasons your employees aren't engaging with your wellbeing strategy. Personify
 - Future of wellness 2024. McKinsey
 - International Gen-Z Fitness Cracking the Code. Les Mills
 - Global Survey: Workplace Health and Wellbeing Priorities. Virgin Pulse
 - 2024 Employee Wellness Industry Trends Report. Wellable
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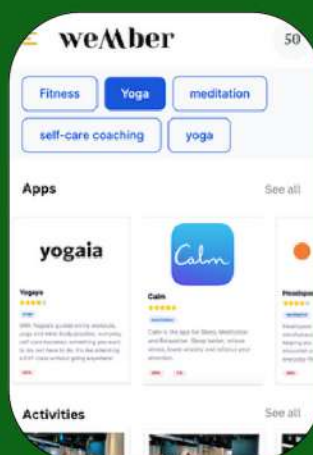
How Wember can help you?

Wellness Monitoring, Activation and Incentivization solutions for your employees

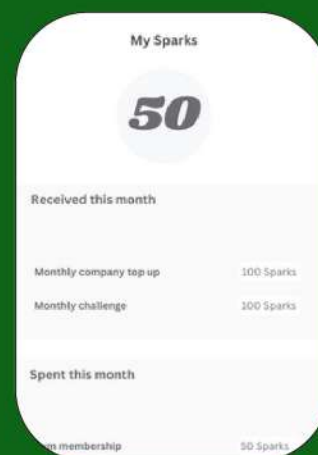
Wember is a complete digital well-being solution. Wember's comprehensive solutions address multiple dimensions of health, including physical, mental, and environmental well-being. Wellness Assessment will help you determine what areas to focus on first and measure improvements over time with a help of benefit wallet and comprehensive wellbeing marketplace.



Employee well-being state evaluation and tracking



Wellbeing solutions marketplace



Benefits wallet for earning and spending funds on wellbeing

wember.me

Get in Touch

Wember

*Employee Wellbeing for
Companies that Care*



"Investing in employee well-being isn't just about creating a happier workplace—it's about building a stronger, more resilient company. As Richard Branson aptly said, 'Take care of your employees, and they'll take care of your business.' When senior management prioritizes enterprise well-being, they unlock higher productivity, reduce turnover, and foster an environment where innovation thrives."

- Diana Suke, CEO of Wember



wember.me



diana@wember.me



<https://linkedin.com/company/wemberme>
