

THE STATE OF

WORK LIFE

2025

WELLNESS

Unleash the Power of Your Benefits Programme

wellhub

Introduction

1.1 Foreword

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Foreword

1.1

Gone are the days when a paycheck was enough to keep an employee engaged and productive. Top talent is bringing their A-game, and they're expecting employers to match that energy.

Your benefits package is a critical vehicle for meeting these expectations. It's no longer just about competitive salaries and basic health insurance. Today's workforce is looking for a comprehensive suite of solutions that address their holistic needs and aspirations.

Of course, though, HR budgets aren't unlimited. As Wellhub's Chief People Officer, I know that every People professional would love to offer their employees every single perk under the sun. Caring deeply that our talent feels and does their best work is why we do what we do after all! But in the world of real budget constraints, we have to be strategic, selecting the benefits that provide the most bang for our buck.

This isn't an easy task. Forty-five percent of companies of every size say offering a competitive benefit package was their primary struggle in 2023.¹ At the same time, the cost of offering these benefits and addressing claims is also rising² — along with employee expectations and workforce diversity. That means HR leaders have more employee needs to meet than ever before, and the pounds to do so are dwindling.

We need every benefit quid to work as hard as we do, which is why Wellhub conducted an international survey of more than 5,000 employees to identify what they expect from their benefit packages. We found out where companies are missing the mark, and how they can better meet staff expectations. The findings presented in this report will help you nail the right strategic mix of benefits so your department can have the largest positive impact possible on your organisation.

Let's start on the positive side — employees have very clear expectations. They expect their benefits package to support their wellness: 85% of workers believe their employer has a **responsibility** to help them tend to their wellbeing. And meeting these expectations is non-negotiable if you expect anyone but AI to work for you: **83% of employees would consider leaving a company that does not focus on employee wellbeing.**

That's up from 68% in 2022. This clear trajectory shows that the demand for wellbeing is no passing fad. Companies that don't meet their workers' needs are going to pay the price in high recruiting fees and rising re-staffing costs.

Unfortunately, that is the future too many companies are facing as many benefits packages fall short of employee expectations.

According to employees, wellbeing programmes are only offered to 12% of the workforce. That is an extremely low number, especially given how critical employee wellbeing is for the bottom line.³ And when you ask what benefits they don't get but wish they did, medical insurance, wellbeing programmes, and retirement support top the list — **a clear call for additional support in taking care of their holistic wellbeing.**

It's companies with a dedicated wellbeing programme that are pulling ahead in the ever-intensifying tussle for talent. Not only do wellbeing programmes help employers improve the health of their employees, they can also improve employee performance. **Employees with wellbeing programmes say they have better wellbeing than those without, and are more likely to say their wellbeing improved over the last year.** That is a profound competitive advantage when employee wellbeing is directly tied to employee performance and productivity.⁴



The demand for more wellbeing support is loud and clear across the entire workforce — and the call for wellness getting even louder over time. **Gen Z and Millennials are even more likely than Gen X or Baby Boomers to say their wellbeing is as important as their salary, that they would leave an employer who doesn't emphasise employee wellbeing, and would only consider employers that support employee wellness.**

These two generations are going to be the bulk of your employees for the foreseeable future, so it is more important than ever that HR meet wellness expectations. Millennials are already the largest generation in the workforce, and Gen Z is the largest generation in the world.⁵ And declining birth rates mean fewer workers to replace retirees, with the worker-to-retiree ratio expected to hit 2:1 in just a decade.⁶

In this context, prioritising employee wellbeing isn't just about appealing younger workers—it's about creating a sustainable work environment that attracts and retains talent across all age groups. As the workforce evolves, so must our approach to wellness, recognising it as a universal need and a key driver of organisational success.

Fortunately, bolstering your wellbeing benefits to meet these expectations isn't a benefit expansion that's going to strain your budget. In fact, it might even expand it as the majority of companies see a return of at least \$2 for every \$1 they invest in their employee wellbeing programme.⁷

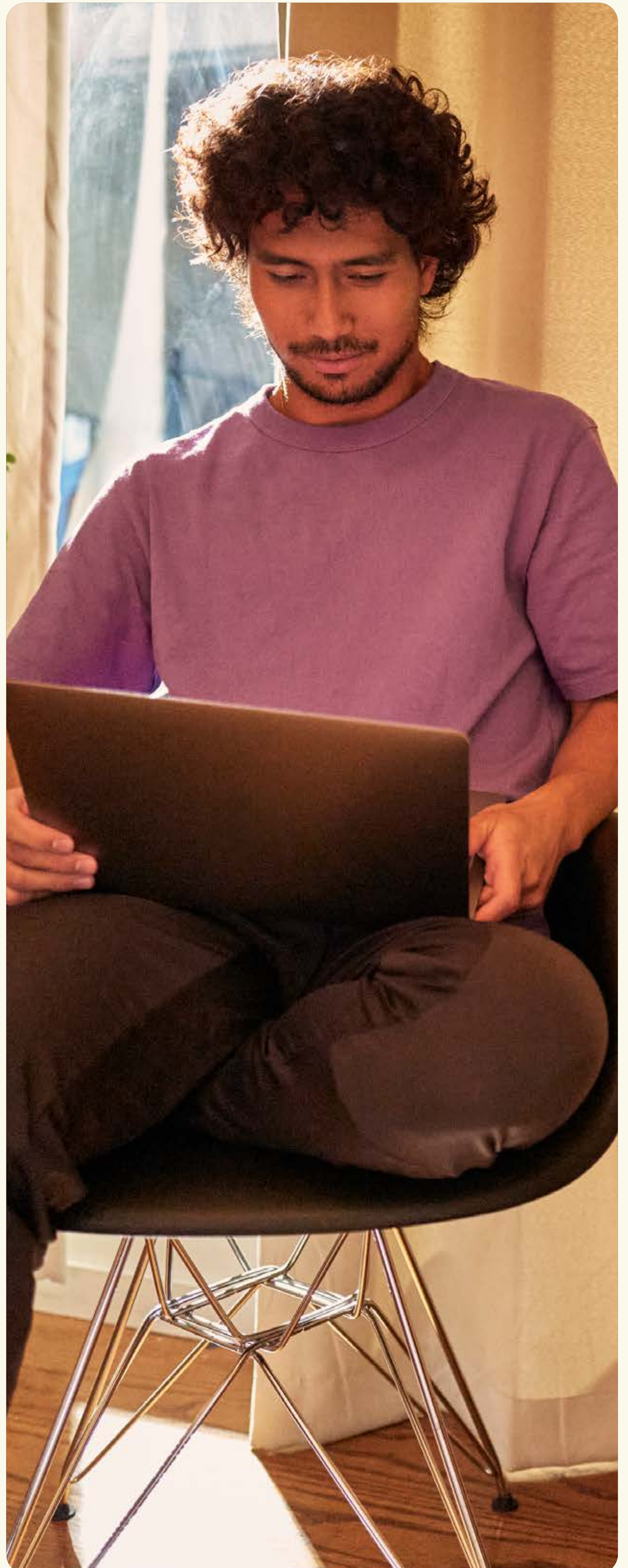
This is why Wellhub is on a mission to make every company a wellness company. We know that prioritising employee wellbeing isn't only compassionate — it's also smart business.

With all that said, let's dive into the data that will let you ignite a bottom-line boosting wellness revolution at your organisation. And if you want help displaying the transformational power of wellness benefits to your leadership team, [reach out at any time](#).



Livia Martini

Livia Martini
Wellhub Chief People Officer



An Outside Perspective

1.2

ORGANISATIONS THAT QUICKLY ADAPT TO WORKFORCE NEEDS LEAD IN TALENT MANAGEMENT



KARL SIMONS OBE WELLBEING POLICY ADVOCATE

Karl's advice is regularly sought by the Government regarding mental health policy and its effect on business. In 2020 Karl was awarded an OBE by HM the Queen for Services to Mental Health Policy.

[in /karlsimonsobe](#)

Having watched the evolution of mental health within business over these past two decades, it's encouraging to read the results of this comprehensive survey. As each generation in society matures the overall expectations from their employers increase. Solution providers for physical, mental, and financial health management continue to increase in visibility and now more than ever and the market is increasing in both demand, supply, and quality of offerings from entrepreneurs. Organisations quick to respond to the workforce needs are seen as pioneers in how they attract, develop, and retain talent working for and on their behalf.

Reflecting on the outcomes within the report, there are a few key areas that resonate with me:

Don't be a Magpie... Companies that chase the latest shiny new thing on offer are often responding to the voice of the vocal minority as opposed to listening to the silent majority and may end up wasting time piloting innovation that may not be right for their organisation. Having a structured approach towards creating stable health management foundations, alongside sensibly embracing innovation that is considered right for their business, will be far more successful in my experience.

Creating space in a busy life... the survey truly articulates the challenges faced by so many in how to create the opportunity to have periods in life that enable a healthy level of activity, nutrition, and relaxation time. It is a shocking realisation that the modern day working, and life has led to just circa 60% being able to work out physically just once per week. The barriers to a sustained and healthy diet continue to increase as the results articulate the increasing cost of living and in particular food combined with a lack of time constitute which combined are highest barriers to a healthy diet.

Sleep or suffer... one poor night's sleep can leave you a little fatigued the following day, but sustained can leave you exhausted and lead to poor cognitive functioning at work. What's fascinating in these results is that those surveyed who had good wellness programmes in the workplace were twice as likely to have good sleep than those that didn't!

ORGANISATIONS THAT QUICKLY ADAPT TO WORKFORCE NEEDS LEAD IN TALENT MANAGEMENT

Pennies, Pounds & Wellbeing... the survey depicts a clear link in a benefit for those able to invest in their own personal wellbeing and those unable to. This is where business can play a significant role in creating working environments which aid in financial support for common wellbeing activities that aid physical & mental health. Having as part of a health strategy a structured programme that provides discounted access to health services for all employees can enable so many to have a better quality of life through better health.

Choice affects talent... what is made very clear is regardless of generation gap circa 90% of those surveyed base their decisions on an organisations health management approach as traditionally solely on salary alone.

Karl Simons OBE

Karl's advice is regularly sought by the Government regarding mental health policy and its effect on business. In 2020 Karl was awarded an OBE by HM the Queen for Services to Mental Health Policy.

 /karlsimonsobe





Global Key Findings

1.3

KEY STATS

88%

of employees value their wellbeing at work just as much as their salary.

68%

of employees say their financial situation prevents them from investing in their overall wellbeing.

89%

of employees will only consider companies that place a clear emphasis on employee wellbeing when looking for their next job.

47%

of employees say work stress is degrading their mental wellbeing, making it the leading cause of emotional health issues.

85%

of workers believe their employer has a responsibility to help them tend to their wellbeing.

79%

of employees use their wellness programme when offered.

83%

of employees would consider leaving a company that does not focus on employee wellbeing.

61%

of employees with wellness programmes are happy at their company vs. 36% of those without.

66%

of employees believe that their HR department genuinely cares about their wellbeing.

70%

of employees with a wellness programme rated their overall benefits programme as top-notch vs. 36% of those without.

KEY INSIGHTS

Wellbeing is **more critical to attracting and retaining talent** than ever before.

Wellness programmes **boost employee satisfaction** while delivering the **holistic wellness** support employees want from their benefit packages.

Worker **emphasis on wellbeing** is growing with each generation.

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The State of Employee Wellness

2.1 Overall Wellness

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and Therapy

2.3 Physical Wellness

2.3.1 Fitness

2.3.2 Nutrition

2.3.3 Sleep

2.4 Financial Wellness

Overall Workforce Wellness

2.1

In today's workplace, 'I'm fine' has become the biggest lie we tell — to ourselves and others.

Nearly half of all employees (47%) report that work stress is actively eroding their mental health. Yet, when asked about their overall wellbeing, 63% claim they're 'good' or 'thriving'. What's behind this alarming disconnect?

Move past the basic “how are you?” pleasantries, and a concerning picture emerges. Workers are less enthusiastic about their mental or physical state than their overall wellness, and even less so about their sleep, fitness, or diet. They’re basically saying, “I'm doing great! Except for, you know, all the bits that actually matter.”

Although about half of workers say their wellbeing is better than this time last year, there are stark differences between employees with and without wellbeing programmes.

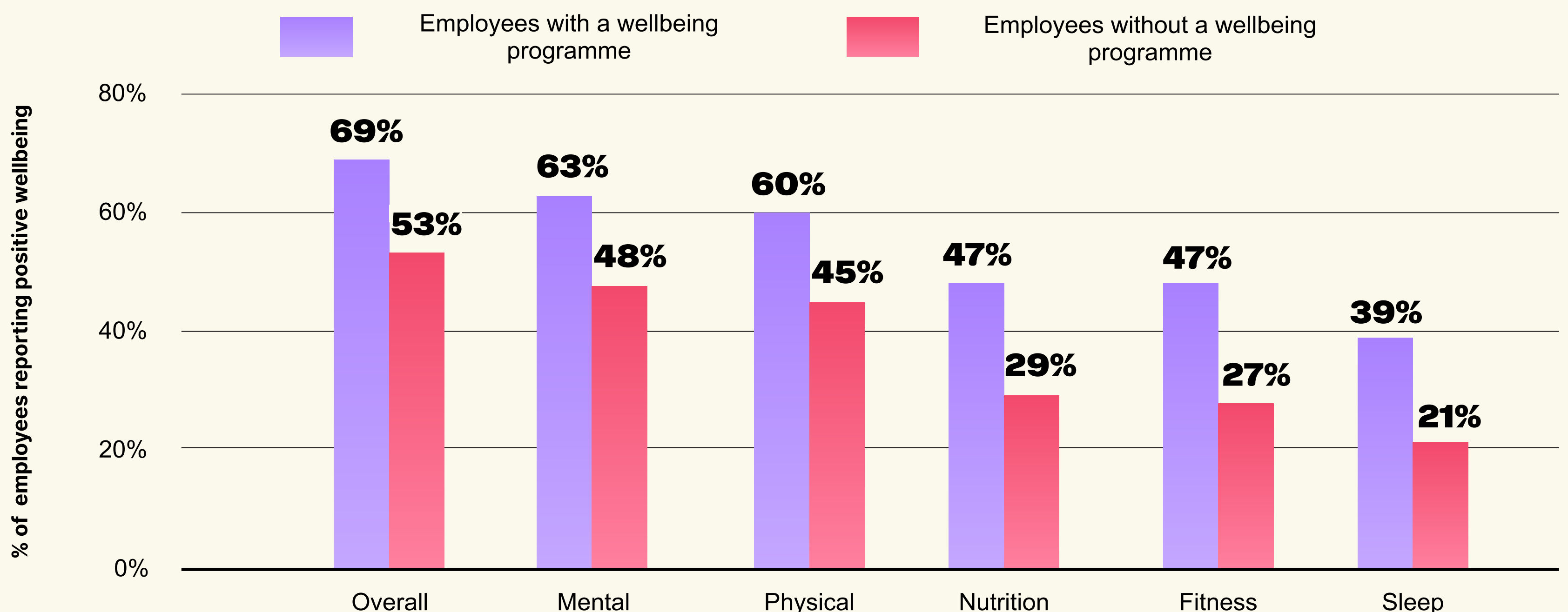
Employees fortunate enough to have wellbeing programmes are flourishing like well-watered office plants. They rate their wellbeing higher overall, physically, and mentally. The most notable increase

is in worker fitness — those with wellness programmes are 20% more likely to report they are fit or extremely fit than those without a programme. They are also more likely to say their wellbeing improved, overall as well as mentally and physically.

Meanwhile, those without such programmes are left with the sour sensation that “wellbeing” is just another corporate buzzword.



HAVING ACCESS TO A WELLBEING PROGRAMME BOOSTS EVERY DIMENSION OF EMPLOYEE WELLBEING



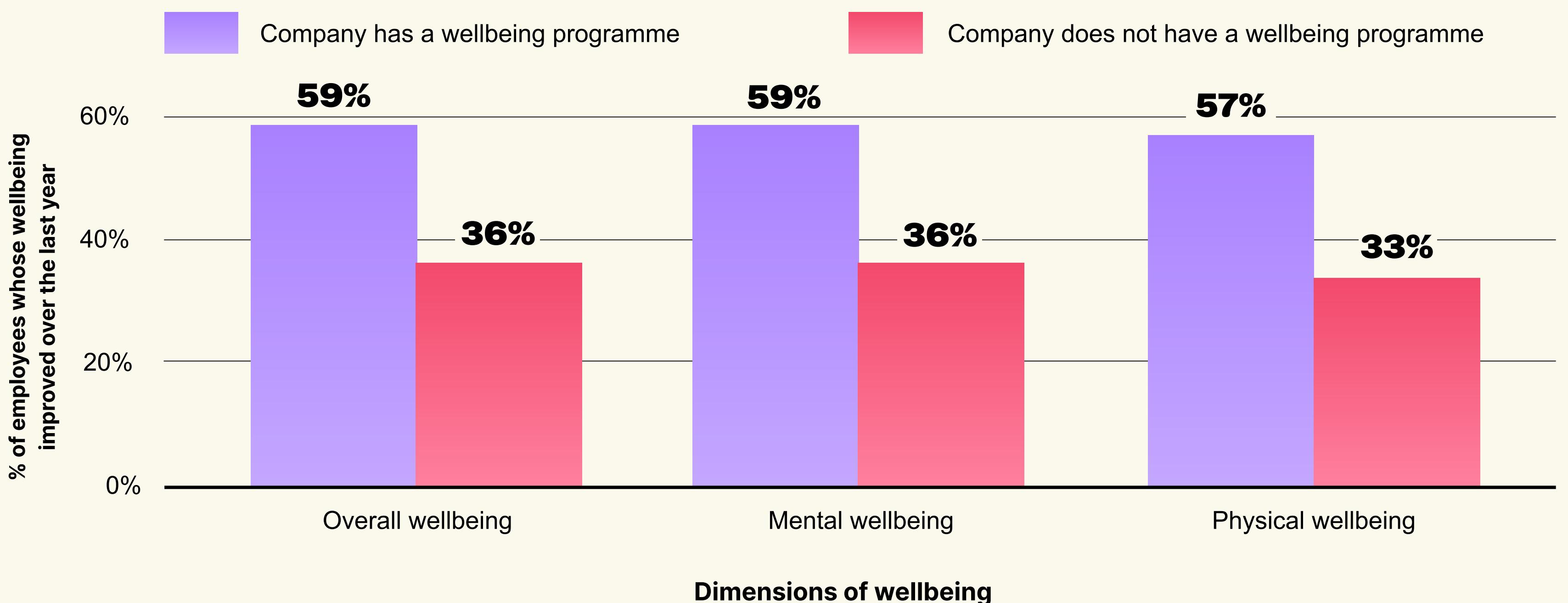
Age also has a major influence on self-reported wellness. Gen Z is the most likely to report the highest overall wellness (The magic of youth!) and the highest wellbeing in every dimension measured (overall, physical wellbeing, fitness, nutrition, and sleep) — except mental wellbeing. Here, they are actually the least likely age group to say they are good or thriving mentally, a major warning sign on this generation's wellbeing dashboard. (See Section 2.2.1 A, “Mindfulness and Therapy More Popular with Young Workers” for an in-depth exploration into this wellness dip and its benefit package implications.) These overall trends are directly reversed for Baby Boomers, who report the highest rates of mental wellbeing but the lowest rankings across most other dimensions.

This shows that there’s no one-size-fits-all approach to wellbeing. You have to get specific, tailoring your efforts to the wellness needs of your particular workforce.

Doing so can pay off in spades — companies with effective wellbeing strategies are more likely to blow past financial targets, delight customers, innovate, and adapt well to change.⁸ No wonder companies are investing in wellness! \$75 billion expected annual expenditure towards the corporate wellness market by 2030 (41% growth vs. 2022).⁹ It’s a shrewd investment in more than employees — it can also boost your bottom line. There’s a reason 9 out of 10 companies tracking ROI see a positive wellness return.¹⁰



EMPLOYEES WITH A WELLBEING PROGRAMME ARE MORE LIKELY TO SAY THEIR WELLBEING IMPROVED IN THE LAST YEAR



Mental Wellness

2.2

KEY TAKEAWAY

Work stress is causing a decline in mental health and sleep quality for many workers. Mindfulness offers a lifeline as cost barriers prevent many from accessing much-needed therapy, but there are major generational differences in usage of therapy and mindfulness. Younger workers are more actively engaged in managing their mental health than their older colleagues, making mental wellbeing support a critical consideration in long-term employee benefits planning.

THE BUSINESS IMPACTS OF MENTAL WELLNESS

Poor mental wellness significantly impairs an organisation’s performance. Anxiety and depression, two of the world’s most common mental disorders, sap 12 billion working days annually.¹¹ Such conditions inhibit one’s ability to think clearly, and can prevent people from completing work tasks.¹² Those struggles drive down productivity, and can lead to worker overwhelm that drives talent out the door. Burnout-driven productivity losses and voluntary turnover cost companies an estimated \$322 billion every year, upwards of 20% of their total payroll. In a world where mental health issues cost the global economy \$1 trillion annually — projected to balloon to \$6 trillion by 2030 — can businesses afford to ignore the mental wellbeing of their workforce?¹³

On the flip side, good mental health is a bottom-line boon. Happy employees are more productive, and departments with engaged workers turn a higher profit than those with miserable workers.^{14/15} Research shows that therapy and mindfulness can directly improve workplace performance, providing any struggling workforce with a lifeline.^{16/17/18}

IN-DEPTH

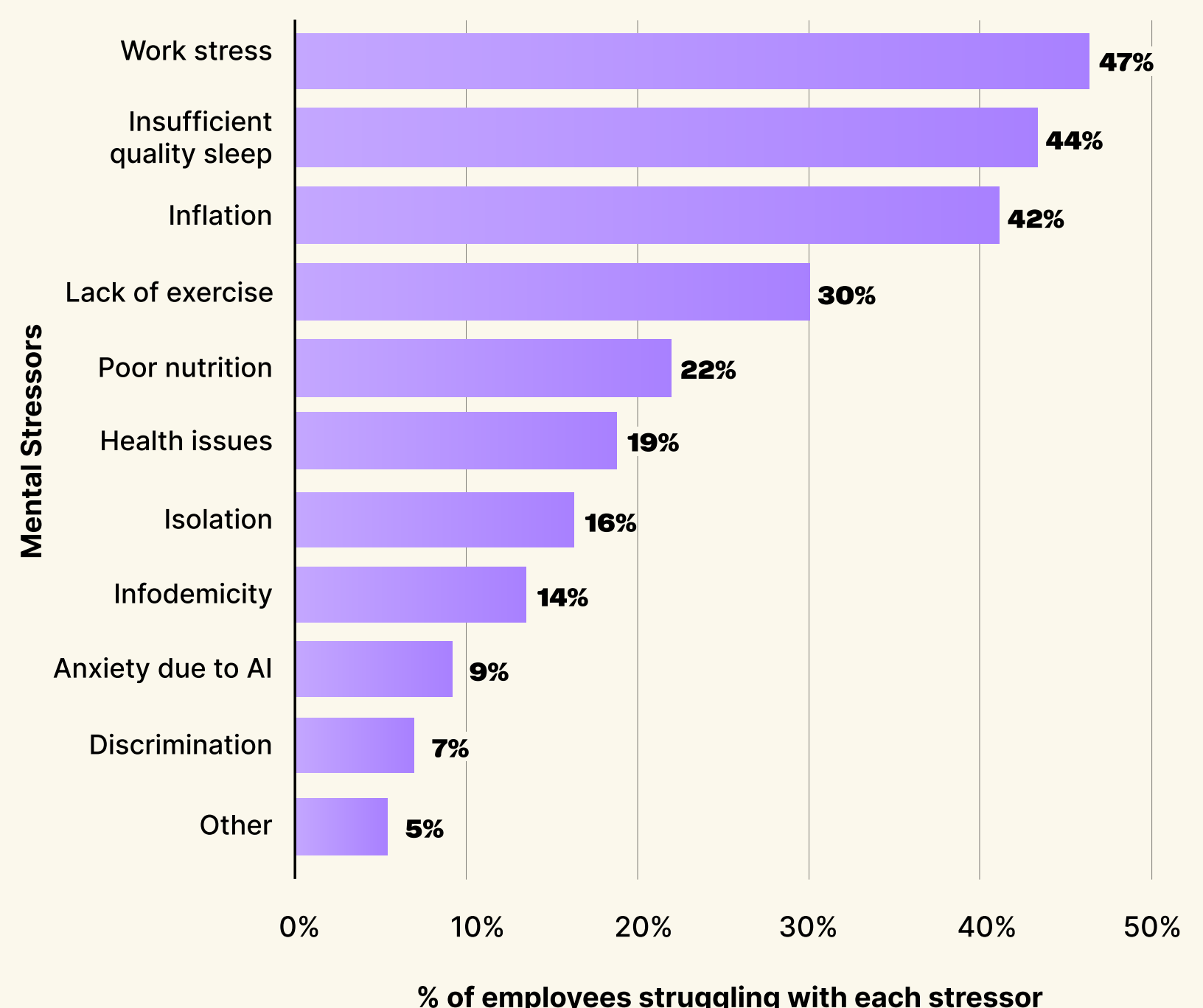
Mental health around the world dipped drastically during the pandemic, and the world’s workforce has not bounced back. Before the COVID pandemic, it was estimated that 12.5% of the global population experienced mental health issues sometime in their life.¹⁹ By 2022, 25% reported they’d struggled with depression and anxiety alone.²⁰ This mental health crisis is

already straining benefits budgets. Employers and workers spent \$77 billion on mental health disorders in 2020 in the U.S. alone — and that number is only rising.²¹ Today, one in 10 workers (11%) are doing poorly, struggling, or really struggling mentally, and about one in five (18%) workers say their mental wellbeing declined in 2024 compared to 2023.

But without a global pandemic hanging over their heads, what’s causing this continued decline?

Employees say it’s their job. Nearly half (47%) of workers say work stress is negatively impacting the state of their mental wellbeing — an unsurprising finding based on Wellhub’s State of Work-Life Wellness 2024 report, which uncovered that a whopping 96% of workers experience stress during the workday. What may be surprising is that work stress is the leading cause of degraded mental wellness, above insufficient sleep, inflation, lack of exercise, or poor nutrition (though they all still matter a lot).

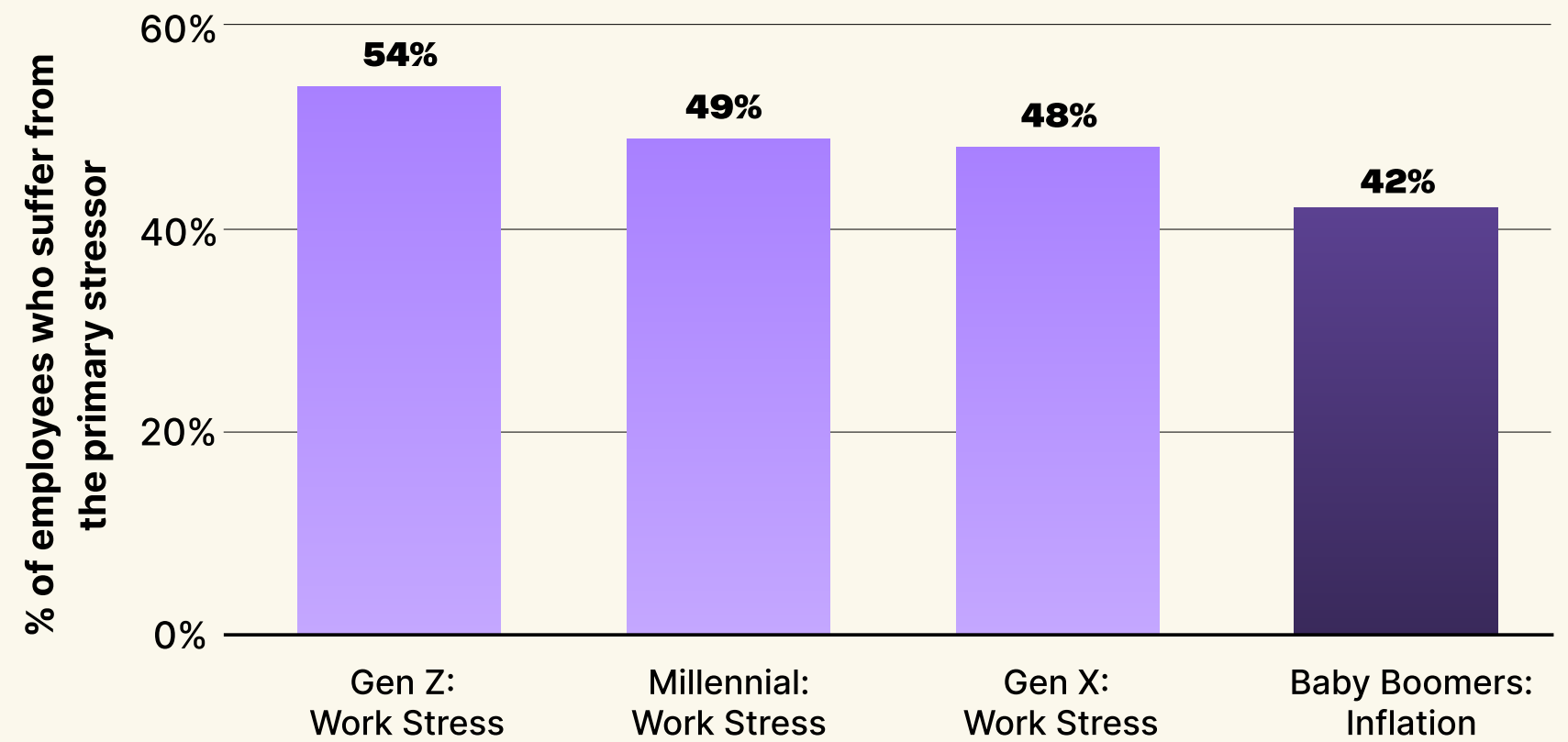
WORK STRESS IS THE LEADING CAUSE OF MENTAL DEGRADATION



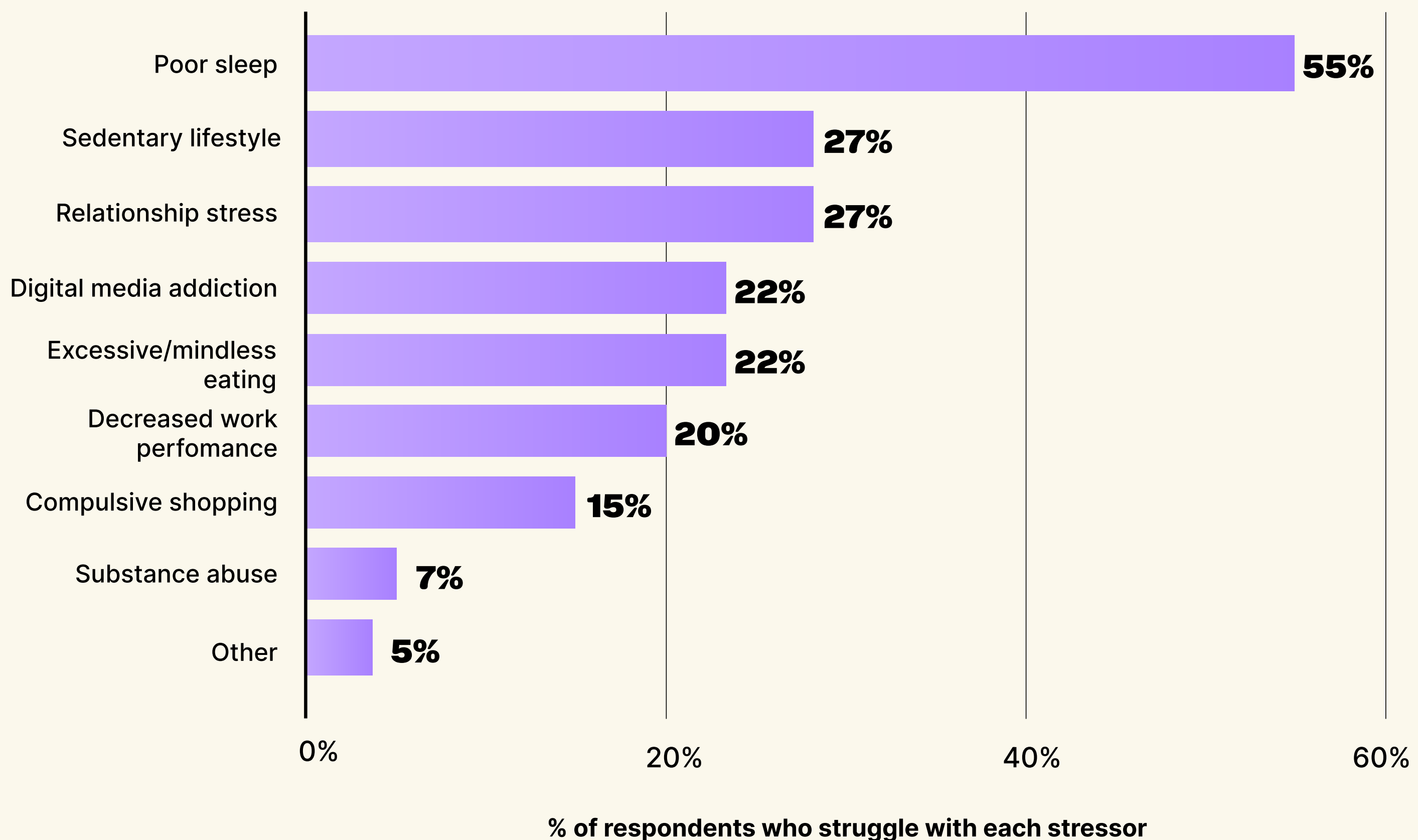
This is true for workers of almost any age. Work stress is the most common cause of mental health decline among employees in the thick of their career — Gen Z (54%), Millennials (49%), and Gen X (48%). For Baby Boomers approaching retirement, however, the biggest weight on their minds is inflation (42%).

Poor mental wellness trickles down, creating additional struggles. The most common side effect of struggling mentally is not getting enough rest: Over half of workers (55%) say their degraded mental wellness is impairing their sleep. Other common impacts include a sedentary lifestyle, relationship stress, digital media addiction, excessive/mindless eating, and/or decreased work performance.

BABY BOOMERS ARE THE ONLY GENERATION WHOSE PRIMARY STRESSOR IS INFLATION. WORK STRESS IS THE TOP ISSUE FOR ALL OTHER AGE GROUPS



DEGRADED MENTAL WELLBEING IS GETTING IN THE WAY OF EMPLOYEES GETTING A GOOD NIGHT'S SLEEP



Experiencing any of these downstream effects can kickstart a negative wellbeing cycle, where, for example, poor sleep or excessive eating further degrades mental wellness. This traps workers in poor habits, setting them on a negative trajectory that helps nobody.

If you think your organisation is an exception to these trends, consider double checking that assumption. There is a major gap between how well leaders think their workforce is doing and how well workers are actually doing: In a startling display of corporate disconnect, executives are more than twice as likely to say their workers' mental wellbeing improved over the last year compared to what those workers actually reported.²² Employers and employees are also nowhere close to seeing eye

to eye on how well companies take care of their staff mentally. While 94% of CEOs believe they are doing enough to support mental health in the workplace, only 67% of workers agree.²³ Similarly, employers are much more likely than their workforce to say:

- their employees have access to mental health resources
- employees have the schedule flexibility required to get mental health help
- their company resources have improved employee mental health²⁴
- open discussions about mental health are encouraged in their workplace.^{25/26}

Some of this difference in perception likely comes down to executives having more visibility on the resources available to their employees. They are often the ones to influence or approve the benefits, after all. As a result, the more senior the worker, the more likely they are to say their benefits programme changed in the last year (Leadership: 51%; Management: 39%; Other: 26%), suggesting that lower-level employees lack a real-time awareness of what benefits are available to them.

But the mental health stigma remains a major barrier that stops employees from being frank when they need support. Over half (52%) of employees do not think their employer cares about their mental wellbeing²⁷ and a staggering 87% say they aren't comfortable discussing a mental health issue in the workplace.²⁸ Workers unwilling to discuss their mental wellbeing at the office say they:

- fear their boss would think they are not interested or capable (34%)
- are scared of being labelled “weak” (31%)
- think it could affect promotion opportunities (22%)
- worry it would go in their file (22%)
- are afraid of being laughed at or not taken seriously (20%).²⁹

This makes culture a critical aspect of getting the most out of your benefits package. Offering mental health days and employee assistance funds won't have any effect if employees are too scared to use these resources. Workers need to know the benefits are available and that they will not pay a penalty for using them. Rather, the use of mental wellness benefits should be continuously encouraged and celebrated — going to therapy can be as transformative as training for a marathon, and nobody would be ashamed of sharing their improved running times in the team group chat.



Mindfulness and Therapy

2.2.1

While workers hesitate to discuss their mental wellbeing at work, they do want help. Interest in attending therapy is high — over half of workers (51%) say therapy/counselling is very or extremely important to their wellbeing.

However, only 37% of workers say they’re currently seeing a mental health professional. Among employees not in therapy, three out of four (76%) wish they were. Their top barrier? Expenses, with 36% saying cost is standing between them and the mental wellbeing support they need.

With therapy out of reach for many, workers are turning to the more affordable track of mindfulness to manage their mental wellbeing. The results are compelling: The more often somebody practises mindfulness, the more likely they are to say they are doing well — mentally and physically.

Financial struggles, however, appear to limit the usefulness of mindfulness. (For more on that trend, see Section 2.4: State of Financial Wellness.)

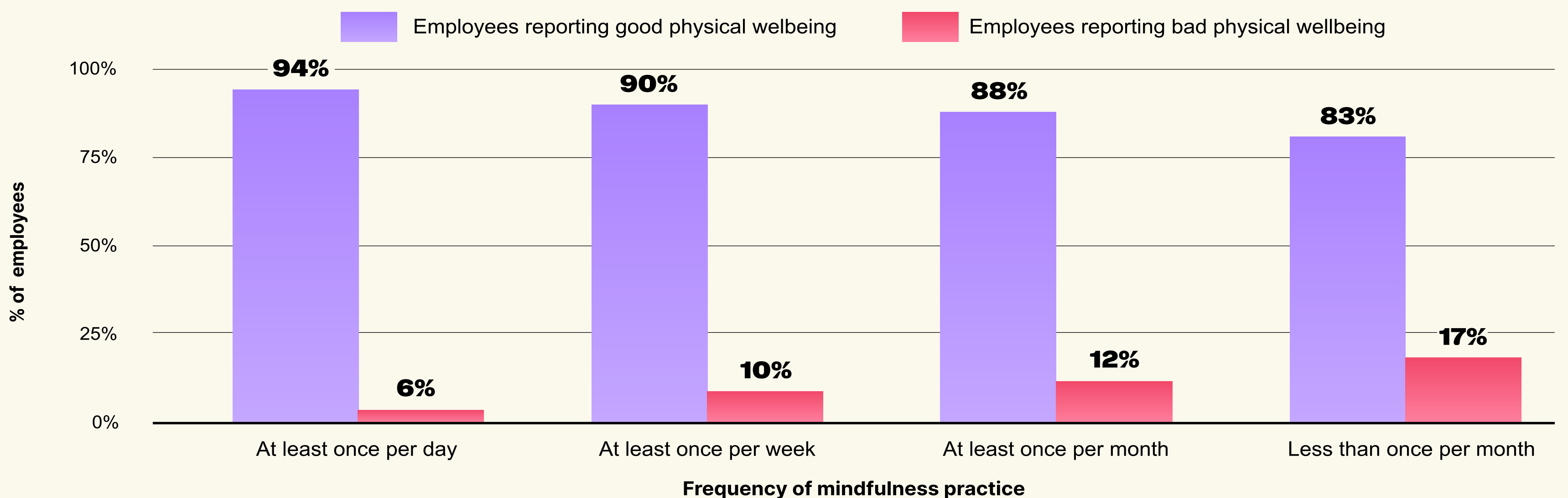
“If you’re interested in having employees who are more focused, less emotionally reactive, and mentally stronger, why wouldn’t you give them access to meditation?” councils **Dan Harris**, host of the podcast 10% Happier. “The science seems clear. This is, to be a little cute, a no-brainer. Especially at a time when we are seeing unprecedented levels of anxiety, depression, loneliness, addiction, and suicide — all of which are impacting the workforce.”

Dan Harris

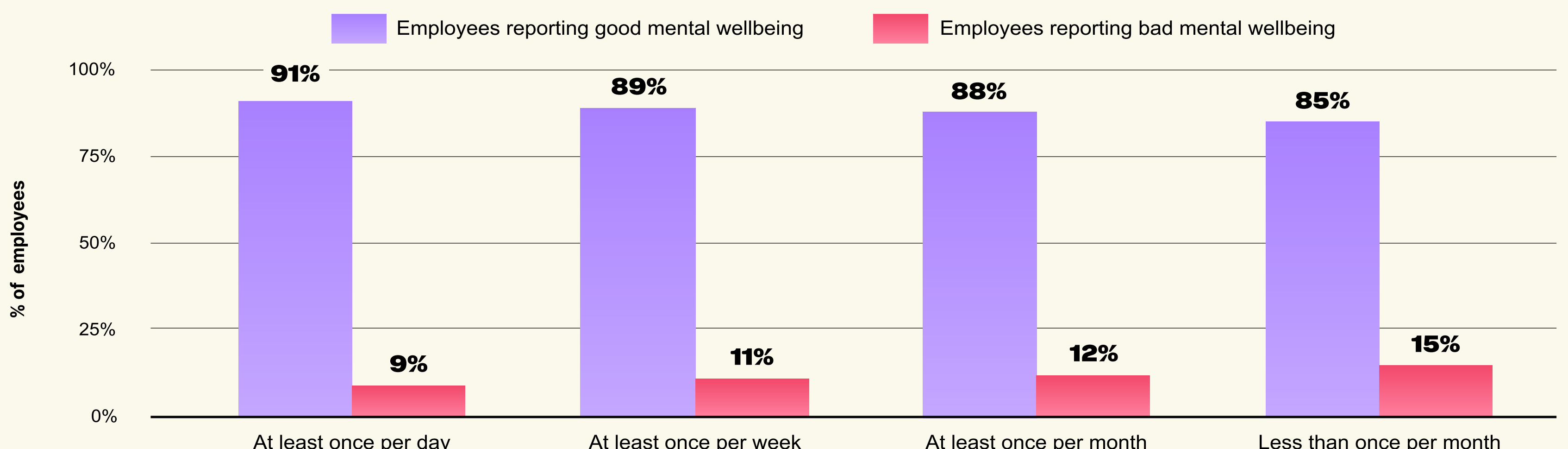
Former ABC anchor, *New York Times* bestselling author, and host of the 10% Happier podcast.



MORE FREQUENT MINDFULNESS CORRELATES WITH BETTER PHYSICAL WELLBEING



MORE FREQUENT MINDFULNESS CORRELATES WITH BETTER MENTAL WELLBEING



And the more we meditate, the merrier we are. Those that practise mindfulness multiple times a day are the most likely to say their overall, physical, and mental wellbeing has “improved drastically” over the last year. These super-mindful workers are most often relying on deep breathing (51%), mindful walks (43%), and meditation apps (42%) to achieve these drastic wellness boosts. But you don’t have to meditate morning, noon, and night to achieve results — any level of mindfulness practice, even a few times a month, boosts wellbeing.

A) MINDFULNESS AND THERAPY MORE POPULAR WITH YOUNGER WORKERS

When you break workers out into age groups, there are major generational differences in how they approach mental wellness: Younger generations (Gen Z and Millennials) are far more likely to express interest and engage in both therapy and mindfulness than their older coworkers (Gen X and Baby Boomers).

This shift has major implications for how HR leaders prepare their employee benefit packages for the years to come. As younger workers increasingly rely on therapy and meditation, they will look to their employers to help provide access to these vital resources.

Gen Z — the largest generation in the world³⁰ — is the group most actively engaged in caring for their mental wellness. They

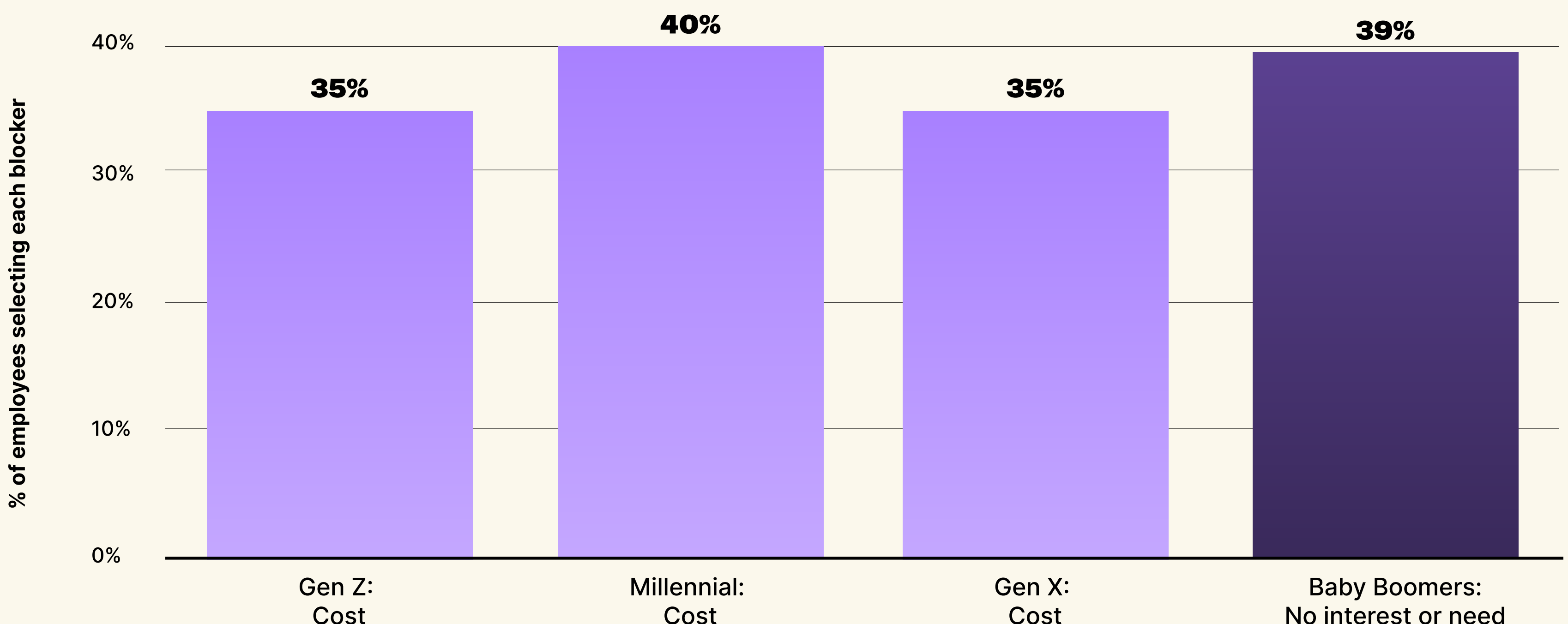
are the most likely to meditate with apps (26%), in classes (20%) or through self-guided sessions (20%), and a full 50% report they are in therapy. Millennials — the largest generation currently in the workforce — are not far behind, with 45% in therapy.

There is a precipitous drop in therapy usage when looking at Gen X (27%) and Baby Boomer (24%) employees. This reflects a major generational shift in how employees view mental health care: Baby Boomers are more than seven times as likely as Gen Z to say that therapy/counselling is not at all important to their wellbeing (23% vs. 3%).

This difference is crystal clear when you look at how Baby Boomers engage with their mental wellbeing — or, more accurately, how they do not. Nearly a third (32%) of Baby Boomers say they don’t practise mindfulness, and more than half (58%) don’t use therapy or self-help resources. In contrast, a mere 21% of Millennials and 19% of Gen Z skip mindfulness practices. And only 30% of Millennials and 20% of Gen Z say they don’t use therapy or self-help services.

Given that the most common cause for mental distress among Baby Boomers is inflation, one might guess that the high cost of therapy is the major roadblock stopping them from using mental health care. But that’s not the case. While every other generation cites cost as the major reason they’re not in therapy (Gen X: 35%; Millennials: 40%, Gen Z: 35%), Baby Boomers say they simply have no interest in or need for therapy (29%).

BABY BOOMERS ARE THE ONLY GENERATION WHOSE PRIMARY REASON FOR NOT ATTENDING THERAPY IS NO INTEREST OR NEED. COST IS THE MAIN BLOCKER FOR ALL OTHER AGE GROUPS



As Gen Z and Millennials dominate the workforce, employers feel the increased financial pressure of providing the mental wellness support their employees want.

A seven-year survey of employer-sponsored health plans in the U.S. found spending on mental health and addiction is growing for workers below the age of 25 — they make up 42% of mental health spending, despite making up only about a third (36%) of the population.³²

And this is a demand unlikely to just fade away. Global research points to an ongoing youth mental health crisis. Consider:

- Mental illness and anxiety are on the rise in U.S. high school and college students
- Youth self-harm is rising in the UK
- Minor mental health hospitalisations are on the rise in Australia
- Nordic tweens and young teens are reporting high rates of psychological distress at increasing rates
- A sense of alienation is increasing in schools worldwide.³³

In contrast, Baby Boomers stand apart from the crowd as the generation most likely to say they're good or thriving mentally.

Yet there is room for hope. This therapy-going, meditating Gen Z is also decidedly the most likely to say their wellbeing has improved in 2024 compared to 2023, implying these interventions do seem to help them cope or heal.

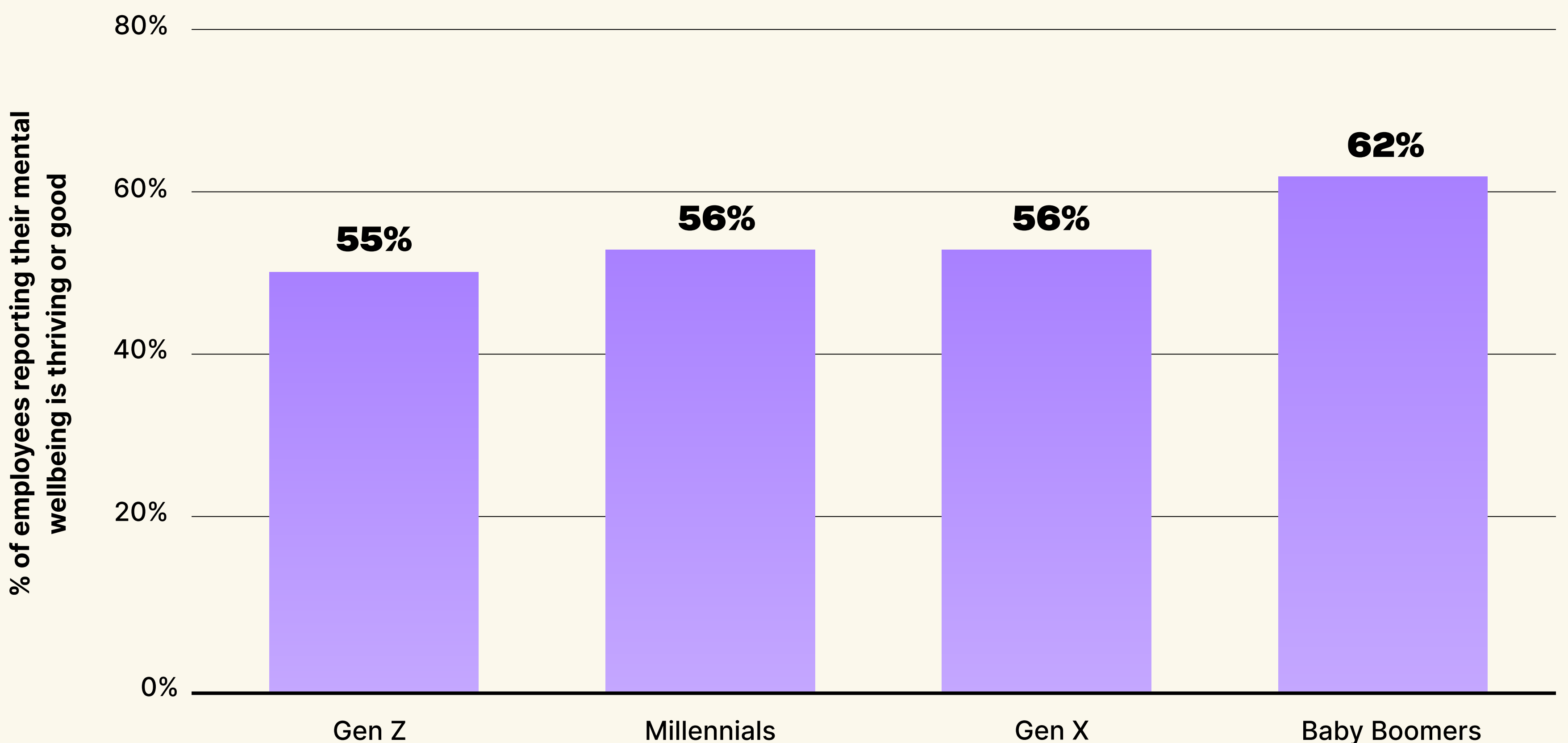
“Given the generational shifts on the issues of mental health and self-care more generally, it seems to me that offering meditation to your employees is becoming table stakes,” says **Dan Harris**. “You’ll need to do it not only for attracting and retaining workers, but also because the evidence seems to strongly suggest that it will help your team — and the bottom line.”

Dan Harris

Former ABC anchor, *New York Times* bestselling author, and host of the *10% Happier* podcast.



BABY BOOMERS ARE THE GENERATION WITH THE BEST RATES OF SELF-REPORTED MENTAL WELLBEING



This makes mental wellbeing support a critical part of game planning for HR leaders in the years to come — and poses a tricky balancing act. Mental health benefits will be critical to attracting and retaining top talent, but the cost of offering them is likely to rise as more employees use the benefits.³⁴

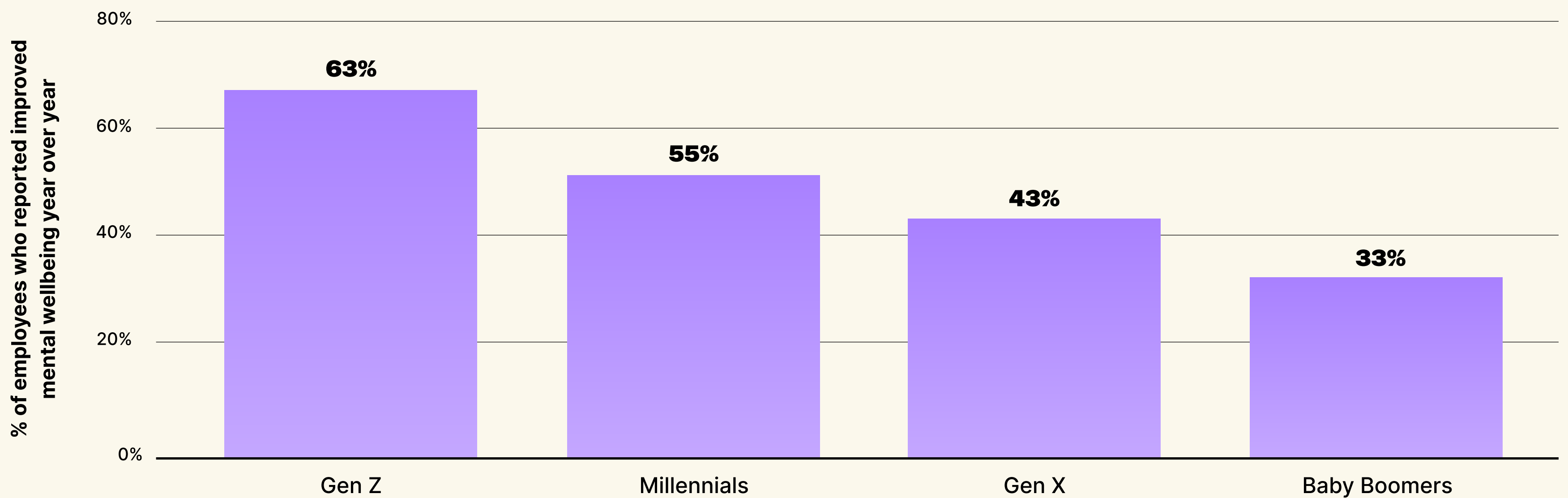
This is where wellness programmes can help. First off, they can make life easier for HR leaders, as they make organisations attractive to employees, especially Gen X and Millennials. (For a deeper dive into that trend see Section 3: How Employee Benefits Impact Talent Management.)

At the same time, they empower employees to engage in preventive care for their daily mental wellness and make

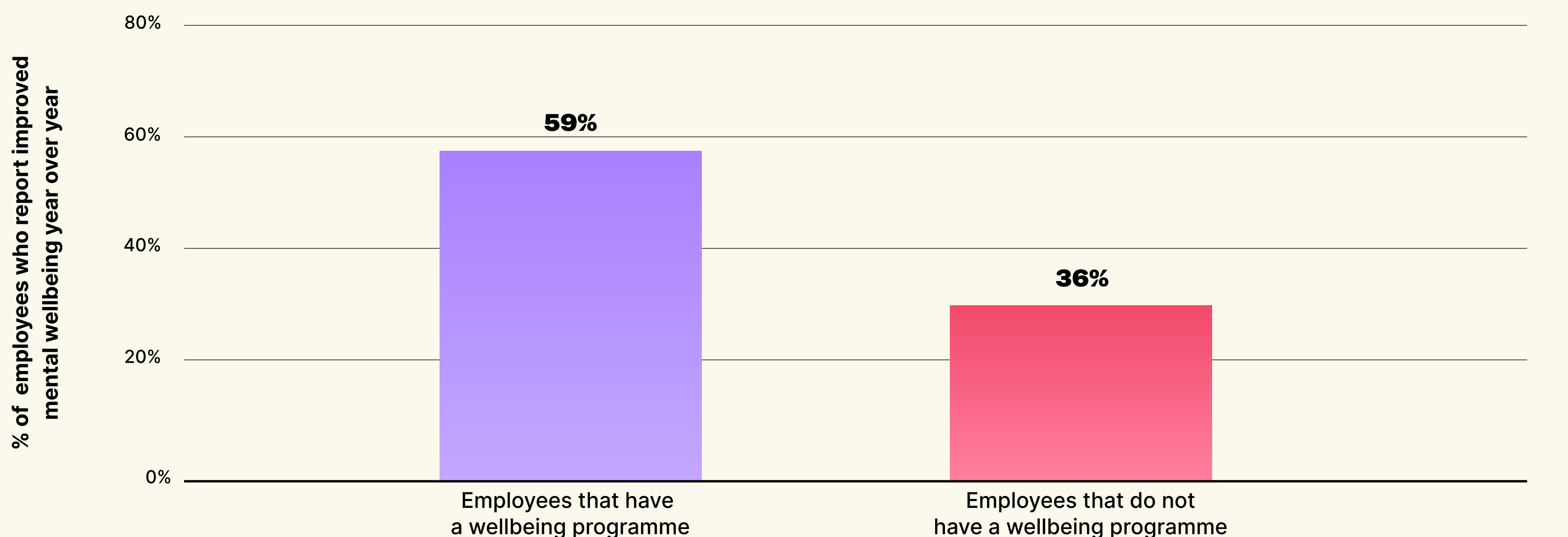
them more resilient when challenges do arise.³⁵ That is, of course, why employees want these benefits. They want to feel better, and employees with wellness programmes are more likely to say they have improved mentally in 2024 compared to 2023.

This can help avoid costly medical interventions down the road — such as in-patient treatment or emergency hospital care — which is why wellness programmes can help you drive down an organisation’s mental healthcare costs.³⁶ That lets your company support mental wellness in a way that also strengthens your bottom line, as 95% of companies tracking the return on investment of their wellbeing initiatives see positive returns.³⁷

GEN Z IS THE GENERATION MOST LIKELY TO REPORT IMPROVED MENTAL WELLBEING OVER THE LAST YEAR



EMPLOYEES WITH WELLBEING PROGRAMMES ARE MORE LIKELY TO SAY THEIR MENTAL WELLNESS HAS IMPROVED IN THE LAST YEAR





Activation Toolkit

EMPLOYEE MENTAL WELLNESS BENEFITS

Ready to take action to improve the mental wellbeing of your workforce? Incorporating these benefits in your total comp package is an effective way to provide the support your workforce needs to thrive!

Therapy Coverage

Comprehensive coverage for therapy and counselling sessions helps address the financial barriers preventing 36% of workers from accessing mental health support.

Mindfulness App Subscriptions

About one in five workers (17%) already use a meditation app, demonstrating the widespread interest in this mindfulness practice and making subscriptions to apps like Wellhub partners **Headspace** or **Meditopia** valuable tools for any team. Covering the cost of ongoing use makes it even easier for employees to access the wellness benefits of a consistent mindfulness practice. And, as discovered by a Harvard study of a mind-body relaxation programme, the amount of medical services participants needed decreased by more than 40%. When the health insurance company Aetna offered free yoga and meditation programmes to its employees, for example, participants saw reductions in stress and pain, and improved sleep. The company estimates the programme had an 11:1 return on investment.³⁹

Anxiety Reduction

While stress and anxiety are often spoken of together, they are different. Stress is a short-term reaction to an event, while anxiety is a persistent state of worrying — even without an actual cause.⁴⁰ Given the prevalence of anxiety, it's unsurprising that a full quarter of the growing mental health app market is dedicated to depression and anxiety.⁴¹ Research shows such app-based anxiety interventions can effectively decrease the amount of anxiety people experience.⁴² Apps available on the Wellhub platform like **Ifeel** can help employees stop anxiety and panic with therapist-approved tools, guided meditation, and soothing sounds.

Gym Memberships

Exercise helps decrease depression and anxiety while improving mood and cognitive function.⁴³ For example, during pandemic lockdowns, people were forced to stay inside for prolonged periods of time. Many people significantly reduced their activity level, and the increase in sedentary lifestyles during pandemic lockdowns became a leading predictor of developing common mental disorders.⁴⁴ From an employer's perspective, people who don't exercise experienced 57% more poor mental health days in the last month than those who did work out.⁴⁵ Cardio and working out at the gym can reduce the number of poor mental health days by more than 20%.⁴⁶

Mental Health Days

Sick days are great, but providing paid time off to specifically tend to your mental health sends a clear message to employees that their mental wellbeing is just as important to your organisation as physical health.

Health Savings Accounts (HSAs) and Flex Savings Accounts (FSAs)

Helping employees set aside pre-tax money to cover any copays associated with seeing a counsellor is another great way to overcome the cost barrier of therapy.

Stress Management Workshops

Stress management programmes can contribute to decreasing tension in your workforce, ultimately driving savings. One multi-year analysis of a company wellness programme — which included stress management classes and advice — returned \$1.65 in healthcare savings for every \$1 invested.⁴⁷

Physical Wellness

2.3

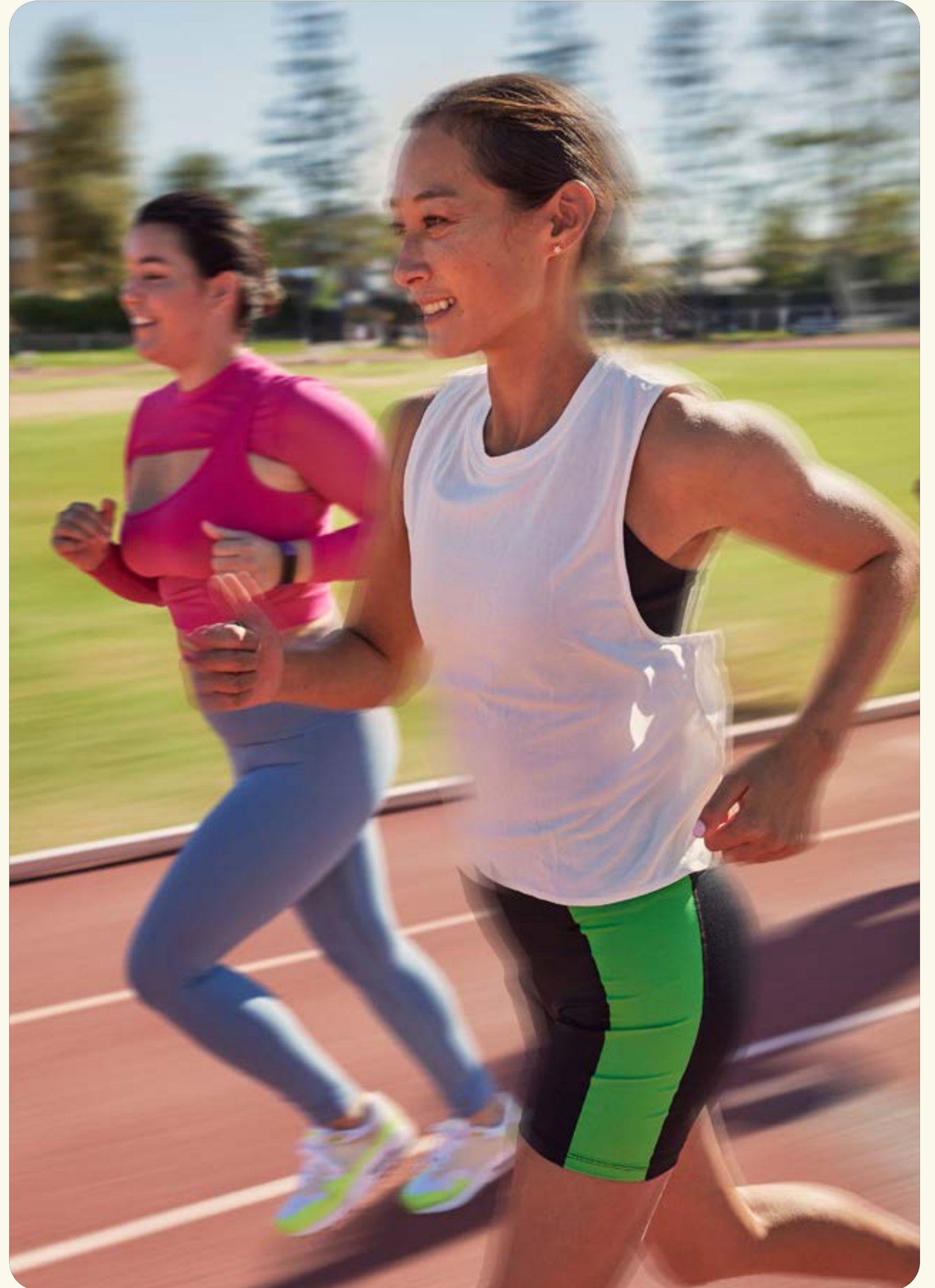
We've got the inside scoop on your workforce's physical wellbeing. From lacklustre gym routines to sleep habits that would make a sleep doctor lose rest, employees are feeling less "zen and toned" and more "stressed and sedentary."

Overall, employees are just as likely to say they feel like a couch potato than fit as a fiddle. Only about half (54%) say they're in good physical shape, and things get even more wobbly when we zoom in on the specifics. Fewer folks are working out (39%), eating well (40%), or catching enough Z's (32%).

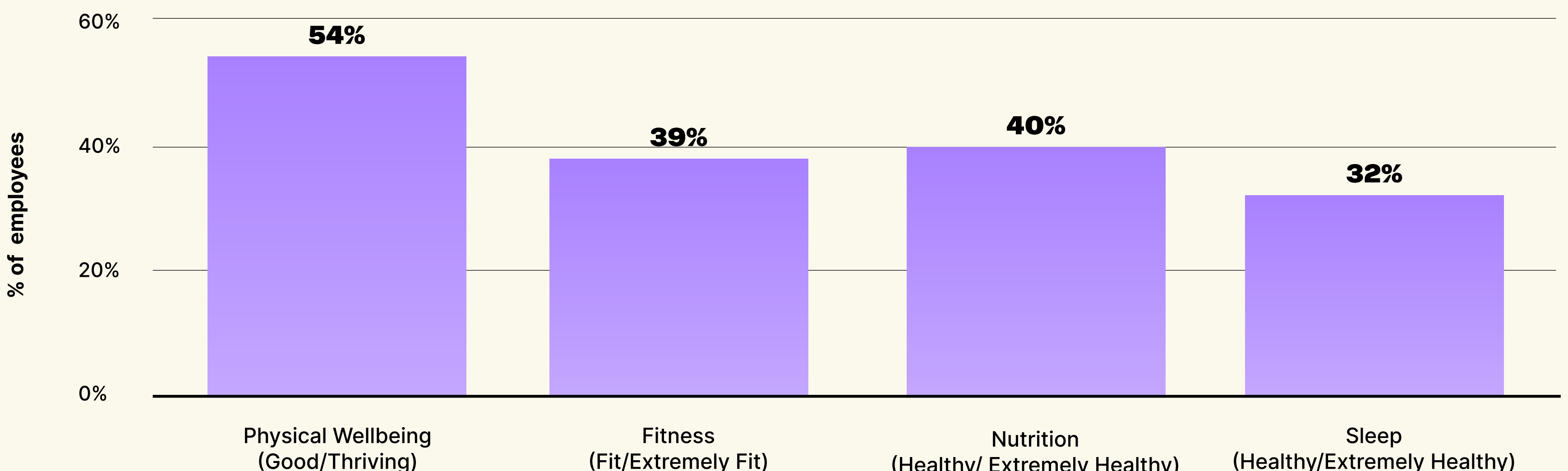
When we unpack those areas of life that comprise your physical wellbeing, it seems our workforce is stuck in a wellness slump. They know their fitness, nutrition, and sleep could use a tune-up, but they're not connecting the dots on how these pillars prop up their overall wellbeing.

This is more than bad news for employees' health. It's dragging down your business as well: a whopping 93% of workers say their physical wellbeing impacts their productivity. That's right, folks - your employees' health directly affects your bottom line.

It's time for companies to step up their game! Offering a lone treadmill in the break room won't cut the mustard. You need to serve up a smorgasbord of wellness benefits that cover fitness, nutrition, and sleep. Only then will you see your workforce — and your organisation — truly thrive.



FEW EMPLOYEES FEEL LIKE THEY ARE DOING WELL PHYSICALLY



Fitness

2.3.1

KEY TAKEAWAY

While workers recognise the importance of fitness for their wellbeing, their busy schedules and lack of motivation are major obstacles to regular exercise. Fortunately, offering structured wellness support can have a major positive impact on employee fitness.

THE BUSINESS IMPACTS OF FITNESS

Employee fitness affects everything from how people show up to the office (bright-eyed or barely awake) to the quality of work they produce (masterpiece or meh).

Those who haven't found their self-care groove are more likely to mentally check out, even when physically present (also known as presenteeism). Even though they're logged onto the company software, they're mentally logged off – and you can see it in the amount of work they (don't) get done.^{49/50}

On the flip side, employees who've discovered what makes them feel good — whether it's yoga, marathons, dancing, or boxing — see gains at the office, not just the gym. Thanks to the brain boost of consistent exercise, teammates who are routinely sweating on a reformer or shooting hoops gain a cognitive edge. Exercise gives them the mental clarity that increases their performance and productivity.^{51/52} Their productivity also shoots up because all of that exercise also means they're less likely to need sick leave, so they're at work more often.⁵³

An employee's whole team benefits from them working out, not just the worker or who's going for a jog. Everyone feels better after working out, and happy employees make Zoom meetings more cheerful for everyone involved (cameras on or off). Especially when large groups embrace a fitness-first mindset, it can positively transform your company culture.⁵⁴

So, next time you see a colleague taking a mindful moment, trying out a standing desk, or enjoying a lunchtime stroll, give them a mental high-five. They're not just taking care of themselves — they're cultivating a healthier, happier workplace for everyone!



IN-DEPTH

In offices across the country, a silent battle is being waged. The enemy? Sedentary lifestyles and declining health. The heroes? Everyday workers striving to stay fit in a world that seems designed to keep them glued to their chairs.

Our story begins with a ray of hope: 99% of employees recognise the crucial link between fitness and overall wellbeing. They're not just paying lip service to the idea — a whopping 93% are taking action, engaging in some form of physical activity at least once a week. For more than a third (36%), it's a daily commitment.

But this isn't a tale of unmitigated success. Eighteen percent of employees don't have any fitness routine to speak of. And, despite many employees putting in their best efforts, only 39% of workers consider themselves fit or extremely fit.

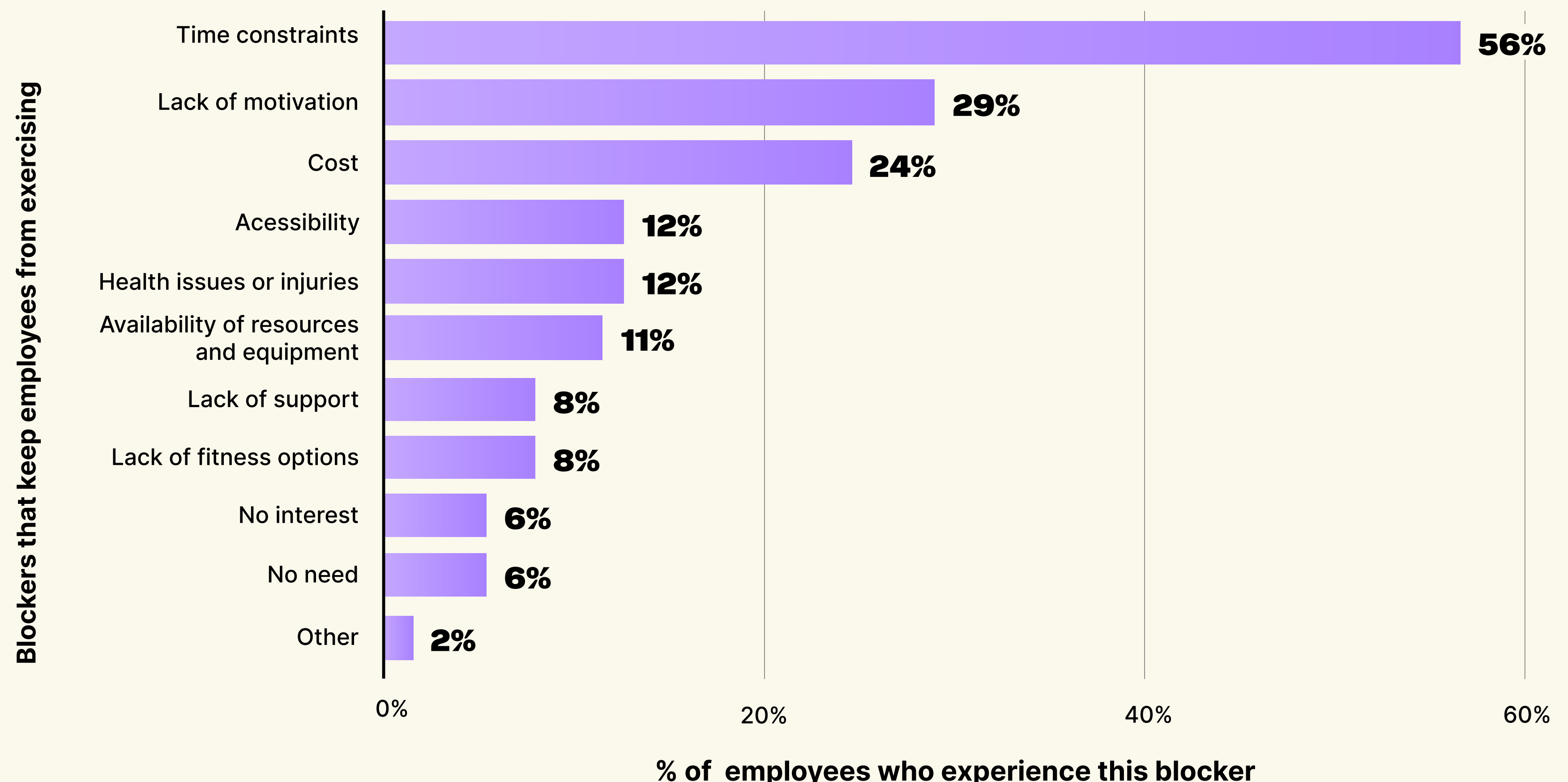
What's holding our workforce back? The villains of this story are all too familiar: the relentless tick of the clock (56% cite time

constraints), the struggle to find motivation (29%), and the ever-present concern of cost (24%). These obstacles loom large, threatening to derail even the most well-intentioned fitness plans.

When employees do overcome these obstacles, they're usually running (27%), strength training (21%), or doing mobility training (18%). And each of these activities has a die-hard group of fans — Gen Z is all about strength training, with 29% saying it's their favourite way to move. Millennials and Gen X love running (29% of each group say it's the best fitness activity), and Baby Boomers gravitate toward mobility training (20%).

Of course, most companies have a multigenerational workforce. This can make it tricky to plan group activities that have mass appeal, which you need in order for a wellness culture to thrive. If you've ever struggled to pick an office-wide wellness hour, consider mobility training. Of all the physical activities in our survey, it's the fitness activity with the highest average participation rate across generations (ranging from 18% to 20%). Any activity that improves the range of motion and functional movement of employees' joints or muscles fits the bill, including dynamic stretching, foam rolling, and resistance exercises.

TIME CONSTRAINTS AND LACK OF MOTIVATION KEEP EMPLOYEES SEDENTARY



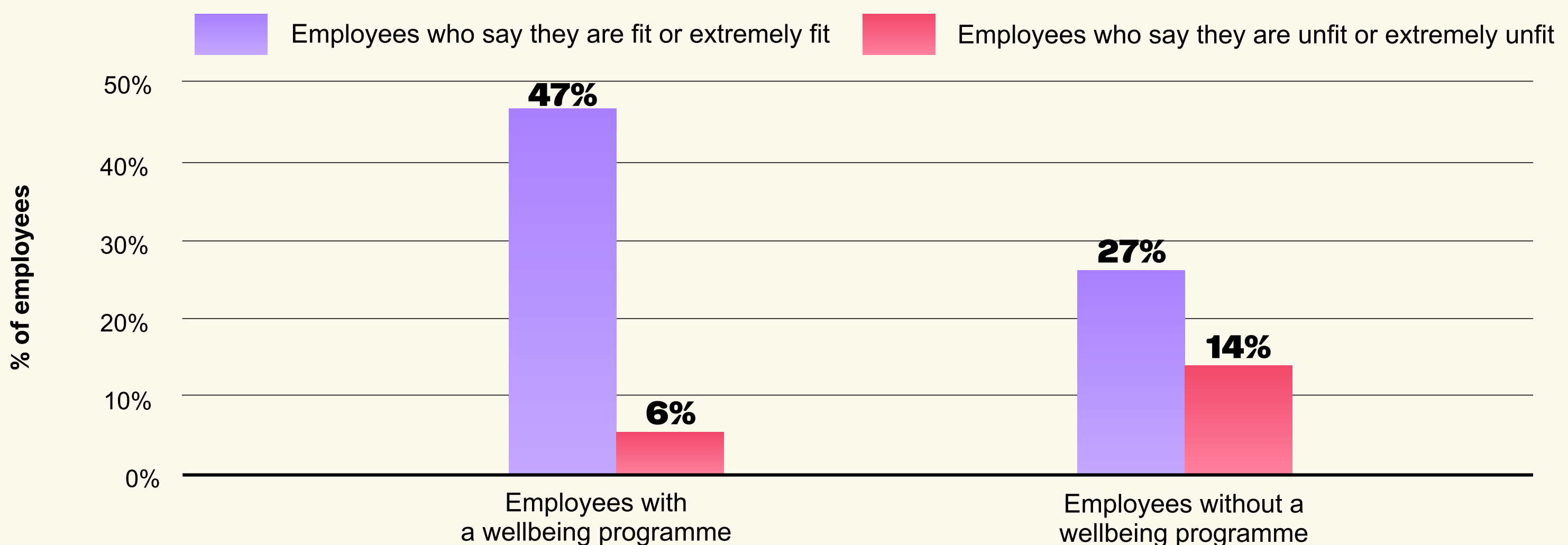
As we zoom in further, more generational divides emerge. Early career Gen Z and mid-career Millennials say they are fit or extremely fit more than 40% of the time. Meanwhile, grinding it out longer in the workforce doesn't count as an endurance workout — only about a third of Gen X and Baby Boomers say they're fit or extremely fit.

It's not for lack of trying: overall activity rates remain similar across generations — but younger employees are more likely to hit the gym at least daily. Their more seasoned colleagues settle for a weekly sweat session. This indicates a clear need for additional targeted support to help Gen X and Baby Boomers make activity a more consistent part of their daily routines.

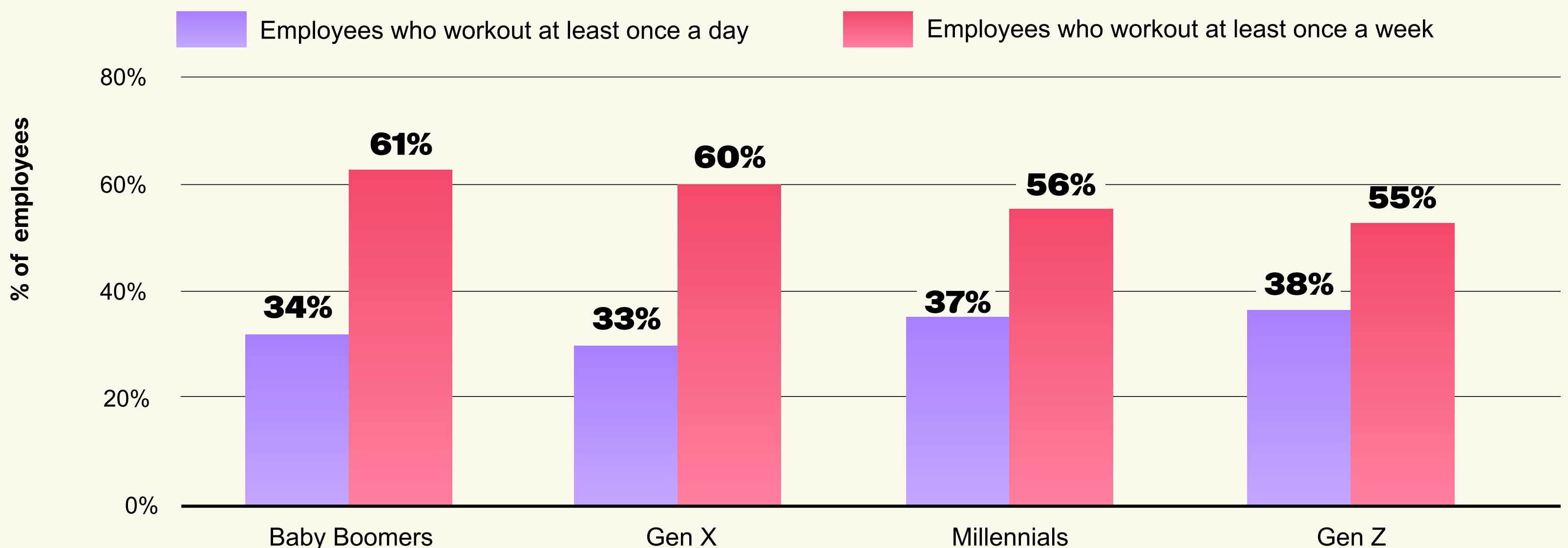
Fortunately, employees are not destined to slide into immobility throughout the course of their career. HR leaders can help. Corporate wellness programmes can make a major difference in the fight against sedentary lifestyles. Employees with access to these programmes are nearly twice as likely to report being fit or extremely fit compared to their unsupported counterparts. It's a stark contrast that hints at a possible solution to our fitness conundrum.

Employees know fitness matters. **Now, it's time for activation.** The path forward is clear: break down barriers, provide support, and create opportunities for movement that resonate across generations.

EMPLOYEES WITH WELLBEING PROGRAMMES ARE MORE LIKELY TO SAY THEY ARE FIT



WHILE MOST EMPLOYEES WORK OUT AT LEAST ONCE A WEEK, MILLENNIALS AND GEN Z ARE THE MOST LIKELY TO HAVE A DAILY FITNESS ROUTINE





Activation Toolkit

EMPLOYEE BENEFITS SOLUTIONS

HR leaders can leverage these targeted benefits to help your employees achieve their fitness goals.

Office Sports Leagues

Create office sports leagues to encourage team building and physical activity. Organise leagues for various sports such as football, basketball, volleyball, or even more casual games like dodgeball or kickball. These leagues can be held during lunch breaks or after work, providing a fun and social way for employees to stay active. Participating in team sports can boost morale, foster camaraderie, and improve overall fitness levels.

Fitness Memberships

Provide employees with fitness memberships to support their exercise routines, whether virtual or in-person. Subscriptions to apps like **Apple Fitness+**, **Asana Rebel**, or **Zumba** offer a variety of virtual workout options that employees can engage in at their convenience. Subscriptions to gyms like **Everlast Gyms**, **Bannatyne**, or **Barry's** offer a variety of in-person workout options that employees can conveniently access. Covering the cost of these memberships makes it more affordable for employees to maintain their fitness goals.

Onsite Exercise Classes

Offer onsite exercise classes to make fitness more accessible for employees. Hire instructors to lead classes such as yoga, Pilates, Zumba, or strength training during lunch breaks or after work. Providing a variety of classes caters to different fitness levels and interests, ensuring that there's something for everyone. Onsite classes eliminate the need for employees to travel to a gym, making it easier for them to incorporate exercise into their daily routines.

Flexible Scheduling

Implement flexible work schedules to allow employees more time for fitness activities. With 56% of respondents citing time constraints, this change can significantly impact their ability to stay active.

Check-In Challenges

Run regular fitness check-in challenges to motivate employees to stay active. These challenges can include activities such as step-count competitions, workout streaks, or activity tracking. Use apps like **Strava** or **MyFitnessPal** to track progress and reward employees who meet their goals with incentives like fitness gear, gift cards, or extra time off.

Nutrition

2.3.2

KEY TAKEAWAY

Workers are struggling to eat healthy as time and cost constraints limit their food choices. Notably, Baby Boomers and employees with wellbeing programmes are the employee groups most likely to say they have good nutritional health.

THE BUSINESS IMPACTS OF NUTRITION

Picture this: Your workforce, powered by spinach smoothies and quinoa bowls, is conquering spreadsheets and crushing deadlines. Meanwhile, your healthcare costs are shrinking faster than a salad in a room full of rabbits.

Sounds too good to be true? Well, hold onto your ergonomic chairs! It's possible — if you make some changes.

Right now, few organisations get to experience the reality because of how widespread diseases caused by poor nutrition are, such as diabetes and obesity. And let's not forget about "presenteeism" – when folks show up but muddle through the day without checking much off their to-do list.

Now, brace yourselves for a number that'll make your coffee go cold: A whopping 85% of U.S. healthcare spending is tied to diet-related chronic diseases.⁵⁵ That's right, folks – our eating habits are taking a bigger bite out of the budget than that overpriced office snack machine.

On the flip side, a good diet can increase a company's performance. Seventy-nine percent of workers say the quality of their work would improve if they had a better diet, and employees with healthy eating habits truly are more productive and perform better in their roles.^{56/57/58} Think about it: When's the last time you had a eureka moment after downing a candy bar? Now, picture yourself after a veggie-packed power lunch. See the difference? Proper nutrition is like Popeye's spinach for your workforce — it provides the focus and stable energy needed to flex those mental muscles.

Sadly, many companies are accidentally getting in their own way: More than half of employees (58%) say their job makes it difficult for them to eat healthy.⁵⁹ But it doesn't have to be like this. Employers can be a force for good nutrition, not a blocker. Workplace nutrition programmes have been shown to increase productivity and decrease absenteeism.⁶⁰

So, ready to turn your workforce from "French fry fiends" to "salad savants"? Trust us, your accountants will thank you later!



IN-DEPTH

Most employees find themselves stuck between the acai bowl of their dreams and the reality of their busy lives: Only two in five workers (40%) have a good diet.* It's not just about willpower – it's a complex dance of time, money, and convenience.

We all know how it goes. After a long day at work, faced with the choice between whipping up a nutrient-packed meal or diving into a tub of ice cream while binge-watching the latest reality TV sensation, many of us succumb to the siren call of sugar and mindless entertainment. It's not that we don't want to eat healthier, it's that life has a way of throwing curveballs (or should we say, powdered donuts?) our way.

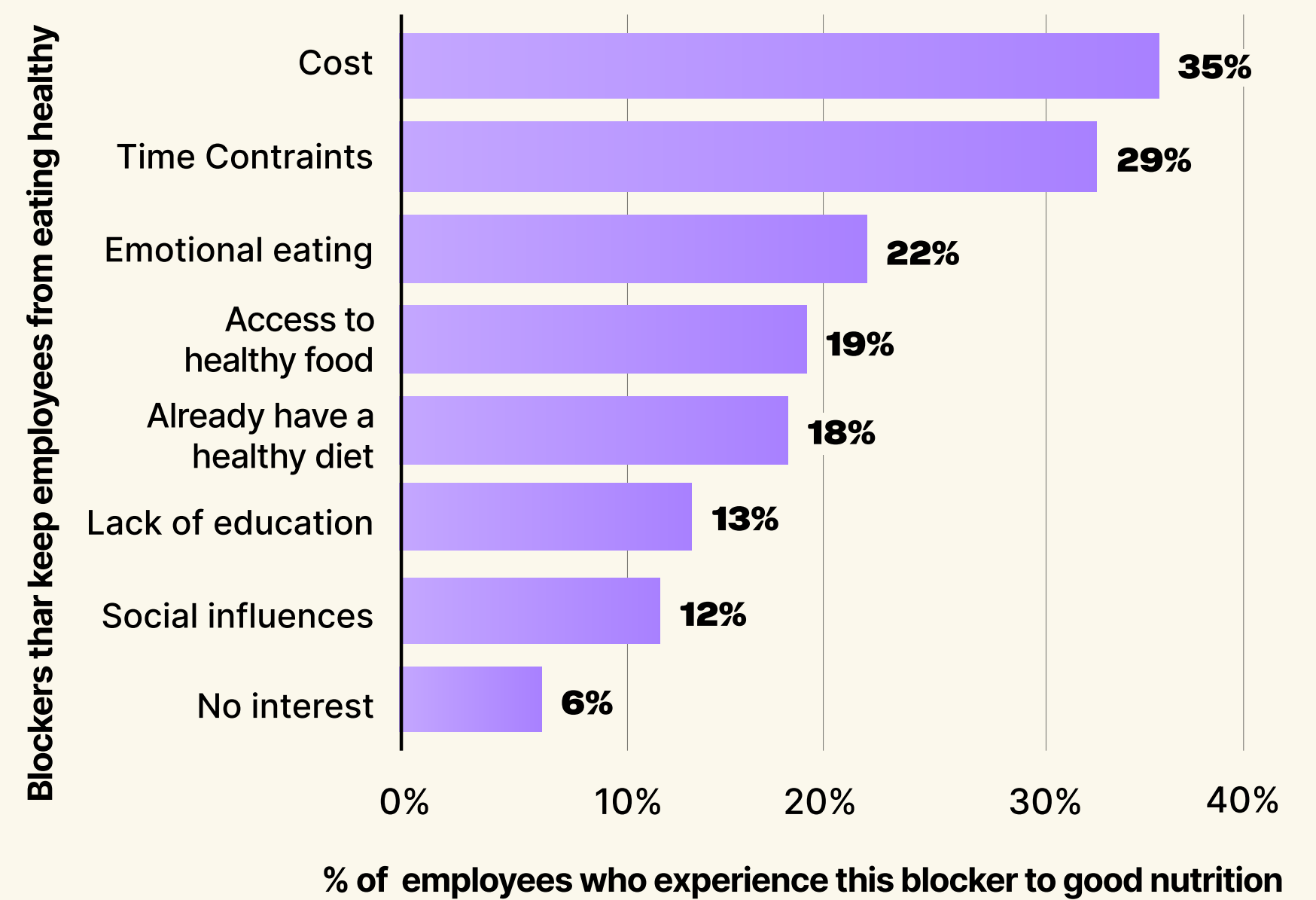
Cost (35%) and time constraints (32%) top the list of healthy-eating hurdles as employees juggle tight budgets and even tighter schedules. But it's not just about empty wallets and packed calendars. Emotional eating sneaks up on (22%) of employees. Meanwhile, limited access to healthy food options can make the simple act of finding a fresh vegetable feel like a quest worthy of a fantasy novel for 19% of workers.

And, indeed, the most common way people care for their nutritional wellness is cheap and easily accessible — hydration

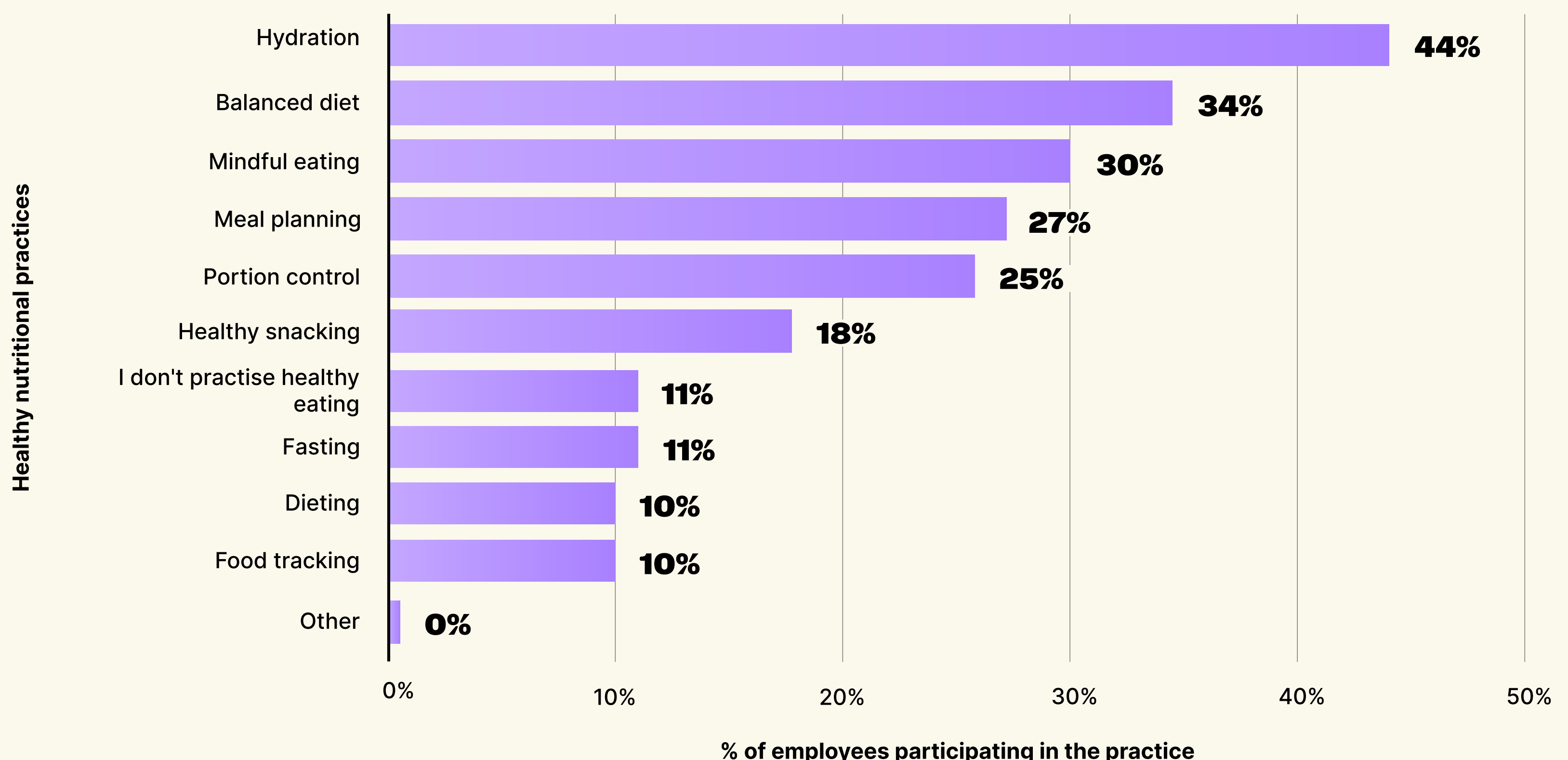
(44%). But when it comes to actual food? That's where things get a little crispy around the edges. Only about a third of folks (34%) claim to have a balanced diet. Even fewer are embracing the zen of mindful eating (30%), probably because it's hard to be mindful when you're scarfing down lunch at your desk between meetings.

* Respondents who rated their nutritional health as healthy or extremely healthy.

TIGHT BUDGETS AND TIME CONSTRAINTS STAND IN BETWEEN WORKERS AND A NUTRITIOUS DIET



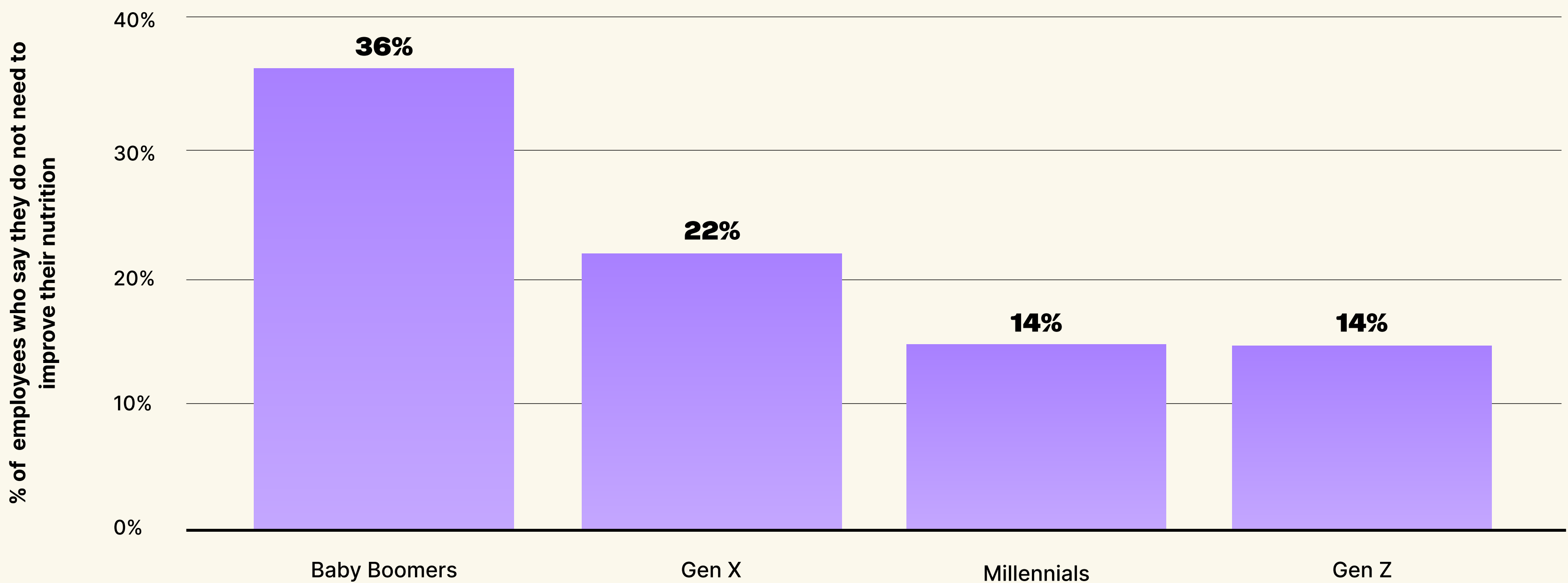
EMPLOYEES STRUGGLE TO INTEGRATE HEALTHY EATING PRACTICES INTO THEIR DAILY ROUTINES



And in yet another generational divide, Baby Boomers are the generation far and away most likely to say they don't need to eat any better because they have a healthy diet already — more than a third (36%) are satisfied with how they eat. Meanwhile, a mere 22% of Gen X, 14% of Millennials and 14% of Gen Z say they have a healthy diet.

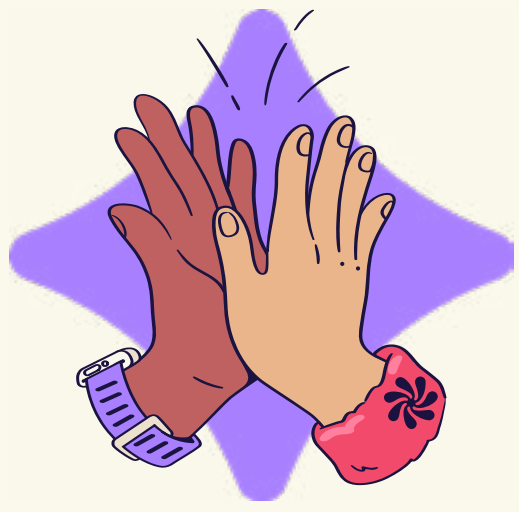
Luckily, ageing isn't the only road to an improved diet. Employees with wellness benefits are also living their best lives. Nearly half (47%) of these workers say they have a good diet, compared to just 29% of their peers without wellness programmes. And if you're without such wellness perks, you're twice as likely to have a bad diet (6% vs. 3%).

BABY BOOMERS ARE MORE CONTENT WITH THEIR DIET THAN YOUNGER GENERATIONS



WELLBEING PROGRAMMES IMPROVE EMPLOYEE NUTRITIONAL HEALTH





Activation Toolkit

So, what'll it be for your company: A workforce running on fumes and frustration, or a team powered by good grub and great vibes?

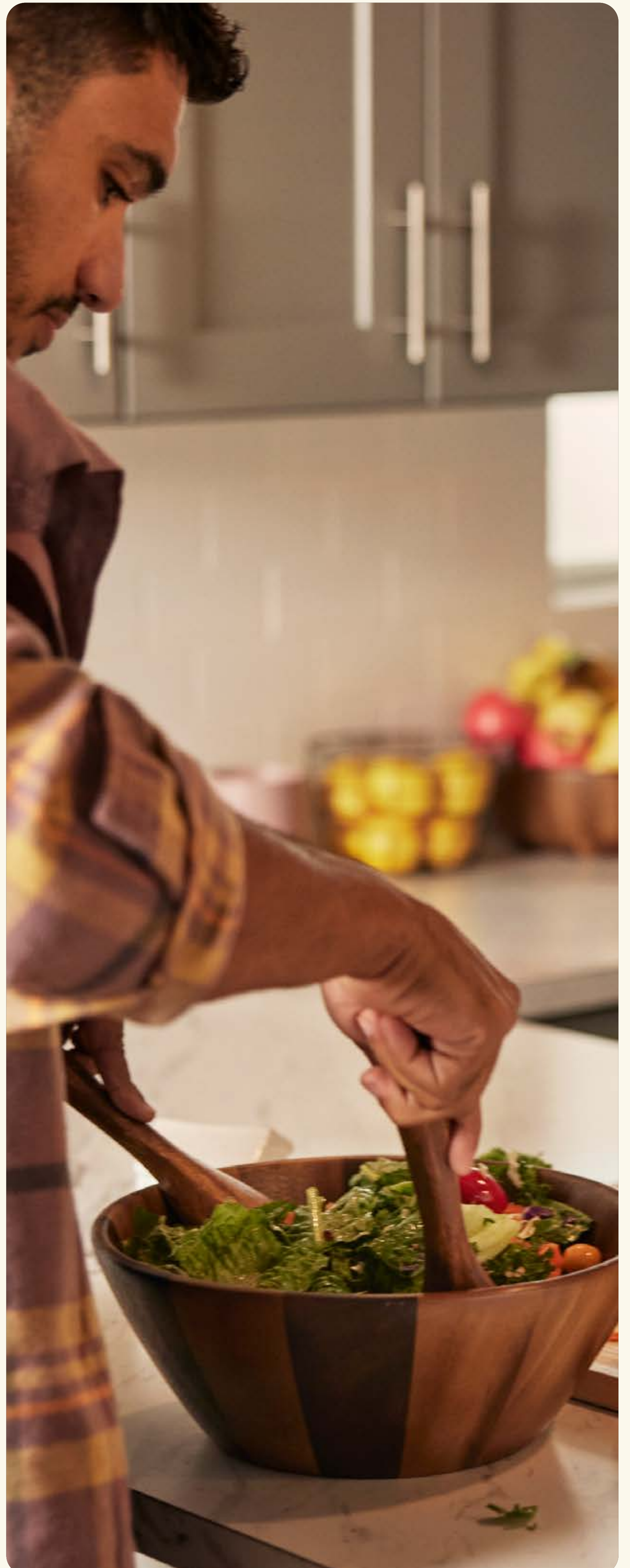
Picture this: You're feeling pretty confident about your latest wellness initiative. You've organised a "Healthy Eating 101" seminar, complete with a PowerPoint presentation and a complimentary apple for each attendee. Mission accomplished, right? Well, hold onto your quinoa, folks, because we've got some news for you.

Here's the thing: Your employees aren't living under a rock. They're well aware that their lunchtime choices fall somewhere on the spectrum between "rabbit food" and "heart attack on a plate."

The real challenge isn't educating them on the merits of Brussels sprouts versus deep-fried Oreos. It's giving them the tools to choose the sprouts when the Oreos are calling their name.

So, instead of patting yourself on the back for hosting "Salad Appreciation Hour," why not roll up your sleeves and get into the nitty-gritty of nutritional change? Your wellness programme should be less "eat this, not that" lecture and more "here's how to make 'this' actually happen in your chaotic life" action plan.

Remember, folks: Knowledge is power, but a fully-stocked office fridge and some extra lunch breaks are superpowers. Give your employees the cape they need to fly past the fast food drive-thru and into the promised land of balanced meals.





Activation Toolkit

EMPLOYEE BENEFITS SOLUTIONS

Food Trackers:



When people record what they eat, they are more likely to make healthier choices about the meals they eat.⁶¹ Consistent food tracking through digital apps has been also shown to help people lose weight,⁶² making these tools a useful part of any employee nutrition programme. You can make this possible by sponsoring subscriptions to apps like **LifeSum** or **MyFitnessPal** (both available with Wellhub), which helps people track calories and nutrients based on their individual fitness goals. Research shows that people who use MyFitnessPal consistently are more likely to achieve their nutrition goals.⁶³

Nutritionists & Dieticians



Habit change is more likely when we have a partner. After all, people are 65% more likely to reach a goal if they make the commitment to somebody else.⁶⁴ Giving employees access to dietary professionals not only gives them an accountability partner, but one with the expertise to answer their questions and coach them based on their individual nutrition goals. This can be done virtually through services on Wellhub like **Nutrium**, which connects users with a dietitian to help them adopt sustainable, healthy habits for the long-term. With weekday coaching and guidance available via chat, your employees can fine-tune their eating habits over time.

Upgrading Office Snacks



At your next offsite meeting, serve up fruits and veggies instead of pastries and salty snacks. Not only are you contributing to their long-term health, your employees will be more energised and won't suffer the sugar crash that follows inhaling a plateful of junk just because it's there. This simple change can make a major difference: Eating plenty of fruits and veggies makes it less likely to develop eye and digestive diseases,⁶⁵ and increased produce consumption was found to decrease the risk of prediabetes for people who are food insecure.⁶⁶ This perk also targets the cost and time constraints that often get in the way of good nutrition.

Pre-set Meal Plans



People can only make so many decisions in one day. In a phenomenon known as decision fatigue, people tend to make worse decisions the more choices they are asked to make back-to-back. The average person has to make a mind-boggling 35,000 choices a day, and more than 220 of those are directly related to food.^{67/68} That's why it's harder to say no to dessert after dinner than it was to say no to that breakfast donut. Offering meal plans for everyone, from vegans to those that are lactose intolerant, through programmes like Wellhub partner **Lifesum** can help employees alleviate the impact decision-making fatigue has on their diet. This can help them make better choices more often.

Healthy Catered Lunches



A company meal is a great time to support healthy eating habits. Next time you're supplying food at an all-hands, consider opting for a Mediterranean spread. Research has continually shown that a Mediterranean diet — characterised by foods like leafy greens, whole grains, and fish — can decrease chronic inflammation,⁶⁹ reduce the risk of heart disease⁷⁰ and stroke,⁷¹ and lengthen lifespan.⁷² And, since Mediterranean food is a crowd-pleaser, this is a win-win. Who doesn't love falafel and hummus? While planning any event with food, make sure to reach out to your employees to assess what food allergies or dietary restrictions need to be considered.

Sleep

2.3.3

KEY TAKEAWAY

Workers know that sleep is essential to their wellbeing — but you can't tell that based on their sleep habits, as the vast majority of workers are getting insufficient and poor-quality rest. There is a clear need for targeted interventions and support systems to improve overall sleep health in the workforce.

THE BUSINESS IMPACTS OF SLEEP

Remember when burning the midnight oil was a badge of honour? When sleep was for wimps and coffee was life? Yeah, those were the days... of terrible business decisions. Turns out, skimping on shut-eye is bad for the bottom line. Even a few nights of tossing and turning can turn your star employee into a zombie, complete with impaired thinking, emotional meltdowns, and the productivity of a sloth on vacation.^{73/74/75/76}

How bad is it? Picture \$44 billion vanishing into thin air — that's how much U.S. companies lose yearly because their workforce is too sleepy to function properly.⁷⁷

That's before we even touch on workplace safety. Sleepy employees have slower reactions and more mistakes.^{78/79} Not ideal when you're a nurse juggling medications, a truck driver navigating rush hour traffic, or a construction worker on scaffolding.^{80/81/82/83} Also not ideal in professions like law or insurance, where drowsy decisions could lead to some very expensive errors and omissions claims.

And that's just short-term sleep deprivation. Chronic sleep deprivation is like kryptonite for your brain. It can lead to cognitive decline – including dementia! – and increase the risk of health issues like heart disease and obesity.^{84/85} Translation: Higher healthcare costs and more sick days, a double whammy no company wants to face.

The bottom line? A workforce running on fumes is like trying to win a race in a car with no gas. You're going nowhere fast, and it's gonna cost you. It's time to trade in those "I'll sleep when I'm dead" t-shirts for some comfy pyjamas and a good night's rest. Your business (and your employees' sanity) will thank you.

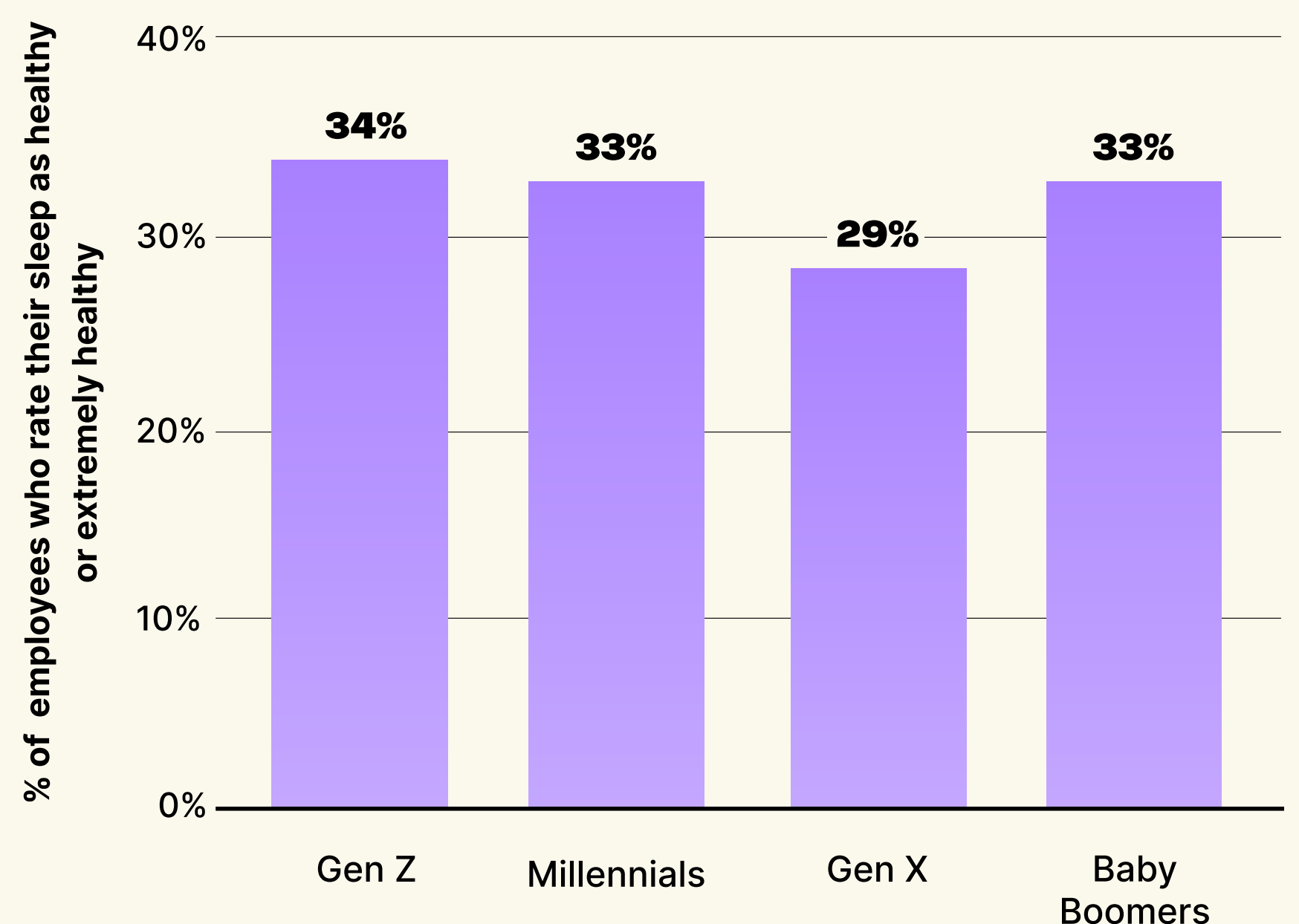
IN-DEPTH

Your team is running on empty, and it's not due to a lack of coffee in the break room. It's because nearly everyone on your payroll needs to be sleeping more, and to be sleeping better.

A staggering 71% of workers say they sleep less than seven hours per night, which researchers consider the minimum for acceptable nightly sleep.⁸⁶ The average worker says they are getting a mere 6 hours and 21 minutes on average every night,* and those hours are rarely quality — only a third of workers (32%) say their sleep is healthy or extremely healthy.

Those abysmal numbers make sleep the pillar of physical wellness where employees are struggling the most. Add to this that poor sleep quality is the norm for every age group, and you have a global exhaustion epidemic.

ONLY ABOUT A THIRD OF EMPLOYEES GET QUALITY SLEEP AT ANY AGE



*Calculations assume the average amount of sleep for respondents that say they get "Less than 4 hours" is 3 hours and that those reporting "More than 10" is 11 hours.

Lack of sleep severely harms employee wellbeing in the short term and long run. Acute sleep deprivation can kick in after just one night’s bad sleep, increasing irritability and decreasing focus. This has an instant impact on an employee’s day. When we are exhausted, it is more difficult to maintain our patience and to practise empathy, which can lead to a tiff with a coworker or spouse.⁸⁷ It can also make it more dangerous to drive to the office, with drowsy driving causing more than 6,000 fatal car crashes every year.⁸⁸ Sleep deprivation impacts people much like alcohol intoxication, making it risky for them to operate machinery or zip across town to visit clients on the clock.

Long-term, or chronic, sleep deprivation can lead to a slew of health issues that run the entire spectrum of health. If you can name a health condition, sleep deprivation probably makes it more likely to happen — including high blood pressure, heart attacks, stroke, diabetes, obesity, immunodeficiencies, and mental health disorders, to name a few.^{89/90/91/92/93}

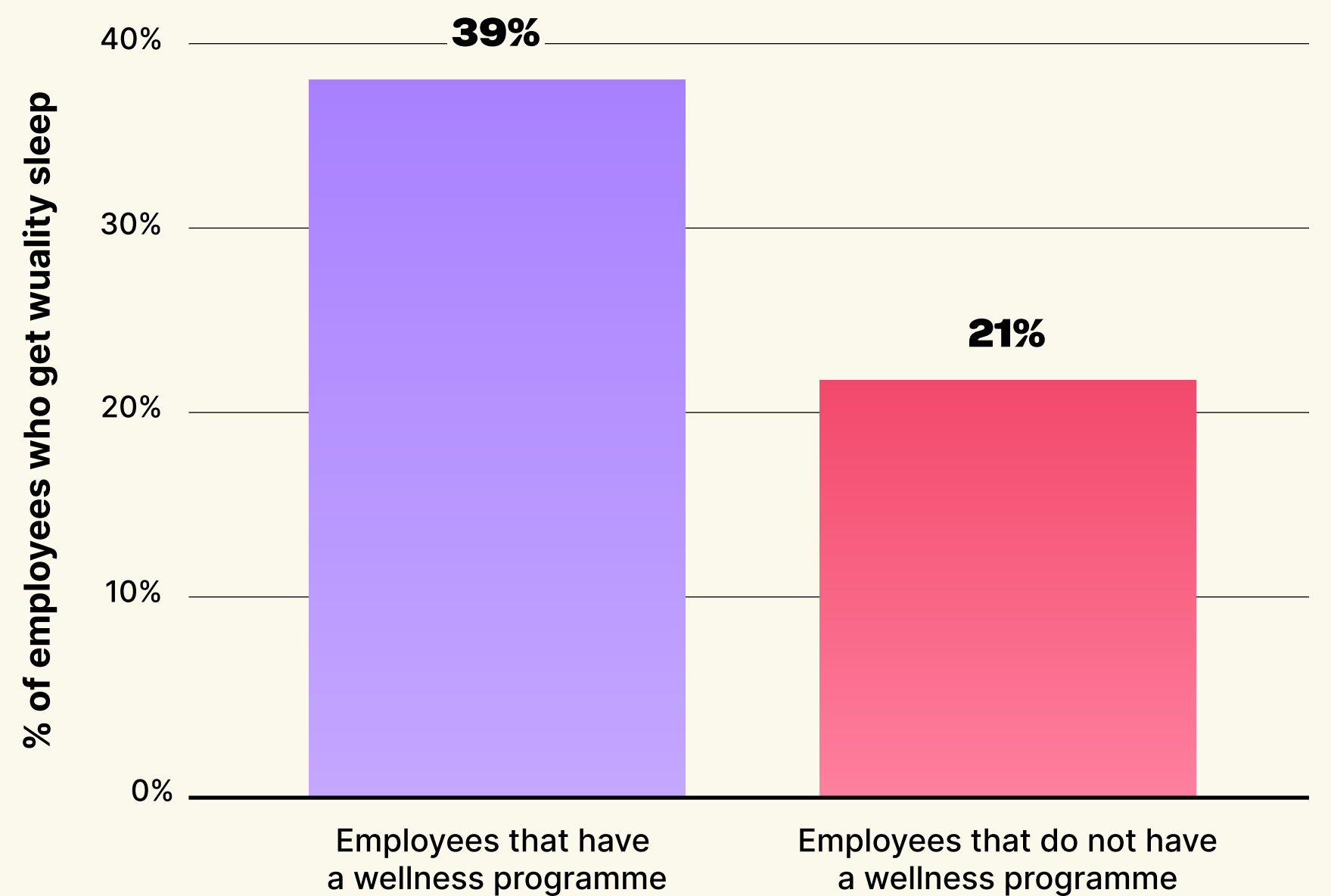
And it’s not like employees don’t know this. They’re well aware that sleep is critical — 86% of workers say sleep is very or extremely important to their wellbeing.

But a multitude of things get in the way of quality shut eye. Nothing is more insomnia-inducing than stress and anxiety, which affects 53% of workers.



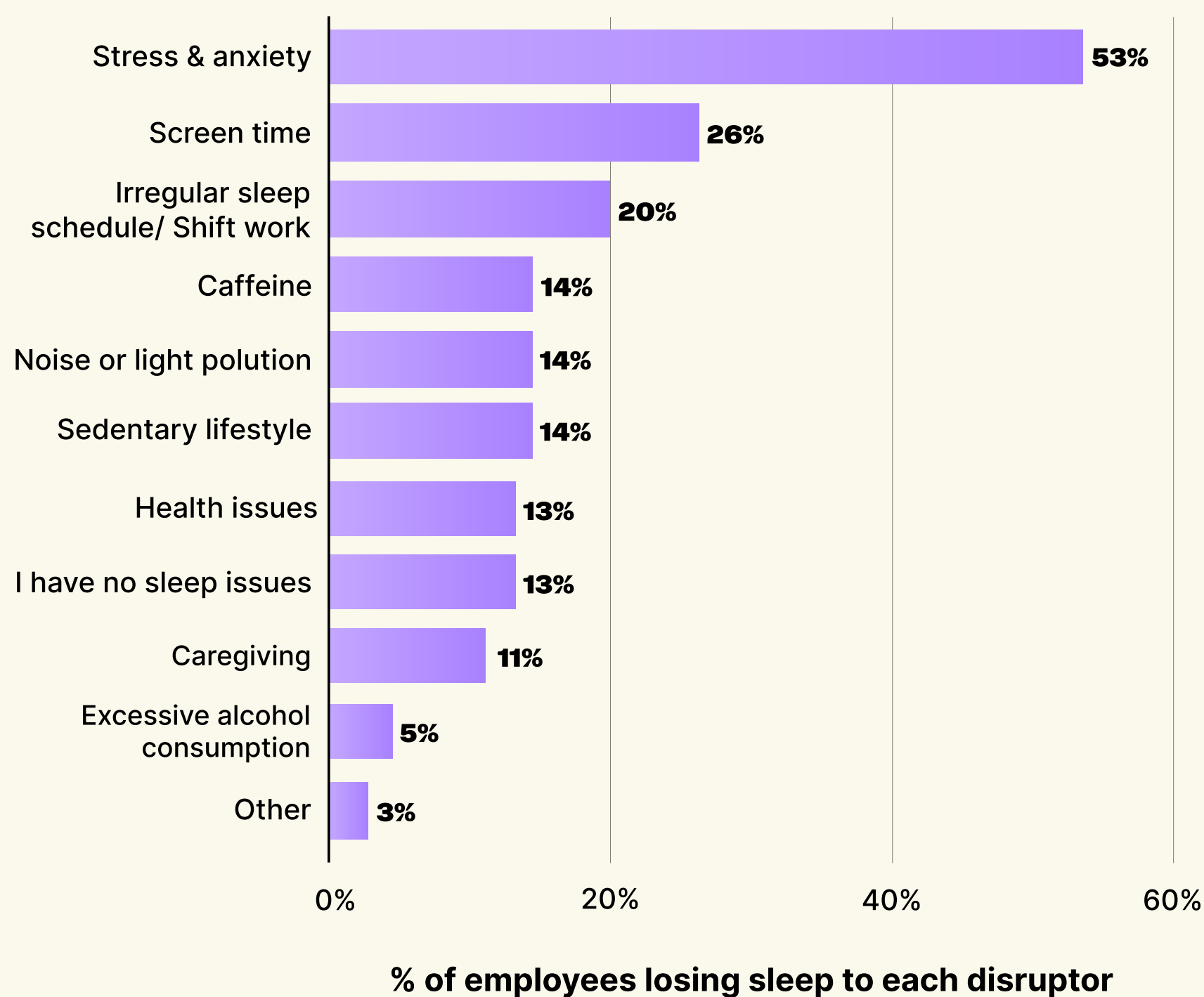
Fortunately, people professionals don’t have to sit on the sidelines watching your workforce become a legion of caffeine-dependent night owls. Employees with wellness programmes are nearly twice as likely to achieve quality sleep compared to those without (39% vs. 21%).

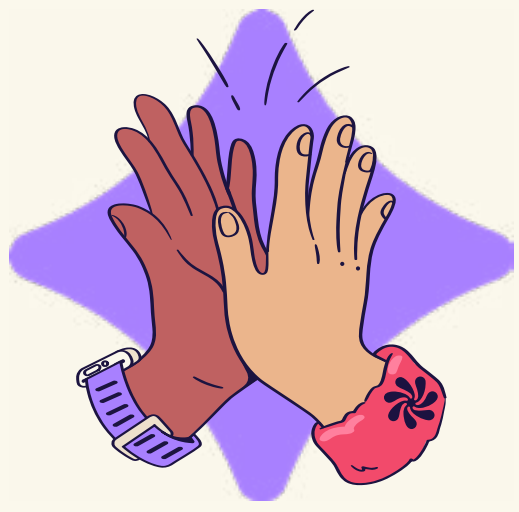
EMPLOYEES WITH WELLNESS PROGRAMMES REPORT QUALITY SLEEP MORE OFTEN THAN THOSE WITHOUT WELLNESS PROGRAMMES



It's time to deploy targeted interventions like sleep trackers and regionalised work hours – your secret weapons in the battle against fatigue. Because let’s face it: A company where three out of five employees are exhausted is a company that’s not reaching its full potential. Additional investments in improved sleep quality and quantity not only enhance their lives, but you might just boost company output enough that those quarterly reports are something to look forward to.

STRESS AND ANXIETY COST EMPLOYEES THE MOST SLEEP





Activation Toolkit

EMPLOYEE BENEFITS SOLUTIONS

Subpar sleep leads to suboptimal work, no matter how enthusiastic the employee or how many hours they put in at the office. You can help employees get the rest they need to do their best work with any — or a mix! — of these restful perks.

Sleep Trackers

Sleep trackers are devices that measure sleep activity (often based on how much movement a person makes during the night) that have been shown to improve sleep quality.⁹⁴ They can be wearable devices like an **Apple Watch** and/or phone apps like **SleepCycle**, accessible through Welhub.

This type of sleep aid is increasingly popular — 28% of adults use a cellphone to track their sleep,⁹⁵ and sleep trackers are projected to be an \$11.2 billion business worldwide by 2028.⁹⁶ Sleep is so important that even professional sports organisations — from NFL teams⁹⁷ to European football clubs⁹⁸ — track and analyse player sleep these days. Why wouldn't organisational leaders want the same competitive advantage for their employees?

Meditation App Subscriptions

Mindfulness exercises target anxiety and physical stress symptoms, which can make it easier to fall asleep. Employers can help their employees develop (or deepen) their meditation practice by sponsoring subscriptions to apps like Meditopia and Headspace, which are available through Wellhub. Not only can these help with overall mindfulness, these resources give employees access to guided meditation sessions specifically geared toward falling asleep. Research has found using guided sessions and soothing recordings on the apps can effectively reduce anxiety and depression.⁹⁹ At the same time, these exercises can improve their sleep quality¹⁰⁰ while reducing insomnia and fatigue.¹⁰¹ So who's ready for a power nap? If you feel overwhelmed, it could be the most impactful thing you do today!

Stress Management Trainings

Stress and anxiety levels are the most significant factor impacting sleep quality. HR leaders can help the 53% of employees losing sleep to stress fight back with stress management training. These sessions empower them with the skills they need to identify what triggers their stress, mindfulness exercises to reduce their stress response so they can refocus, and time management techniques that help them better juggle all of the personal and professional responsibilities they face day in and day out.

Instil a Culture of Respect



One in four employees are losing sleep to screen time. This is because blue light from staring at a screen suppresses the 'drowsy' hormone melatonin, making it more difficult to fall asleep. And once you eventually do fall asleep, it can reduce the number of hours you sleep and decrease the quality of those Zs.¹⁰² To be sure, some of this is thanks to mindless scrolling on TikTok after people crawl into bed. But company culture also has a major impact on how late people are staring at their laptops and cell phone — sending emails or Slack messages right before putting your head down can make it incredibly difficult to fall asleep. And, with the rise of remote work, it's increasingly common for employees to harness the flexibility of remote work by logging off early, only to log on again to work a bit before going to bed.¹⁰³

There are plenty of ways companies can help employees avoid needless late-night blue light exposure. Work with managers to build a culture where it's perfectly acceptable for employees to log off at 5 PM — even if that's 2 PM for somebody's boss in an office across the country. Leaders should avoid scheduling meetings too early or too late for any employee that is expected to be on the call, and refrain from expecting responses for emails after hours. Better yet, they can lead by example, refraining from sending chats after working hours to demonstrate their commitment to sleep.

Exercise programmes



Scores of studies have found that working out improves sleep quality.^{104/105/106} This is a widely accessible sleep aid, as sleep improvements can come from any type or intensity of exercise. People don't have to run a marathon to get a REM boost! Companies looking to get employees up and moving have a wide range of options. Subsidised gym memberships are an option, but employees are no longer confined to a brick-and-mortar workout. Offering subscriptions to fitness apps like **Les Mills** and **AppleFitness+** — available through Wellhub — offer virtual workouts so people can work out wherever they are located.



Financial Wellness

2.4

KEY TAKEAWAY

Poor financial wellness is degrading overall employee wellbeing. HR leaders can fight back by making wellbeing more affordable with an inclusive, company-sponsored programme, placing wellness within reach of every team member, no matter their pay grade.

THE BUSINESS IMPACTS OF FINANCIAL WELLNESS

When finances are tight, investing in personal wellbeing becomes trickier than a game of Jenga. Gym memberships? As elusive as a unicorn. A fridge full of nutritious veggies? More like a game of "how long can I make these ramen noodles last?"

Financial stress is keeping half our workforce up at night several times a month.¹⁰⁷ And forget about splurging on sleep aids or relaxation apps to help resolve the issue — their budget's already stretched uncomfortably thin.

This financial squeeze isn't just a personal problem — it seeps into professional performance. As we've explored throughout all of Section 2, when wellness suffers, work suffers. As an employer, you have a vested interest in eliminating the financial blockers that stand between your workforce and their wellbeing.

IN-DEPTH

If you're strapped for cash, what would be a higher priority — trying to stretch the rice in your pantry as far as possible, or maintaining your gym membership? And how well would you sleep if you're not sure how to pay the daycare bill next week?

The answers are obvious, which makes it completely understandable that employees sacrifice their wellbeing for more pressing matters. This is, unfortunately, a more common situation than you might think — 68% of employees say their financial situation prevents them from investing in their wellness. They're constantly choosing between essential needs and wellness investments, a game of "Would You Rather" that nobody wants to play.

Everyone loses out when this is the case: Employees who view wellness as unaffordable have lower overall wellbeing than those that say wellness is affordable. They are less likely to eat nutritious food than their financially secure colleagues, and more likely say they're less fit. They are also twice as likely to say their wellbeing declined in the last year (22% of employees who view wellness as unaffordable vs. 11% who say it is affordable) and to say their mental wellbeing is poor, struggling, or really struggling (14% vs. 7%, respectively).

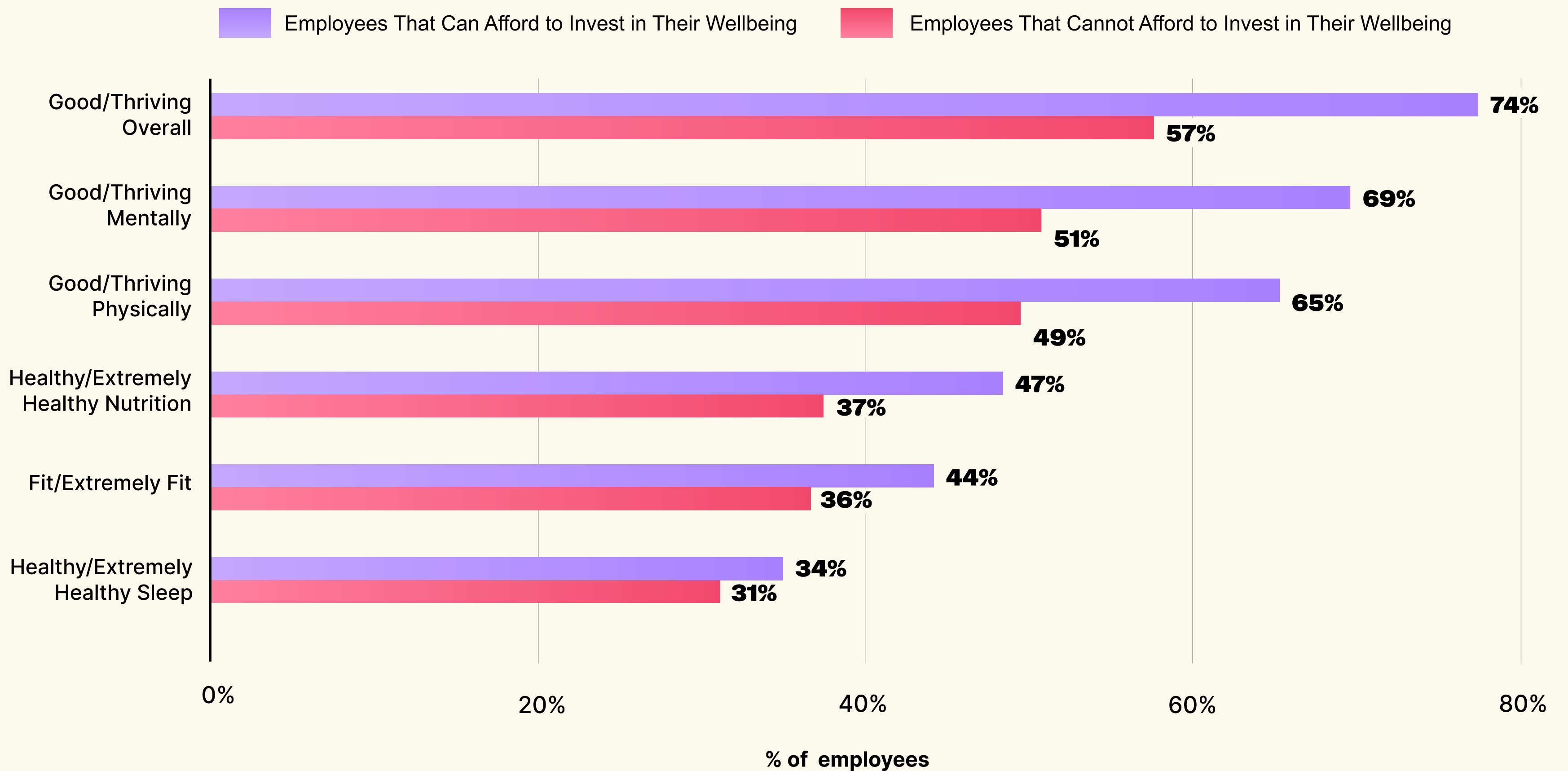
This is all made even worse by inflation: 47% of people who can't invest in their wellbeing say inflation is degrading their mental wellbeing. Those with cash to spend on self-care are much less likely to worry about rising prices (30%).

Sadly, the employees most likely to experience inflation-related stress are also the ones unable to afford the professional help they need to manage that stress. Forty-six percent of these financially stressed employees cite cost as a reason they don't go to therapy compared to just 18% who say tending to their overall wellbeing is affordable.

And this is distress that cannot be resolved with a zen attitude alone: both groups report valuing and practising mindfulness at similar rates overall. In fact, those who "strongly agree" that their financial situation prevents them from investing in their wellbeing lean heavily on this free wellness practice — they are the group most likely to say they practise mindfulness every single day.



POOR FINANCIAL HEALTH DEGRADES OTHER ASPECTS OF WELLBEING



Thankfully, wellbeing programmes help break down the blockades between employees and wellbeing. Workers with wellness benefits are more likely than those without to say it's affordable to care for their wellbeing (77% of respondents vs. 58%).

That's because these wellbeing programmes aren't just handing out Band-Aids and calling it healthcare. They're equipping employees with a full survival kit for the wild world of wellness. It's as if someone looked at the landscape of employee health and said, "Let's build some bridges over those financial ravines."

For employers, it's like discovering a secret recipe for employee satisfaction. Not only are they helping their team members thrive, but they're also likely to see improved performance and an overall healthier corporate ecosystem.

Remember: investing in employee wellbeing isn't just about warm fuzzies — it's a savvy business strategy. After all, a team that can afford to prioritise their health is a team that's ready to climb any mountain.





Activation Toolkit

EMPLOYEE BENEFITS SOLUTIONS

Ready to enhance the overall wellbeing of your workforce? Utilise these tools to make comprehensive wellbeing support accessible and affordable for all your employees, no matter their needs!

Fitness Memberships

Fitness memberships — whether for local gyms or virtual platforms — give employees plenty of ways to take care of their physical wellbeing. Covering the cost of these memberships can make it more affordable for them to build and maintain a consistent exercise routine. With **Wellhub**, you can give employees access to thousands of in-person gyms and virtual exercises through one easy-to-manage benefit.

Host Free Wellness Challenges

Wellness challenges are a fun and interactive way to promote healthy habits among employees. (And, as a bonus, they can help with team bonding!) You can choose zero-cost activities like step-count competitions, hydration challenges, or mindfulness exercises to make participating as simple as possible.

Lifestyle Spending Accounts (LSAs)

Lifestyle Spending Accounts are flexible benefits that allow employees to use a set amount of money provided by their employer on wellness-related expenses. They can cover a broad range of services and products, giving employees the funding they need for whatever it is they want most — fitness equipment, wellness apps, or even massage therapy. By offering LSAs, companies give their employees the autonomy to choose the wellness resources that best suit their individual needs.

Meal Plan Subscriptions

Providing employees with meal plan subscriptions or subsidies can significantly improve their nutritional habits. Services like HelloFresh, Blue Apron, or Freshly deliver healthy, pre-portioned meals directly to employees' homes. Gifting employees access to these programmes can greatly decrease the cost of accessing proper nutrition, making it easier for your teammates to leave their days of ramen dinners in the past.

Financial Wellness Incentives

Wellbeing pays, literally, when you provide financial incentives for employees to participate in your wellness programme. HR leaders can offer specific incentives such as paying for a meditation app subscription for employees who achieve the longest meditation streak, providing cash bonuses for those who win a wellness challenge, or offering gift cards for attending a stress management workshop. Not only does this provide employees with motivation to act, but it can also help offset the costs they incur to take care of themselves.

Financial Literacy Programmes

Equip your team with the knowledge and tools they need to manage their finances and enhance their financial wellbeing. Office workshops or online courses can cover budgeting, debt management, investing basics, and retirement planning. You can also cover subscriptions to budgeting apps like Wellhub partner **Mobilis** to give them the tools and knowledge they need to take actual steps toward financial wellness goals.

How Benefits Impact Talent Management

3.1 Talent Acquisition

3.2 Employee Satisfaction

3.3 Employee Retention



What if you could attract top talent, keep your employees happy, and reduce turnover — all by offering the right benefits?

It's not a pipe dream. According to employees, that's exactly what happens when they find the right total comp package. Contrary to popular belief, they're looking for more than just salary. Benefits are what they're eyeing when they're job hunting and what keeps them from jumping ship.

But we're not talking about run-of-the-mill perks here. We're talking holistic benefits that nourish the whole person — financially, physically, and emotionally. This isn't just feel-good fluff. It's a strategic move that can revolutionise your talent strategy from acquisition to retention.

And here's the kicker: it's great for your bottom line too. A whopping 73% of employees reported improved performance after a benefits upgrade.¹⁰⁸ Ready to create a workplace where top talent doesn't just show up, but thrives? It's time to level up your benefits game!

Talent Acquisition

3.1

KEY TAKEAWAY

Competitive pay alone won't pull top talent in the door. Companies also have to prioritise wellbeing and flexible work arrangements if they expect to hire the best and the brightest.

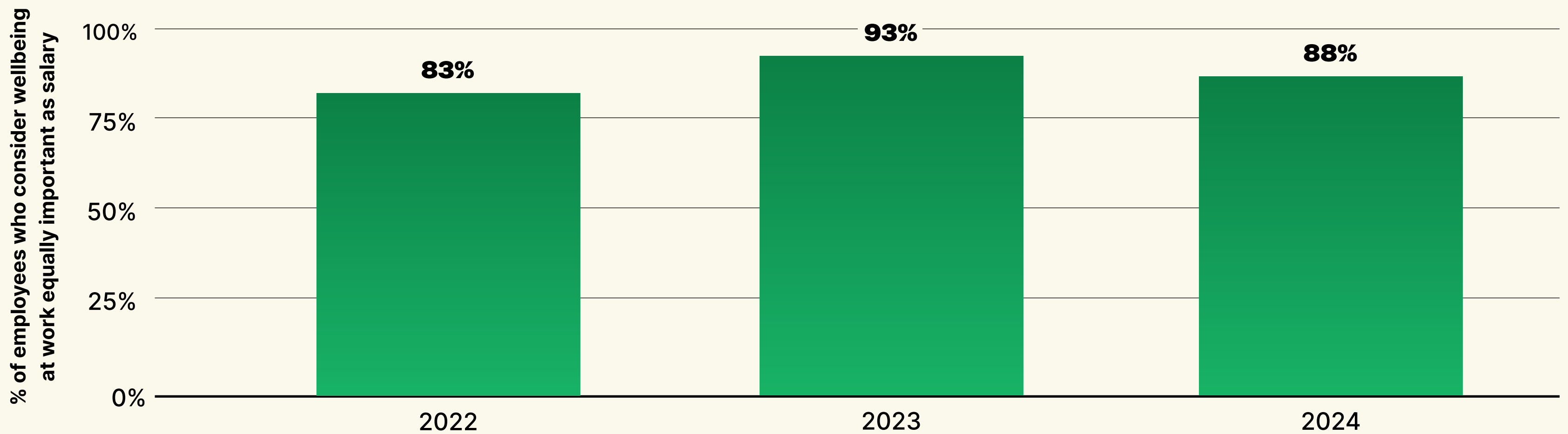
IN-DEPTH

Gone are the days when a high salary alone could attract top talent. Those days are as outdated as floppy disks and dial-up internet. And don't even think about slapping a few stairmasters in a corner and calling it a "wellness programme." Today's workforce? They're not buying it. They want to be **valued and supported**, able to thrive both inside and outside of work.

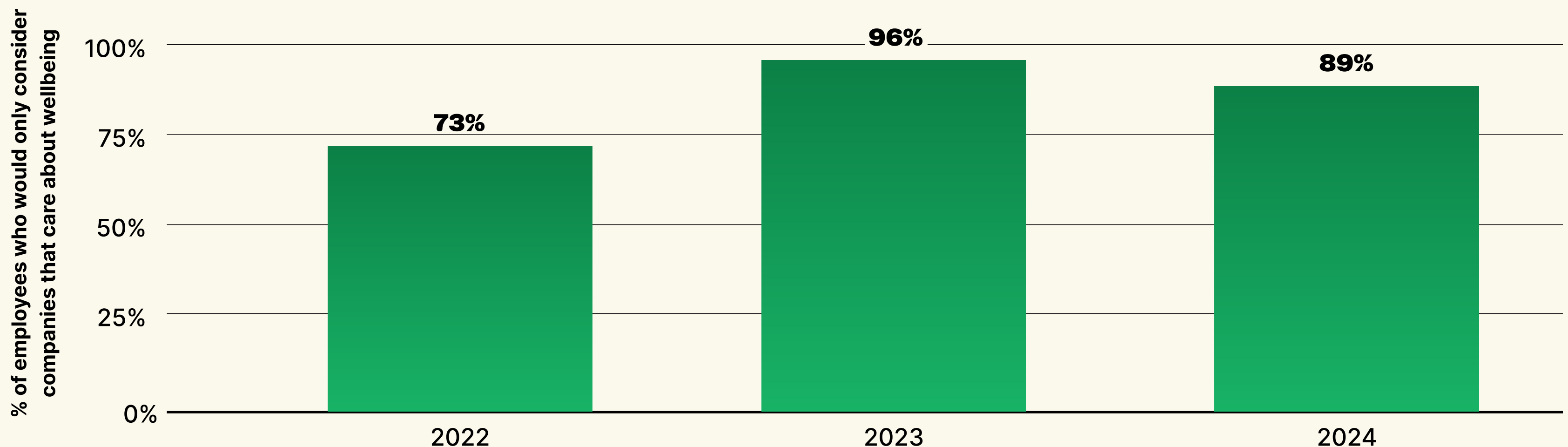
Welcome to the new era of recruitment, where wellbeing isn't just a fancy perk — it's the foundation of your entire strategy.

To be sure, pay isn't irrelevant: 72% of workers consider compensation when looking for a new role, and more than half (55%) consider it the key factor. You can't pay peanuts and expect to employ the titans of your industry. But on its own, that's not enough to fill your office full of the best and brightest. Today's potential applicants aren't willing to sacrifice their wellbeing for a hefty payday: 88% of workers say they value their wellbeing at work just as much as their salary, the third year in a row the vast majority of the workforce agrees on this point. This is why 89% of workers will *only* consider companies that place a clear emphasis on employee wellbeing for their next job. Notably, the vast majority of employees have agreed on this point for three years running.

YEAR AFTER YEAR, THE VAST MAJORITY OF EMPLOYEES VALUE THEIR WELLBEING AT WORK JUST AS MUCH AS THEIR SALARY



THE VAST MAJORITY OF EMPLOYEES WILL ONLY CONSIDER COMPANIES THAT PLACE A CLEAR EMPHASIS ON EMPLOYEE WELLBEING

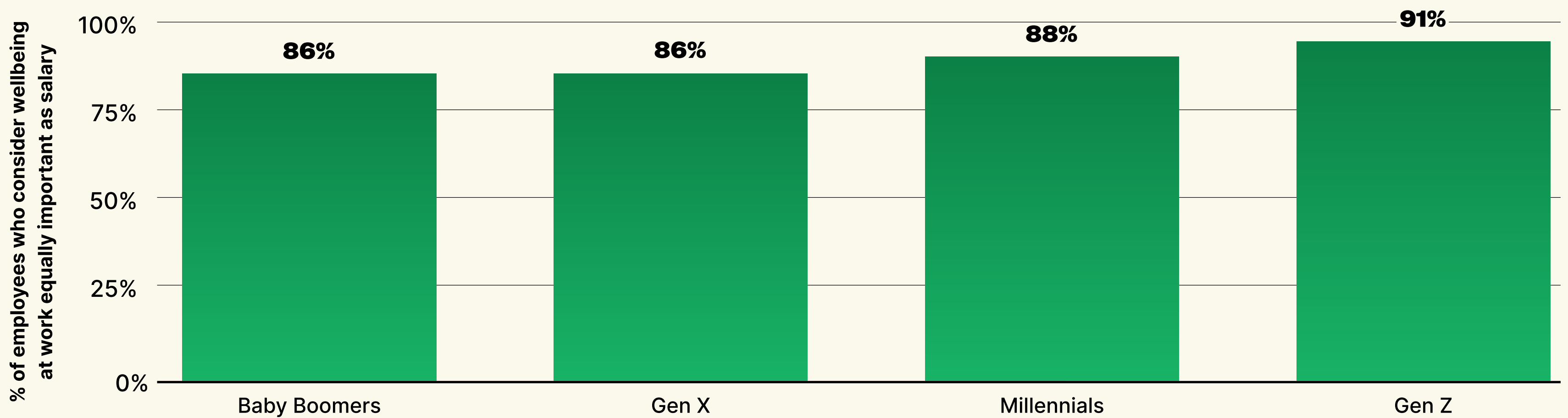


Millennials and Gen Z are leading the charge toward wellness-centred workplaces. Although workers of every age care about their wellbeing, Millennials and Gen Z are slightly more likely than Gen X and Baby Boomers to value their wellbeing as much as their salary.

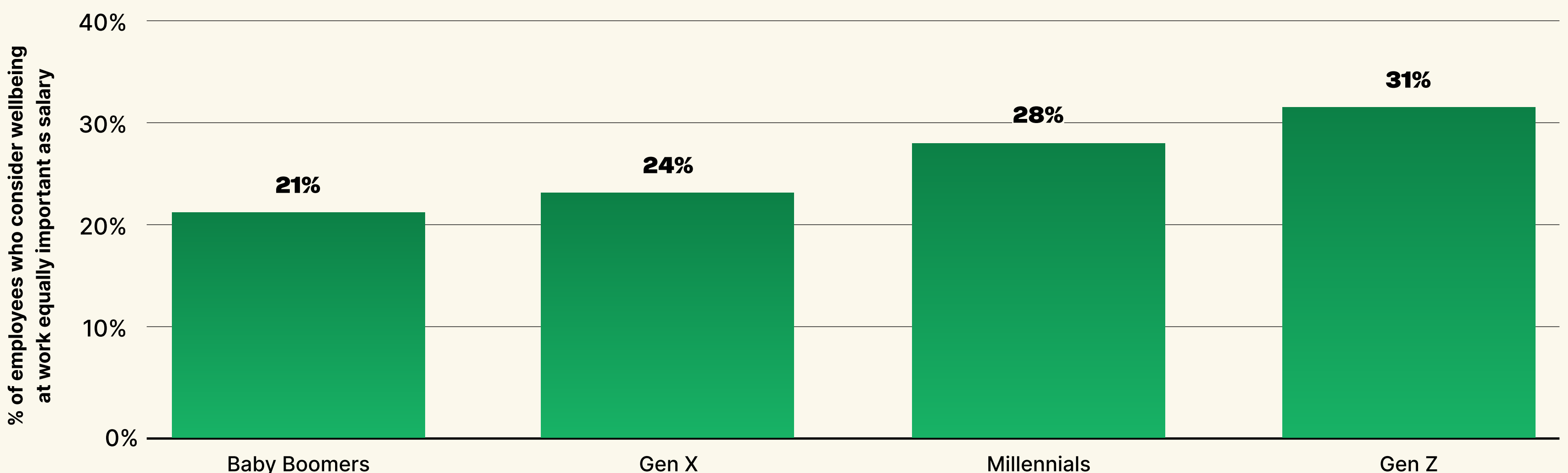
But if you zoom in on employees who feel passionately about this, a larger generational divide emerges — Gen Z is 10% more likely than Baby Boomers to say they “strongly agree” that their wellbeing at work matters as much as their salary.



GEN Z AND MILLENNIALS ARE SLIGHTLY MORE LIKELY TO CONSIDER THEIR WELLBEING AT WORK TO BE AS IMPORTANT AS THEIR SALARY*



GEN Z AND MILLENNIALS ARE THE MOST LIKELY TO "STRONGLY AGREE" THAT THEIR WELLBEING AT WORK IS EQUALLY IMPORTANT AS THEIR SALARY**



* Includes respondents that "strongly agree", "agree", or "slightly agree" that wellbeing at work is equally important as salary.

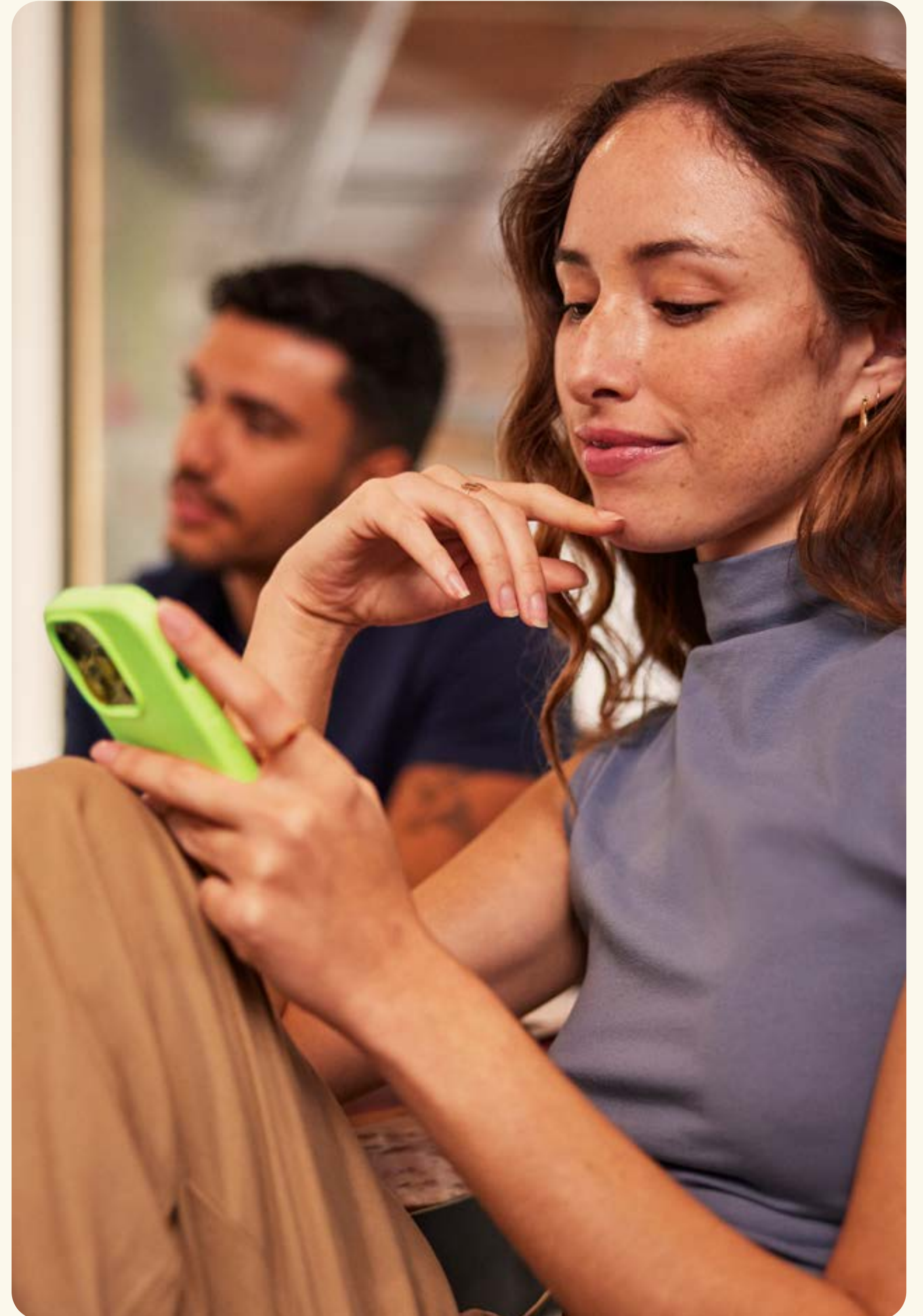
** Includes respondents that "strongly agree" that wellbeing at work is equally important as salary.

So what's the name of the game now? **Flexibility, freedom, and feeling good.** Applicants are insisting employers let them control their calendar and take care of their health.

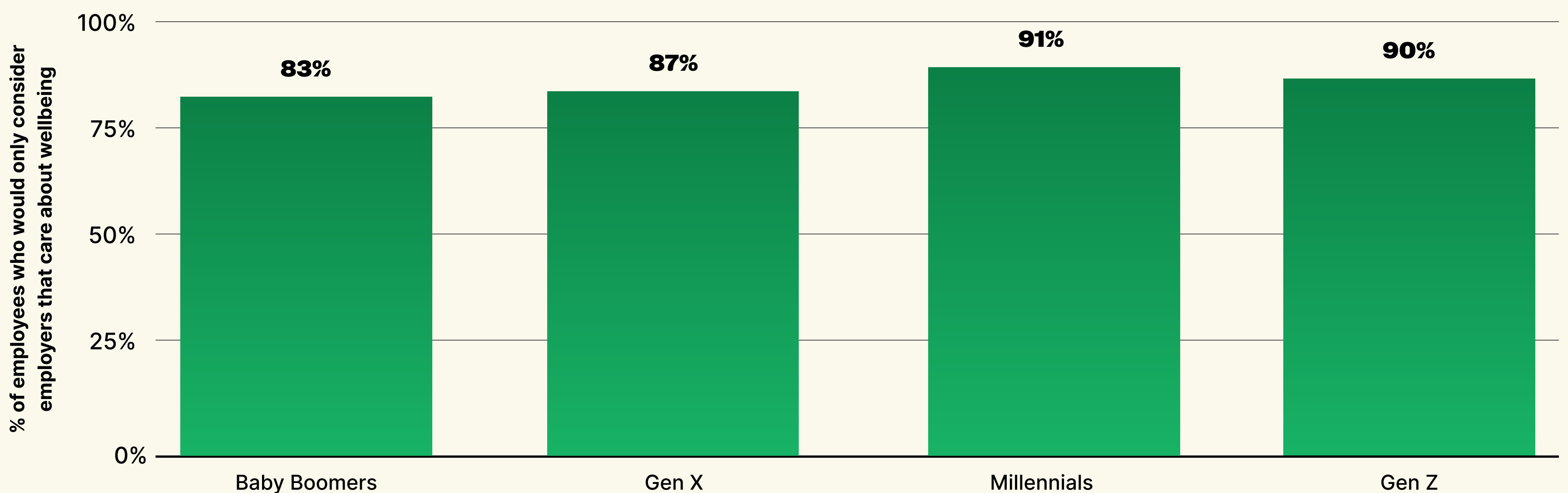
More than half of employees are looking for paid time off (56%) and a flexible work schedule (53%) when considering a job switch, and a third (34%) prioritise remote work flexibility. They also expect to be able to take care of their health and wellness, with healthcare benefits (40%) and wellbeing programmes (26%) the most common benefit expectations.

These expectations are not a fad — they are as enduring as a Millennial's love for digital connectivity. Younger generations are placing employee wellbeing high on their priority list when job hunting, far outpacing their predecessors' concerns. As these workers flood the job market armed with digital savvy and a desire for meaningful work, companies should brace themselves: these recruitment priorities are here to stay. Businesses that embrace this new reality won't just survive — they'll thrive in the talent tug-of-war.

Baking these expectations into your recruitment strategy today can give you a serious competitive edge in the fight for talent. After all, most recruiters underestimate how much candidates value their happiness.¹⁰⁹ Those that don't have a clear advantage, and will reap the rewards — companies that leverage robust wellbeing strategies are more than five times as likely to be able to recruit new talent.¹¹⁰



MILLENNIALS AND GEN Z ARE SLIGHTLY MORE LIKELY TO ONLY CONSIDER EMPLOYERS THAT PLACE A CLEAR EMPHASIS ON EMPLOYEE WELLBEING



Employee Retention

3.2

KEY TAKEAWAY

Wellbeing is foundational to keeping your staff from jumping ship to work for your competitor. Employees expect companies to deliver on the quality of life promises made during the recruitment process, and won't hesitate to look for another employer if their standards aren't met.

IN-DEPTH

Picture this — your new employee attends a team bonding yoga class with their coworkers at lunchtime on their second week. As they enter the studio, they see your CFO stretching and preparing for the same class. She smiles and waves them over to place their mat near hers. Her enthusiasm confirms that wellness isn't just a buzzword at your company. It's a genuine priority. She is walking the talk.

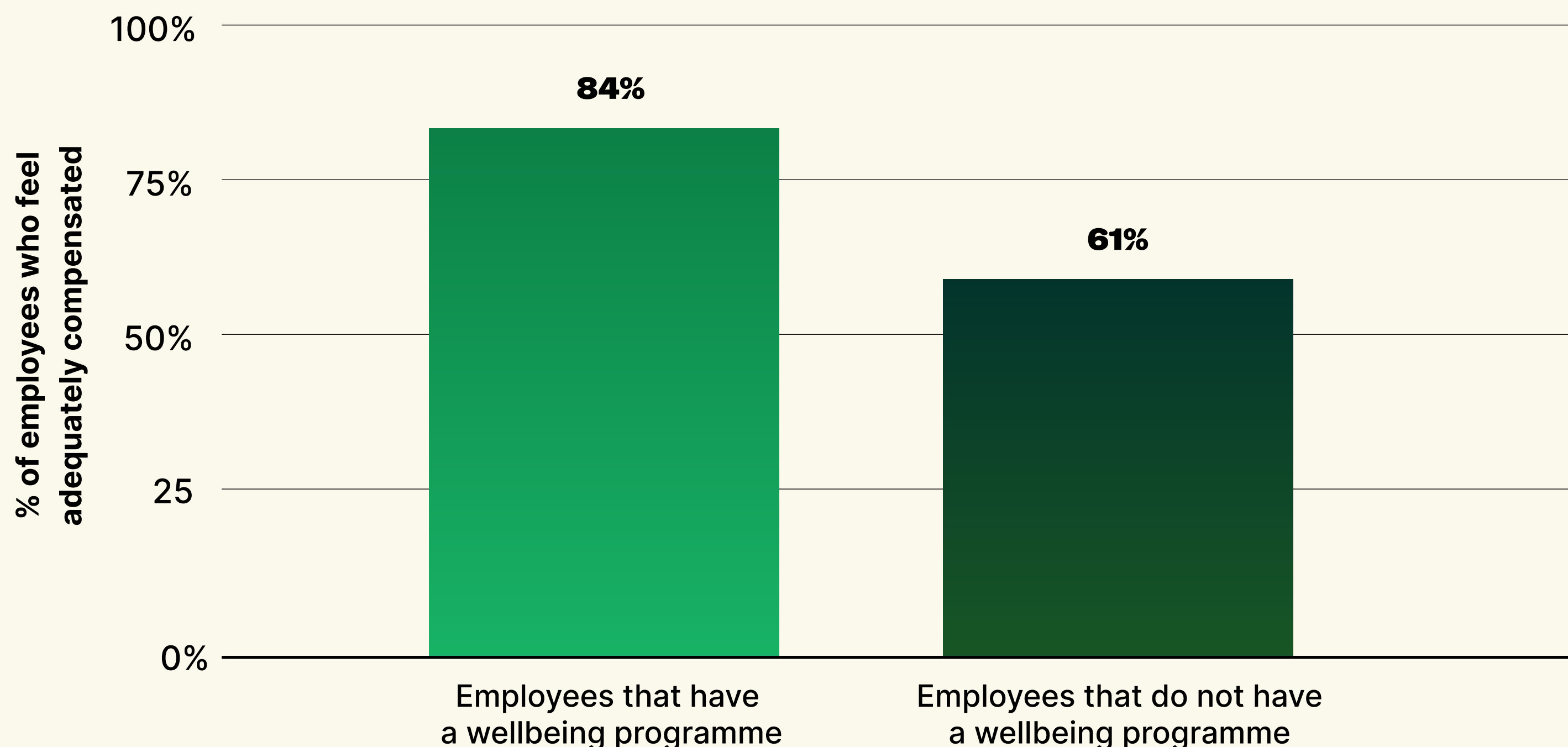
Employees say this is the type of culture that will keep them onboard. If a company's "We care about you" speech turns out to be empty words, workers will run faster than you can say "namaste" – straight into the arms of a competitor who means it.

Now, compensation is a powerful part of this equation. More than half of employees (55%) say they'd consider looking for a new role if they could get a better package. But how an employee feels about the quality of their compensation is about more than the number on their pay stub.

Today's employees are looking at compensation through a holistic lens, and wellbeing benefits play a major role in shaping their perception: 84% of employees with wellness programmes say they are adequately compensated for their role — this drops sharply to 61% for employees without.

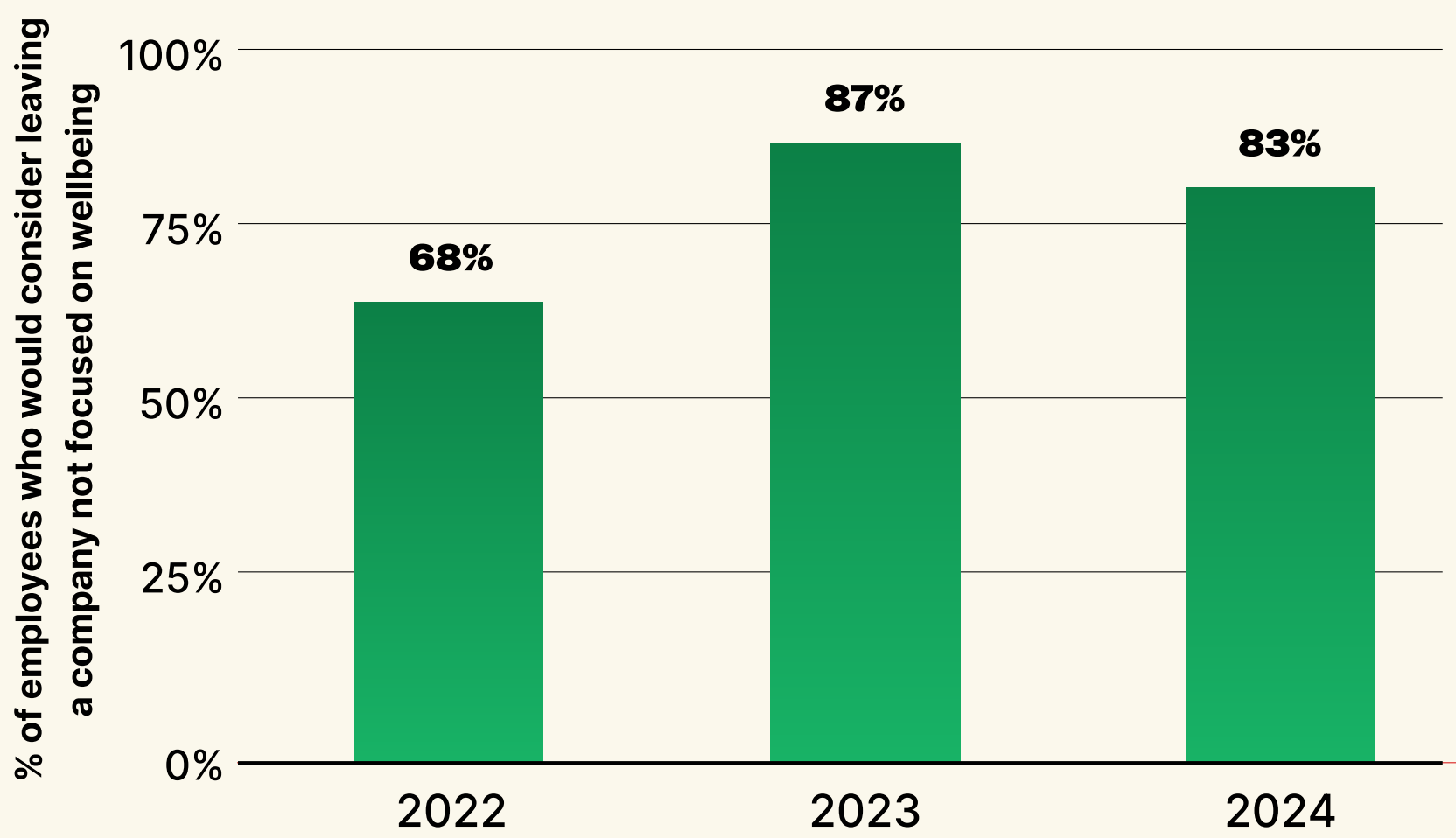


EMPLOYEES WITH WELLBEING PROGRAMMES ARE MORE LIKELY TO FEEL ADEQUATELY COMPENSATED



With that in mind, it's no wonder employees who believe their employer doesn't care about their wellbeing are more likely to be looking for a new job.¹¹¹ And this isn't a slim margin: A significant 83% of employees would consider leaving a company that does not focus on employee wellbeing. That's the second year in a row four out of five employees would say adios to an uncaring employer, and up from 68% in 2022.

EMPLOYEES CONTINUALLY SAY THEY WOULD LEAVE A COMPANY THAT DOES NOT FOCUS ON EMPLOYEE WELLBEING



And once employees get a taste of wellness benefits? They become connoisseurs of workplace culture. An impressive 88% of employees that have access to wellness programmes would bid adieu to companies that don't put wellbeing front and centre.

Younger generations are the ones rewriting the corporate playbook.

They refuse to simply work for the weekend. Millennials and Gen Z are more likely than Baby Boomers or Gen X to say they would leave a company that does not care about personal wellness.

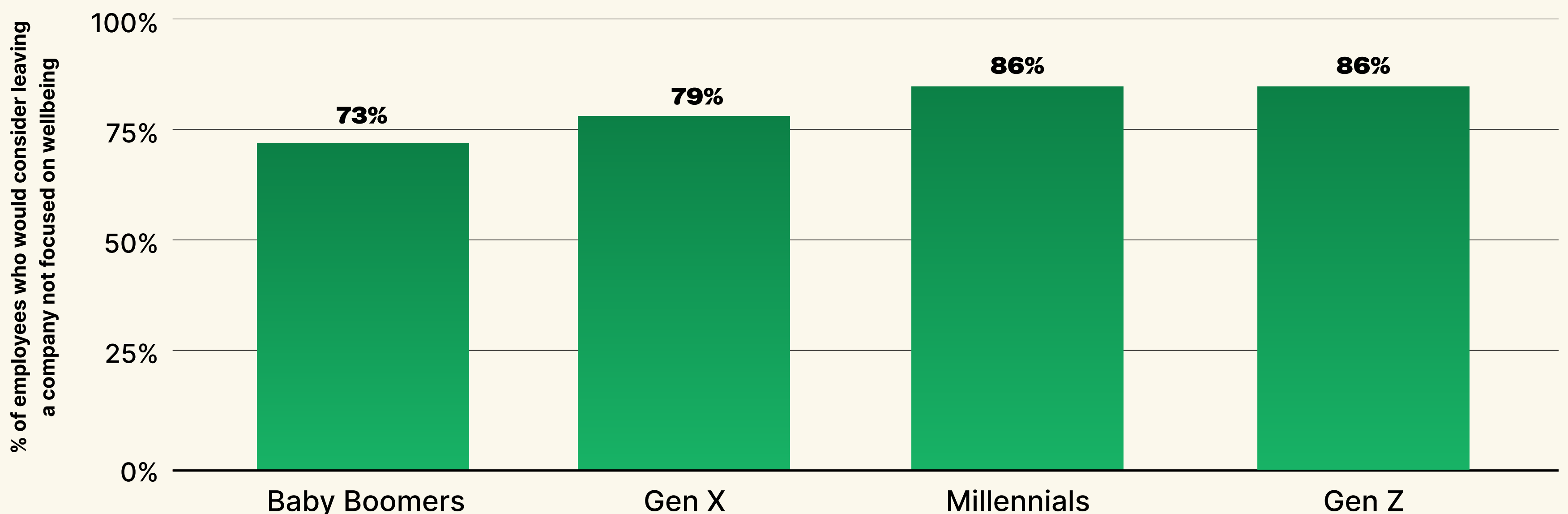
This sends a clear message to employers for the decades ahead: wellness isn't going to pass by like a trending TikTok song — it's a lasting mandate. To attract and retain top talent, companies must offer holistic care for their employees.

Millennials and Gen Z aren't impressed by promises of distant rewards or old-school perks like the golden watch. These generations are looking for immediate, tangible benefits that enhance their lives now, not decades down the road.

And for these young professionals, loyalty is a two-way street, and they expect employers to make the first move. They're seeking a new kind of workplace commitment – one that encompasses comprehensive care, genuine respect, and a living wage that allows them to truly enjoy their lives.

So, employers, the ball is in your court. Want to keep your talent on-ing instead of leaving? It's time to stretch beyond the basic salary and create a workplace that nourishes body, mind, and spirit.

YOUNGER WORKERS ARE MOST LIKELY TO CONSIDER LEAVING A COMPANY THAT DOES NOT FOCUS ON EMPLOYEE WELLBEING



Employee Satisfaction

3.3

KEY TAKEAWAY

Employee satisfaction is strongly linked to the availability and quality of benefits their employer offers. Money alone can't buy employee happiness — workers today expect that their company will also support their personal wellbeing.

IN-DEPTH

If you want to supercharge employee satisfaction, workers insist you help them thrive.

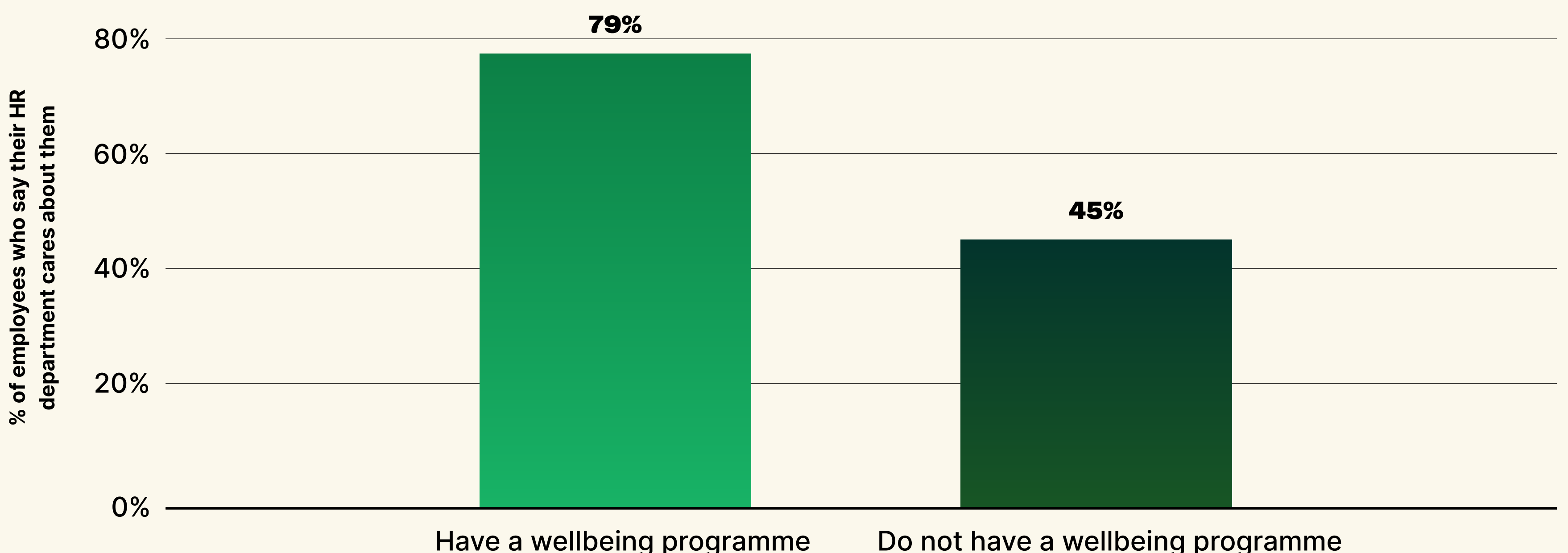
This is more than a passing fancy. Employees say their companies are obliged to provide support: Four out of five workers (85%) say their employer has a responsibility to help them tend to their wellbeing. Fortunately, wellbeing programmes provide an actionable path companies can use to meet these expectations.

Giving employees wellbeing perks helps them actively tend to their wellbeing, and lets them know they have the green light to do so. This makes a major difference in your staff's ability to take care of themselves — more than half of employees with wellness programmes say they have time to take care of their wellbeing when needed (57%), but only 27% of employees without wellness programmes can say the same.

The difference in employee satisfaction is stark. Sixty-one percent of workers with wellbeing benefits report being happy or extremely happy with their current company. In contrast, satisfaction plummets to a downtrodden 36% among those without these benefits.

Wellness programmes also help employees feel the love from HR! Introduce a robust wellness programme, and watch your approval ratings soar. A solid 79% of employees with wellness perks believe HR genuinely cares about their wellbeing. Without these programmes? That number takes a nosedive to 45%.

EMPLOYEES WITH WELLNESS PROGRAMMES ARE MORE LIKELY TO FEEL THEIR HR DEPARTMENT GENUINELY CARES ABOUT THEIR WELLBEING



Is Your Employee Benefits Package Optimised?

4.1 The Benefits Gap: What Employees Want vs. What They Get

4.1.1 PTO Benefits

4.1.2 Insurance Benefits

4.1.3 Wellness Benefits

4.1.4 Stock/Ownership Benefits

4.2 How to Optimise Your Benefits Package



It's clear that benefits are a game-changer — they influence everything from talent attraction to retention. This makes creating an effective benefits package an absolutely critical task for every HR leader.

Easier said than done, right? Forty-five percent of organisations say they struggled to create a powerful offering last year.¹¹² At the same time, the costs of offering benefits and handling claims are rising, along with employee expectations.¹¹³

This leaves HR leaders facing a tough task that's not going to get any easier: crafting a benefits package that fits the budget while meeting employee needs. Every decision matters.

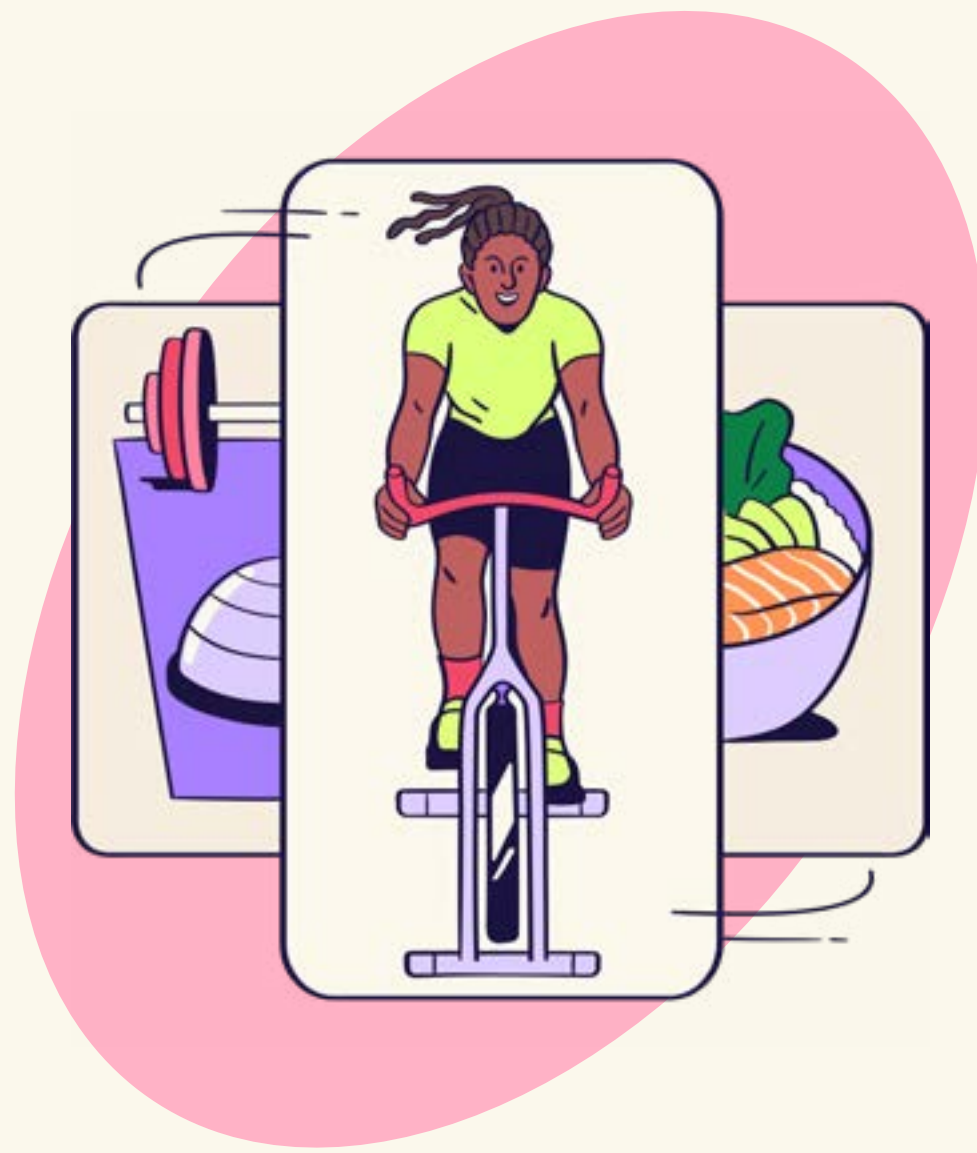
The Benefits Gap: What Employees Want vs. What They Get

4.1

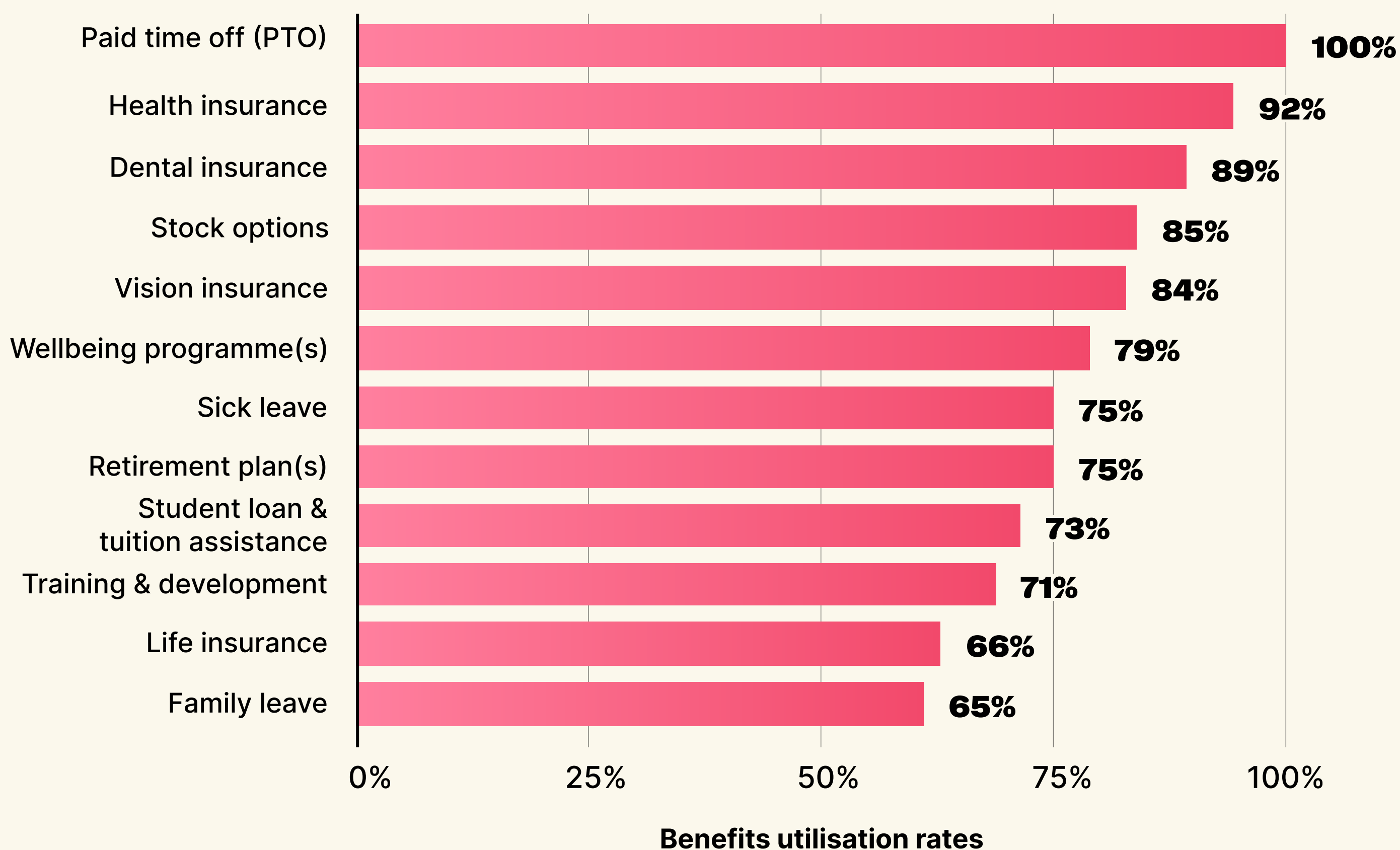
There is no such thing as a wasted benefit — if you provide a perk, employees will use it. Based on Wellhub’s research, utilisation rates for benefits are 65% or higher. Whether you offer to help employees take vacation, spend time with family, attend meditation sessions, pay for a professional bootcamp, or see the dentist, they will take you up on the offer.

Yet, despite their popularity, companies are slow to provide these game-changing offers.

In this section, we’ll discuss the benefits that have the highest utilisation rates and where HR is missing out when it comes to delivering on those benefits. Spoiler alert — there are major gaps between what employees want and what they are getting. But, on a cheerier note, many of these gaps are easy for HR to fill so maximising the impact of your benefits programme is well within reach.



EMPLOYEES ARE LARGELY USING BENEFITS AVAILABLE TO THEM



PTO Benefits

4.1.1

It's no surprise that PTO is one of the most common and popular benefits around the world. Ninety-three percent of respondents say they are offered some level of PTO, indicating HR leaders understand this is an important part of a total comp package.

Yet, even this near-universal access isn't meeting worker demand for flexibility. While nine out of 10 workers are offered PTO, 10 out of 10 say they take PTO. You read that right: 100% of employees say they take paid time off — whether it's a part of their benefits package or not.

PTO PACKAGES TYPICAL FALL INTO THREE CATEGORIES

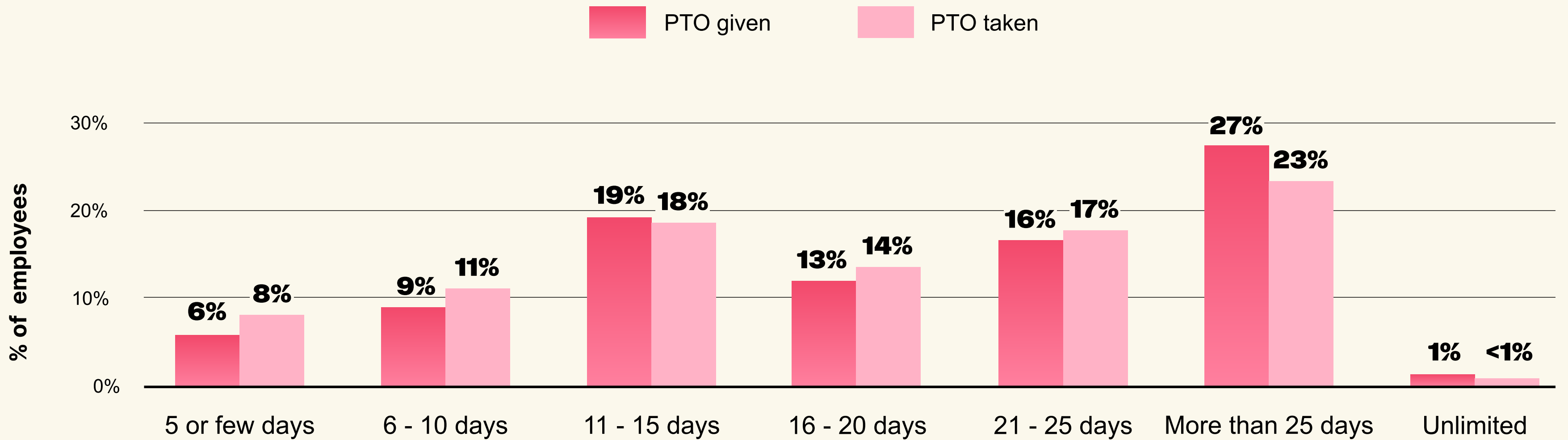
- 1** Offer 10 or fewer days? Employees show up to the benefits buffet with Tupperware, ready to take a little extra. It's not uncommon for employees who only formally have two weeks or less of PTO to say they take more than that.
- 2** 11 to 25 days? Workers transform into PTO-efficiency experts, using every precious day off, leaving no day behind.
- 3** Beyond 25 days? Suddenly, employees develop a touch of generosity, leaving a few days unused.

This indicates the Goldilocks zone is 10 to 25 days. Not too little, not too much – just right for keeping your workforce happy without turning your office into a ghost town.

Remember, a happy employee is a productive employee. And nothing says "happiness" quite like the freedom to occasionally let go of the mouse and grab a pina colada instead!



EMPLOYEES TEND TO EXCEED THEIR PTO LIMIT WHEN OFFERED 10 OR FEW DAYS OFF



Of course, not every day away from the office is fun. There’s also sick leave. This benefit, which requires employees to actually be sick to utilise, is less popular, with a utilisation rate of 75%. However, it’s unlikely that those other 25% of employees simply have the Superman of immune systems and never fall ill. Chances are, they’re huddled behind their computer with Emergen-C and tissues nearby, coughing through a video meeting while on mute because they feel like they aren’t “sick enough” to use up one of their precious few sick days. This fear drives up presenteeism, which is already sapping trillions of dollars in productivity every year.¹¹⁴

This drives home the futility of expecting employees to put all personal demands on hold during work hours. Life happens around the clock. Everyone needs time to go to the doctor, volunteer at their child’s school, wait around for an HV/AC repairman, or recover after a hectic sprint at work. Employees know this to be true, which is why they are looking for workplaces that offer the flexibility to deal with personal matters when they arise.

Of course, flexibility looks different in every industry. PTO isn’t restricted to desk workers. Looking at desk and non-desk workers separately, access to PTO is identical — 93% of both groups say they get paid time off, a promising indication that we are meeting the wellbeing needs of those behind a desk as well as those in the field. But it’s not realistic to say every organisation can offer totally flex work options for every position — a NICU nurse or waitress needs to be onsite for specific hours and their team needs a certain number of people onsite every single day.

But the “we own your entire calendar” mentality will no longer fly. Companies have to provide some level of time autonomy to their workforce if they expect to have a robust talent pool. Refusing to offer PTO or other flexible accommodations signals your organisation is out of touch, and may have an unrelenting culture incompatible with supporting wellbeing. This will make it harder to recruit and drive existing employees out the door. It may also make it more difficult to predict staffing levels accurately. When people can’t schedule time off in advance, you won’t have any advance notice so you can plan accordingly. Companies have to provide a work structure that gives employees the ability to take care of their personal lives.

Fortunately, all of this time off is actually great news for employers. Not only are they offering an in-demand benefit, research shows that taking time off improves employee performance. People coming back from vacation are more creative, less stressed, feel healthier, and are more productive than coworkers who kept their nose to the grindstone.^{115/116/117/118} So not only does having PTO in your benefits plan help you recruit employees, it can help you keep them onboard and improve their performance while they work for you. What’s not to love about that?



Insurance Benefits

4.1.2

A) HEALTH INSURANCE

Whether healthcare is included in an employee benefits package — or to what extent — varies greatly across the globe. Of the nine countries surveyed, all but the U.S. offer some level of free universal healthcare through a national governing body. Yet, even with free healthcare easily accessible, 92% of employees are still snatching up employer-sponsored plans.

These high usage rates show that employer-sponsored plans are striking the right note, filling otherwise unmet healthcare needs. And this boon boomerangs right back to companies, as healthcare has been shown to reduce presenteeism,¹¹⁹ boosting productivity.

But employers seem to have missed the memo. Less than half of employees worldwide (47%) say their company offers some type of health insurance. (Unsurprisingly, this figure is highest in the U.S. (72%), where employers are the primary means of attaining health insurance.) This major mismatch between how often healthcare is offered and how thoroughly it's used indicates HR leaders would be wise to add some type of healthcare insurance to their package. Whether it's a comprehensive policy or supplemental coverage, employees clearly expect you to care for their health.

So, if employee healthcare is so critical, why isn't usage at 100% like PTO?

To be sure, some employees will find public plans provide all the coverage they need. But for many households, there are two people in the workforce. Since many companies offer attractive family benefits packages, one of these workers might opt out of their own benefits package in favour of their partner's benefits package. This makes it important to keep track of how these families are utilising your health insurance programme. A low enrolment rate might not indicate a lack of employee interest in the benefit. Rather, it may indicate that your health insurance offering isn't keeping up with the competition.

B) DENTAL INSURANCE

Like health insurance, basic dental care is covered by universal healthcare programmes offered by national governments. The U.S. is an exception — there, private insurance is needed to keep those pearly whites shining bright.

Now, since there are public options available in countries other than the U.S., you might think HR leaders would brush off dental insurance as unnecessary. And sure enough, only 23% of employers offer the benefit.

But with a utilisation rate of 89%, dental insurance/ supplemental dental insurance is one of the most popular benefits offered by employers worldwide. And dentists aren't the only professionals that should be smiling about this popularity — research shows that dental checkups can catch health issues (like gingivitis or oral cancer) early, reducing overall dental costs by 31% per patient per year. On the flip side, skipping those annual exams can make costs skyrocket by 43% in just five years.¹²⁰

The good news? Adding dental coverage to your benefits package is way easier than flossing daily.

C) VISION INSURANCE

Just like with health and dental insurance, employees enjoy employer-sponsored vision insurance plans — even though eight of the nine regions surveyed have public vision care available.

This makes vision insurance one of the most underutilised benefits worldwide. A mere 14% of employees say their company offers this insurance, but of these lucky few, a whopping 84% use it. Its popularity should actually come as no surprise — the World Health Organisation estimates that one in four people worldwide have vision impairments. That's 2.2 billion people who might be squinting at their spreadsheets!¹²¹

Employers also benefit from the popularity of vision coverage, as annual eye exams are effective preventative healthcare. This is one of the simplest and most cost-effective strategies to identify early warning signs of more than 270 chronic diseases — including kidney disease, hypertension, and some types of cancer — before other physical symptoms emerge.¹²² Did you know 20% of people with diabetes get their diagnosis through an eye exam?¹²³ It's practically a full-body checkup, all while you're reading an eye chart!

So, HR leaders, it's time to set your sights on vision insurance. It's a simple add-on that can sharpen employee satisfaction and bring healthcare costs into focus.



Wellness Benefits

4.1.3

Wellness benefits are viewed as a small part of the broader health insurance category, but they are a distinct benefit category of their own. Medical insurance is primarily (though not solely) geared toward treating sickness and disease once it is diagnosed. Wellness programmes, on the other hand, are largely preventative. They provide employees with the resources they need, from fitness routines to dietitians to meditation courses. It's all about giving your employees a toolkit to build their best selves!

Healthier employees mean lower healthcare costs down the road.

After all, when employees are able to take care of their holistic health, they are less likely to develop the conditions that require medical invention. It's like planting a garden of health today to harvest savings tomorrow.

And a healthy workforce isn't just about saving money — it's about making it too. Nine out of ten employees say their wellbeing impacts their productivity.¹²⁵

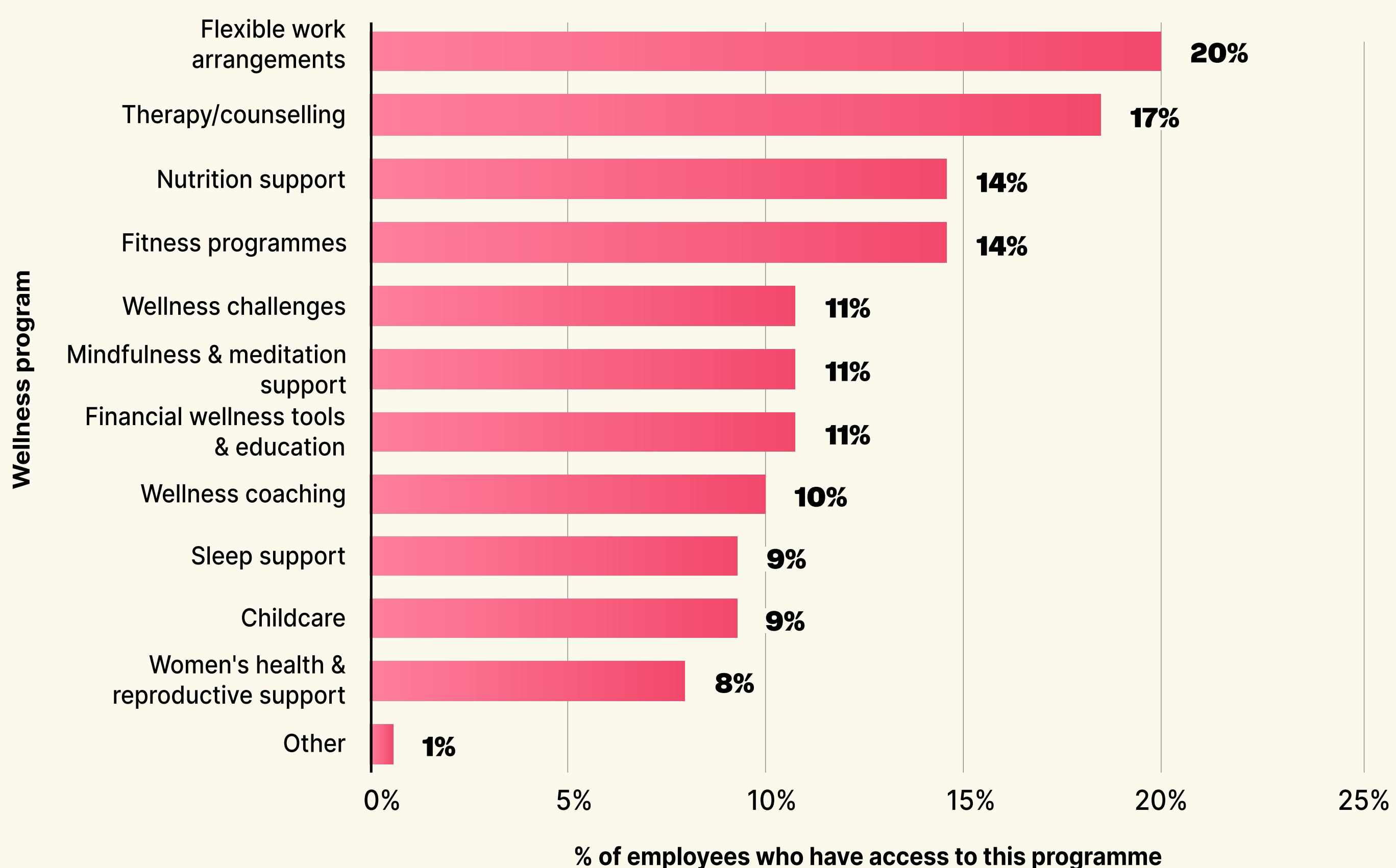
That's right, feeling good translates to doing good work! Plus, most companies see a \$2 return for every \$1 spent on these initiatives, a healthy ROI for any investment.¹²⁶

With all this in mind, it makes all the sense in the world that this is a wildly popular benefit: 79% of employees use a wellness programme when they have access to them.

Unfortunately, few do. Only 12% of employees say their company has a wellness programme. And this can't be blamed on employees who don't know what's in their benefits package. Even when we zoom in on specific perks like flexible work or nutrition support, the numbers barely budge. Flexible work, the most common wellness policy, is available to just 20% of employees. Women's healthcare and reproductive support? A mere 8% have access.

This is a big, blinking red light on the HR dashboard. Benefits packages are lagging far behind rising employee demand for wellness support, even though providing these resources saves budget and bolsters company performance.

IN DEMAND WELLBEING PROGRAMMES ARE ONLY ACCESSIBLE TO THE MINORITY OF THE WORKFORCE



Why are wellness programmes so effective? They're versatile! With a wide range of activities, there's something for everyone, making them easy to adopt. However, this variety can be daunting for HR leaders. Where to begin? Which initiatives will resonate most with your workforce?

Let's break it down and explore which aspects of wellness programmes give you the most bang for your buck. After all, in the world of employee benefits, wellness is the gift that keeps on giving!

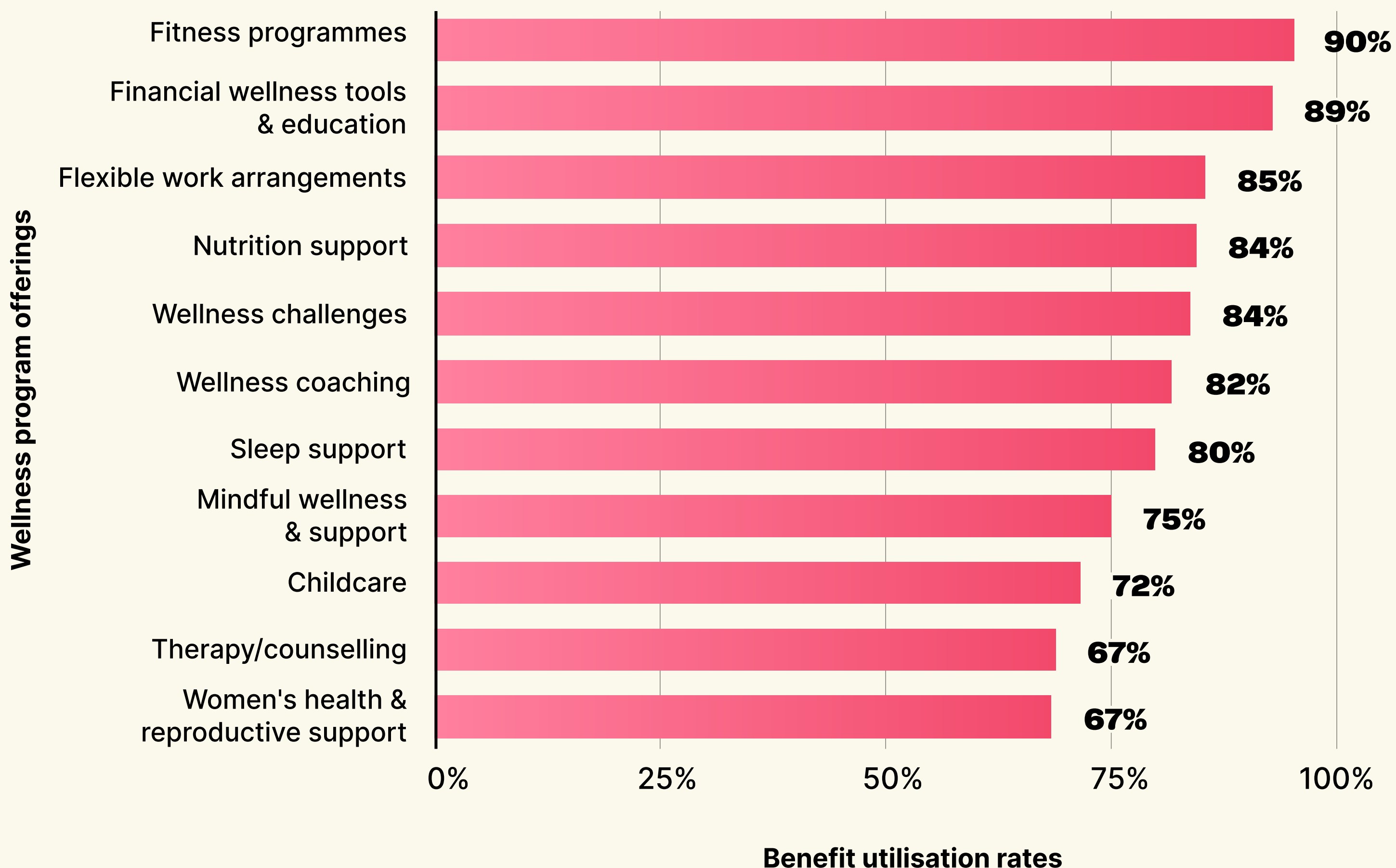
Starting with fitness is a crowd-pleaser. A staggering 90% of employees jump on board when offered. That's a startling change from the overall workforce — remember how 27% of people say they have a sedentary lifestyle? It's clear the resources and tools offered by fitness programmes help people pop off the couch and into the weight room.

That makes physical fitness a major gap in most benefits packages: Only 14% of employees say their company offers fitness programmes. Adding one to your offering can be a major competitive advantage, signalling your organisation as one meeting the moment, investing in employee wellbeing in a way that matters.

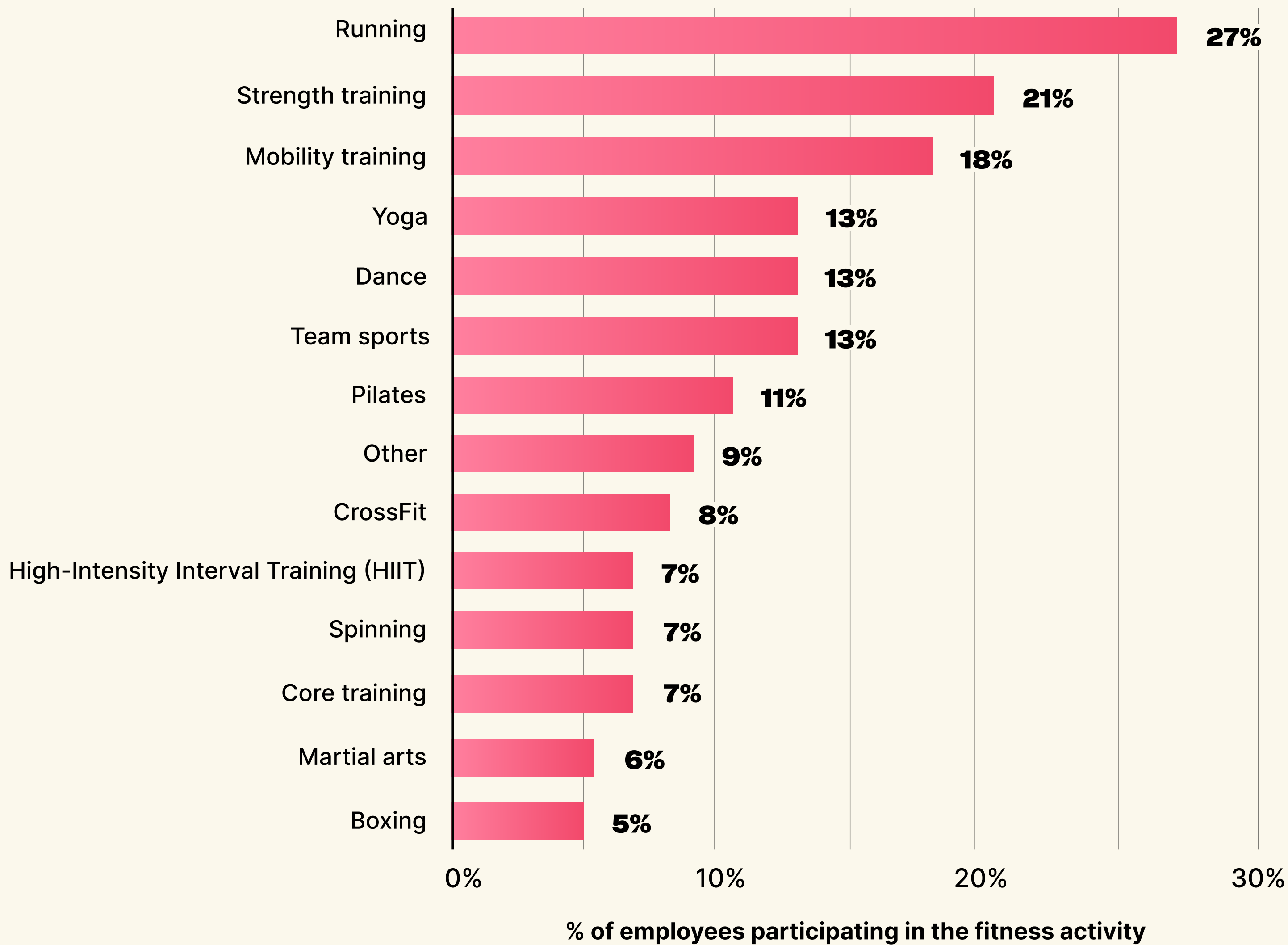
Fitness programmes are a broad playing field, **but if you want to score big, focus on the top three crowd-pleasers: running, strength training, and mobility exercises.** These activities are popular overall and across all generations!



EVERY WELLNESS PROGRAMME IS USED BY THE MAJORITY OF EMPLOYEES



RUNNING, STRENGTH TRAINING AND MOBILITY ARE THE MOST POPULAR FITNESS ACTIVITIES WITH EMPLOYEES



Financial wellness tools and education are sprinting close behind, with a whopping 89% engagement rate. Think budgeting apps and retirement savings seminars — they're like CrossFit for your wallet! It's no wonder these are hot commodities when 42% of folks say inflation is messing with their mental mojo (third only to work stress and insufficient quality of sleep).

This showcases the true power of wellness programmes — one small change can create a ripple effect of positivity across various aspects of life.

Also wildly popular are flex work arrangements, nutrition support, wellness challenges, wellness coaching, sleep support and mindfulness/meditation support. Each of these has a utilisation rate of 75% or higher when offered.

But again, these powerful perks are as rare as a workday with no interruptions. Get this: Only 11% of employees have access

to mindfulness/meditation support, and a mere 9% to sleep support. This is shocking when 47% of workers are wrestling with work stress, and 44% are tossing and turning due to poor sleep quality.

The kicker? Apps for better sleep and mindfulness are budget-friendly and just a click away. Talk about low-hanging fruit for your benefits programme!

Even programmes that are only relevant to some of your workers are knocking it out of the park. Childcare, only useful to working caregivers, has a utilisation rate of 72%. And women's healthcare and reproductive support — which directly targets employees looking to have children and workers that identify as women — are tapped by 67% of the workforce when offered. The message is crystal clear: If you offer it, they will come — even if it's not for everyone!

Stock/Ownership Benefits

4.1.4

Stock options are a unicorn offering — hard to find and in high demand. Of the 5% of employees who say stocks are offered to them, 85% take advantage.

This perk isn't just about padding wallets (though that's a nice bonus!). It's about fostering an ownership mindset that can supercharge your workforce. Think about it: your team isn't just punching the clock anymore. They're part-owners, with skin in the game.

Now, we get it. Not every company can unleash this powerhouse perk. Smaller businesses or those not trading on London Stock Exchange might find it's out of reach. And even when it's on the menu, it's often reserved for the seasoned players or high-flying execs.

But the message is still clear: company ownership is a highway to an employee's heart.

And financial wellbeing matters. Nearly every employee (99%) says their finances impact their wellness, with 76% saying finances are extremely or very important to their overall

wellbeing. Yet 66% of workers say their current financial situation distracts them from work, and half of workers (50%) say their financial situation keeps them awake at least a few times a month.¹²⁷

With inflation revving up anxieties, offering stocks isn't just a perk — it's a power move. It's like giving your team a financial turbo boost, an asset that grows over time, helping to keep those inflation worries in the rearview mirror.

While this is not as simple as tacking vision insurance onto your medical plan, consider chatting with your compensation committee to see if stock options or some other employee ownership programme is a possibility for your organisation. The payoff? Long-term financial stability for your team and a sense of ownership that could send your company's performance into overdrive. It's not just about sharing the wealth — it's about cultivating a workforce that's invested in your success, literally and figuratively!

So, ready to shift your benefits package into high gear? Stock options might just be the nitro boost you've been looking for!



How to Optimise Your Benefits Package

4.2

Despite the clear business benefits of having tailored benefits packages, few companies are taking advantage of this talent superpower — only 34% of employees say their benefits are adjusted annually to reflect changing their interests and needs.

If you want to make the most of your benefits budget, however, you have to offer what employees are looking for. While offering stocks or shifting to an employee co-op model might be out of reach, there's still plenty you can do to delight your workforce. Here's what you can do to ensure your employee benefit package delivers a powerful employer value proposition, based on the priorities of employees themselves.

FOCUS AREA 1

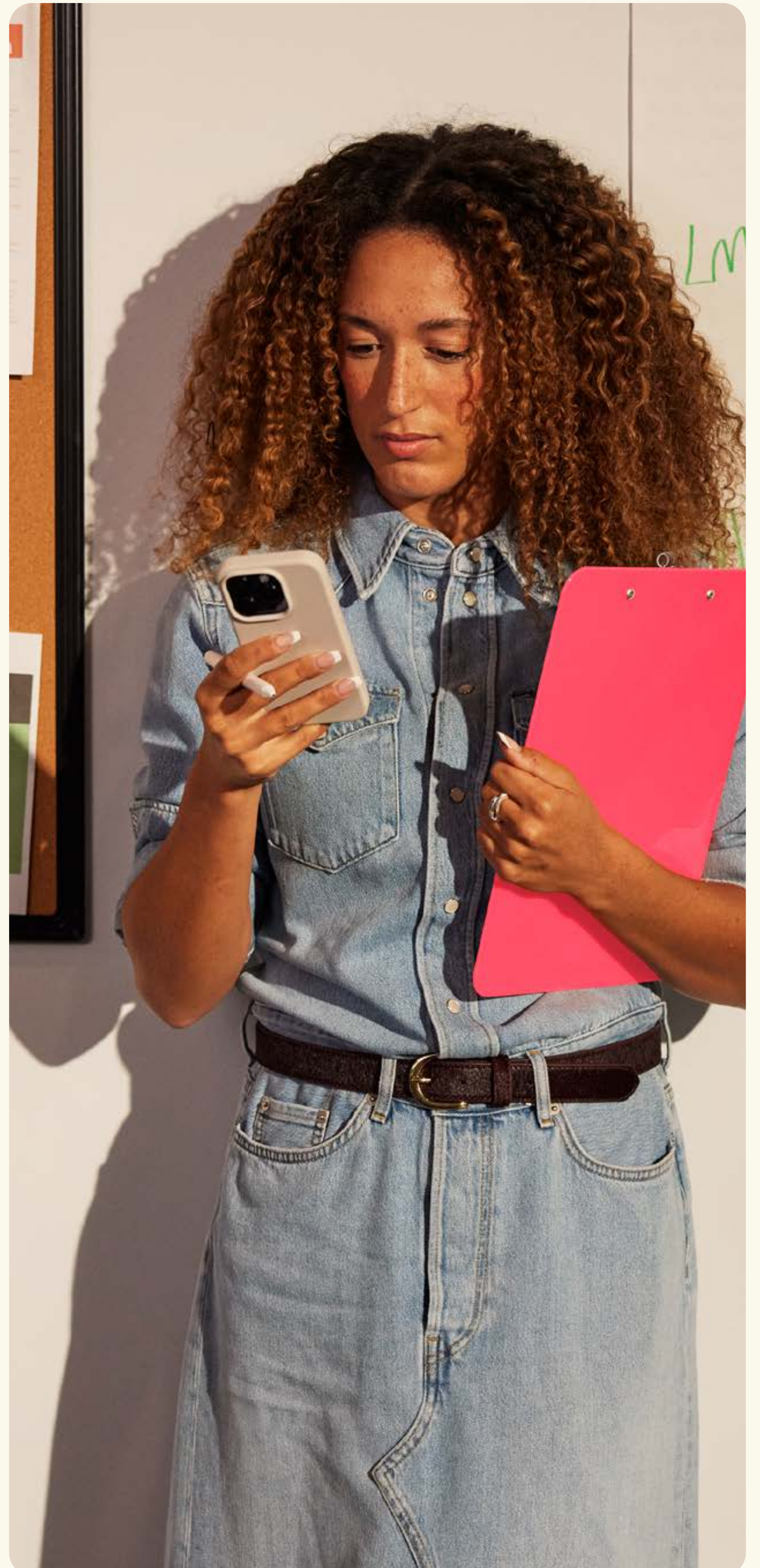
Health and Wellbeing Support

FOCUS AREA 2

Workplace Flexibility

FOCUS AREA 3

Tailored Benefit Communications for Different Generations



FOCUS AREA 1

Health and Wellbeing Support

WHY Employees are clear that their wellbeing isn't up for debate. Companies have to meet employee's wellness expectations, and a health and wellness benefits package is the perfect way to do so. This approach offers a two-pronged solution for employee wellbeing: Wellness programmes enable preventative care, and health coverage can resolve issues when they do arise.



ACTION IDEAS

Enhance Wellness Programmes



Holistic wellness initiatives — such as fitness classes, nutrition programmes, and counselling services — are a great way to help employees stay healthy. They can enable employees to improve their diet, move more, heal emotionally, and get better sleep. This empowers employees to live better lives, all while making your company's dedication to workforce wellness clear and actionable. This can boost employee satisfaction while strengthening your company culture, easing recruitment, and upping retention. What's not to love?

Robust Health Insurance Coverage



If you don't offer health insurance or a supplemental plan, it's probably time to add that to your roster. And if you do already cover employee healthcare, it's still worth your time to vet how comprehensive and affordable it is. Do you offer vision, dental, and therapy coverage? The more holistic your coverage, the more likely your satisfaction rates are to climb.

Subsidise Healthcare Costs



It doesn't matter if you offer the best healthcare plan in the world if your employees can't afford to tap it when needed. Covering a high portion of premiums, contributing to employee HSAs, or hosting free flu clinics at the office are all examples of how you can decrease the stress healthcare places on an employee's wallet.


FOCUS AREA 2

Workplace Flexibility




WHY Not only do employees want to control their calendar, there are times they need to because life happens. Policies like hybrid work or flex hours enable employees to take care of themselves and work during their personal peak productivity hours, fostering trust and work-life wellness.


ACTION IDEAS

Offer PTO Days 

Considering 100% of employees take PTO, this is a critical part of your benefits package. Offering generous paid time off (PTO) gives employees latitude to decide when and how they will unwind. This policy meets the need of employees to have the flexibility they need to care for their personal lives. At the same time, it decreases the likelihood employees will use more PTO than they're given, avoiding the headache of unexpected absences. Such policies are particularly critical in industries that rely on shift work — like healthcare, hospitality, or manufacturing — that cannot offer other forms of autonomy like flex hours or remote work.

Promote a Results-Oriented Culture 

Let's be real: At the end of the day, do you care more about the fact your employees worked for 40 hours, or the fact they hit their key metrics? Likely, what you care about is achieving results. Letting employees start and end when it is most convenient for them gives them the power to make the most of their work hours while also picking up their children from school or going to the dentist. If you shift your focus from hours worked to results achieved, it encourages managers to set clear goals and measure performance based on outcomes rather than time spent at a desk. This approach can empower employees to manage their time more effectively and work when they are most productive.

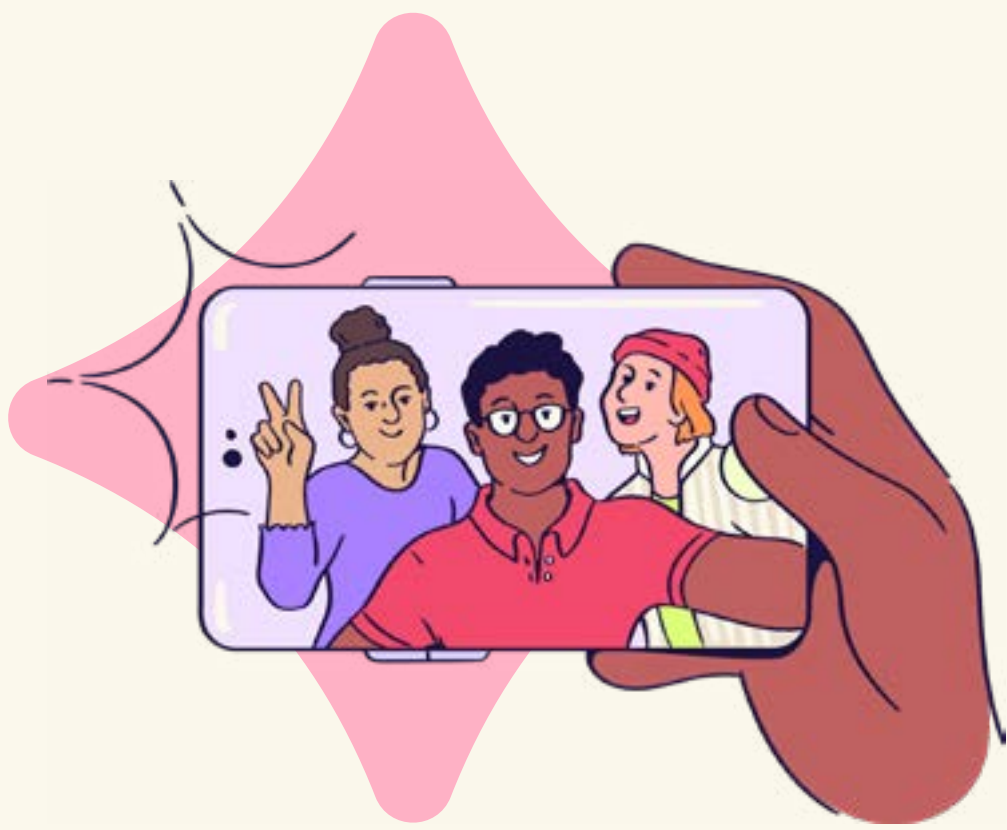
Implement Hybrid Work (Where Possible) 

Offering a hybrid work model provides employees with the best of both worlds — the structure of the office and the flexibility of remote work. It allows for greater autonomy over work hours and environments, catering to individual preferences and productivity peaks. As a bonus, it can also improve employee wellbeing, because employees working in their preferred work environment say they're doing better than employees experiencing a mismatch between their actual and desired working environment.¹²⁸ By setting clear guidelines and expectations for remote and in-office days, companies can maintain productivity while offering employees the autonomy they value.

FOCUS AREA 3

Tailored Benefit Communications for Different Generations

WHY Employees need different benefits and wellness support at different stages of their life. If you get really familiar with what different groups of employees want, you are better able to craft a benefits package that meets everyone’s needs. Plus, you may be more empowered to share how your current benefits plan meets their needs. All of this allows you to get the most out of your benefits package in a world where you are undoubtedly supporting a multi-generational workforce.



ACTION IDEAS

Conduct Regular Surveys



Consistent feedback will help you meet the evolving needs of different employee demographics. You can use surveys, focus groups, and suggestion boxes to gather insights from your employees. Analysing this data for trends will help you identify priorities and find areas for improvement. This could also be a great opportunity to see if your employees know what benefits are available to them and how they can engage with them. You may find out that you don't lack the proper benefits programmes — the benefits programmes lack visibility with your workforce.

Adjust Benefits Offerings Annually



Only 34% of employers do this, even though it's the best way to make sure your perks are dialled into what employees need at every stage of their careers. Fortunately, the feedback you collect gives you the data you need to make the case for new benefits while getting rid of benefits that no longer serve your company.

Provide Personalised Benefits Statements



Offer personalised benefits statements that detail the specific benefits each employee is eligible for. These can be distributed annually or made available through an online portal. These help employees see the full value of their benefits package and understand how it meets their individual needs.

The Wellhub Effect

5.1 Better Wellbeing

5.2 Happier Employees



Wellhub boosts more than worker wellbeing — employees with Wellhub are happier with their benefits package, their HR department, and their company than employees who do not have access to Wellhub.

And this is a case of more is more: The more an employee uses Wellhub, the more likely they are to feel great about themselves and their company!

Better Wellbeing

5.1

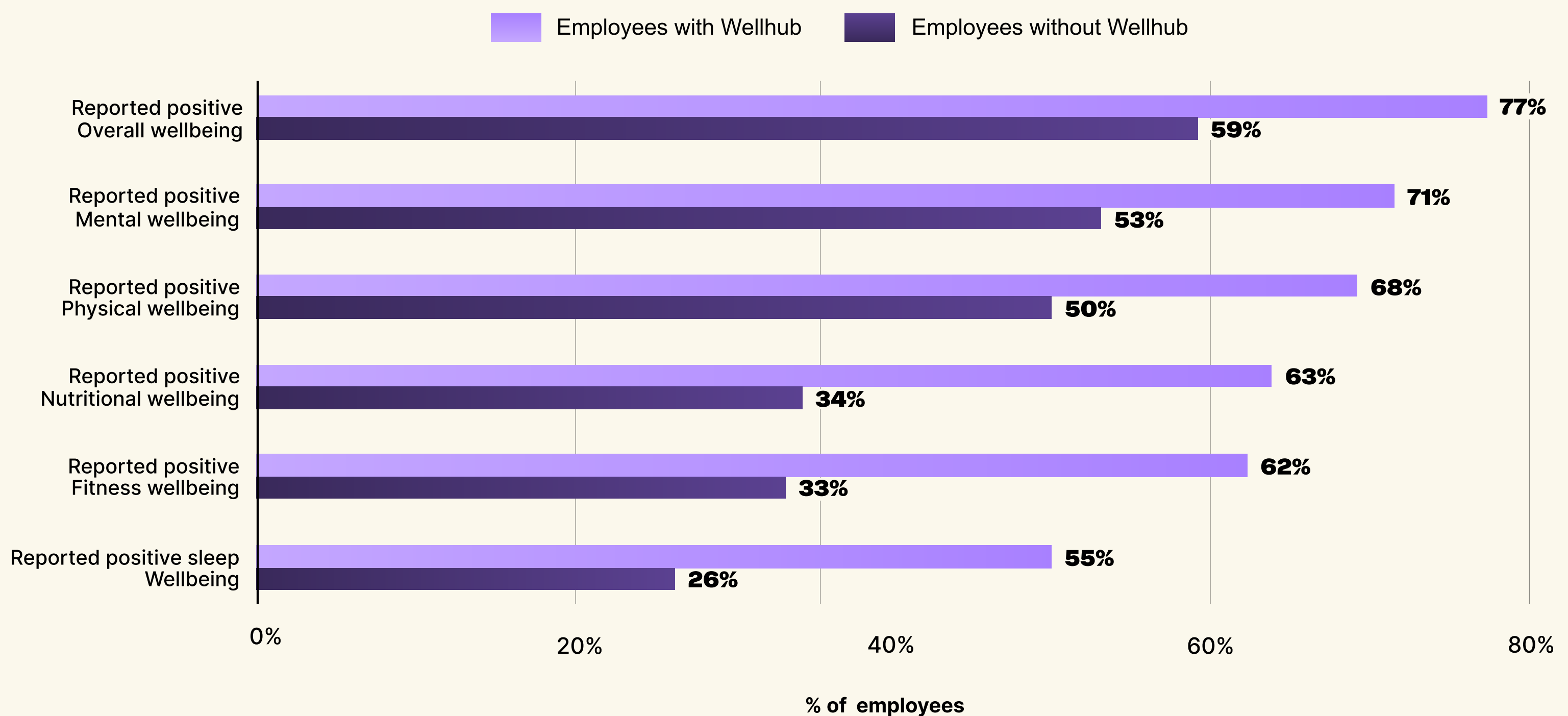
When Wellhub is a part of an employee benefit package, workforce wellbeing shoots up across the board. While non-Wellhub employees are stuck in the "meh" zone, Wellhub users are living their best lives. And these aren't marginal gains — there's a big difference between employees with and without the platform.

Not only do employees with Wellhub have higher wellbeing ratings than those who don't, they are far more likely to say

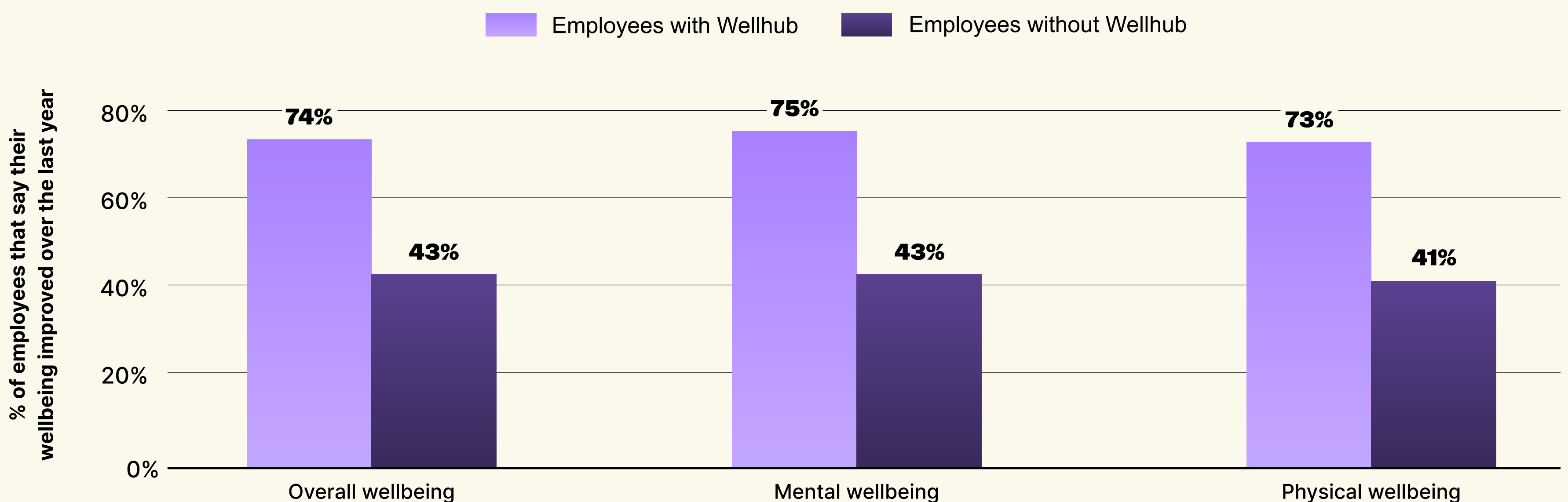
their wellbeing is trending in the right direction, that taking care of their wellbeing is more affordable, and they tend to their wellness more often.

While less than half of non-Wellhub employees feel better than they did this time last year, an astounding 75% of Wellhub participants report wellness gains across the board. Mental health? Boosted. Physical fitness? Turbocharged. Overall wellness? Soaring.

EMPLOYEES WITH WELLHUB REPORTED A BETTER WELLBEING THAN THOSE WITHOUT



EMPLOYEES WITH WELLHUB ARE MORE LIKELY TO SAY THEIR WELLBEING IMPROVED IN THE LAST YEAR



This is because Wellhub isn't just another dusty benefits programme. It's a wellbeing powerhouse that employees actually use! Employees with Wellhub are four times as likely to say they use their wellness programme than workers who don't. As a holistic programme, Wellhub has an entry point for every employee — no matter their price point or interests. Whether workers are trying to catch more Zs, jog more miles, eat more protein, lift more weights, or chant more oms, our programme can help them get there. And that's the case no matter their pay grade — workers with Wellhub are 19% more likely to say that tending to their wellbeing is financially within reach.

This is critical, because HR leaders don't have the time or budget for benefits that collect dust. After all, a wellness programme only boosts your bottom line when employees actually use it. For companies with a 11 - 20% participation rate in their wellness programme, 75% see a positive ROI. This jumps to 99% for companies with a participation rate above 91%.¹²⁹

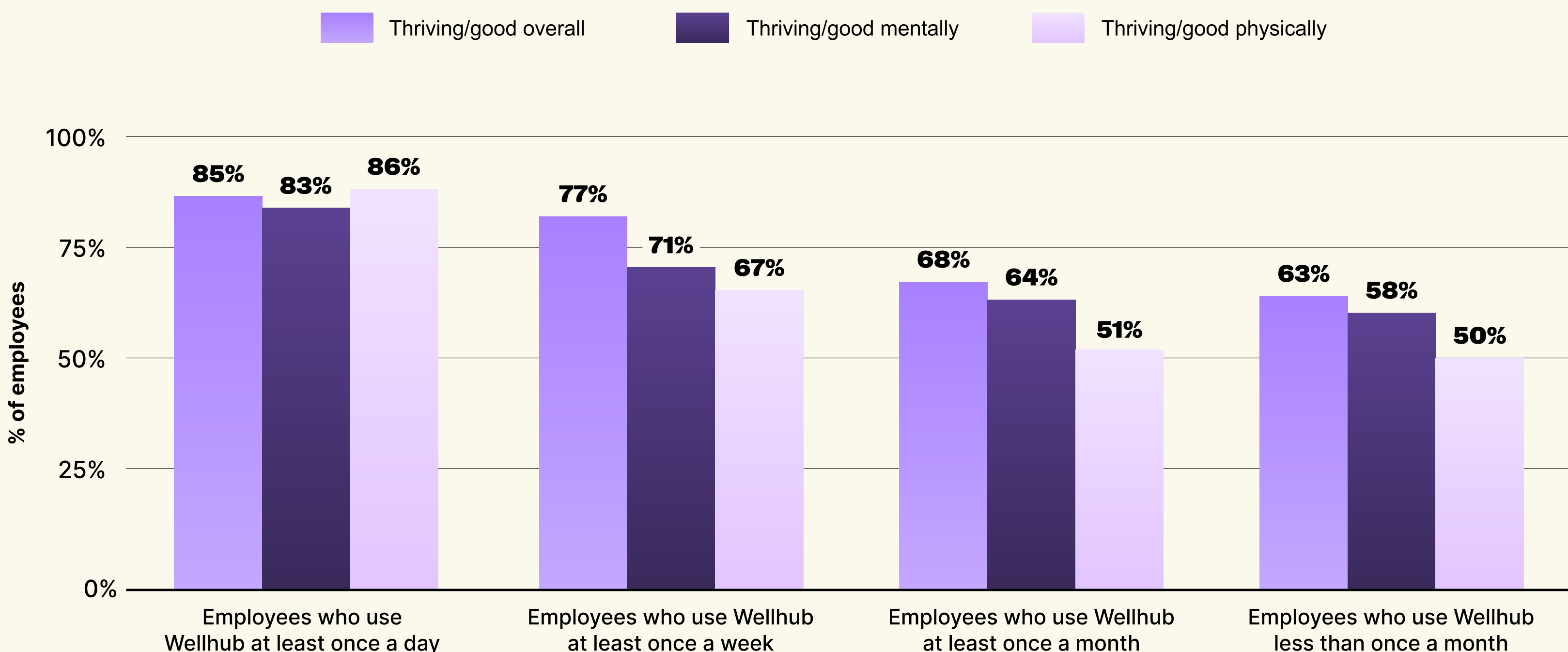
As a result, users are also taking care of themselves more consistently. Nearly half (48%) of Wellhub users are working out daily, compared to just 31% of those without the programme. But that's not all — these wellness warriors are also catching more Z's, attending therapy more frequently, and finding their zen through increased mindfulness practices, suggesting Wellhub provides the tools and the guidance needed for real change.

This kind of frequency matters — a lot. If you look at just employees with Wellhub, the employees that engage in the programme more often are doing better than those who use it sporadically. HR leaders have a vested interest in encouraging employees to use the programme as often as possible, because active Wellhub users are more likely than their less-engaged colleagues to say:

- Their mental, physical and overall wellbeing is thriving/good
- Their overall, mental, and physical wellbeing improved in the last year
- They are in shape, eat a nutritious diet, and sleep well.



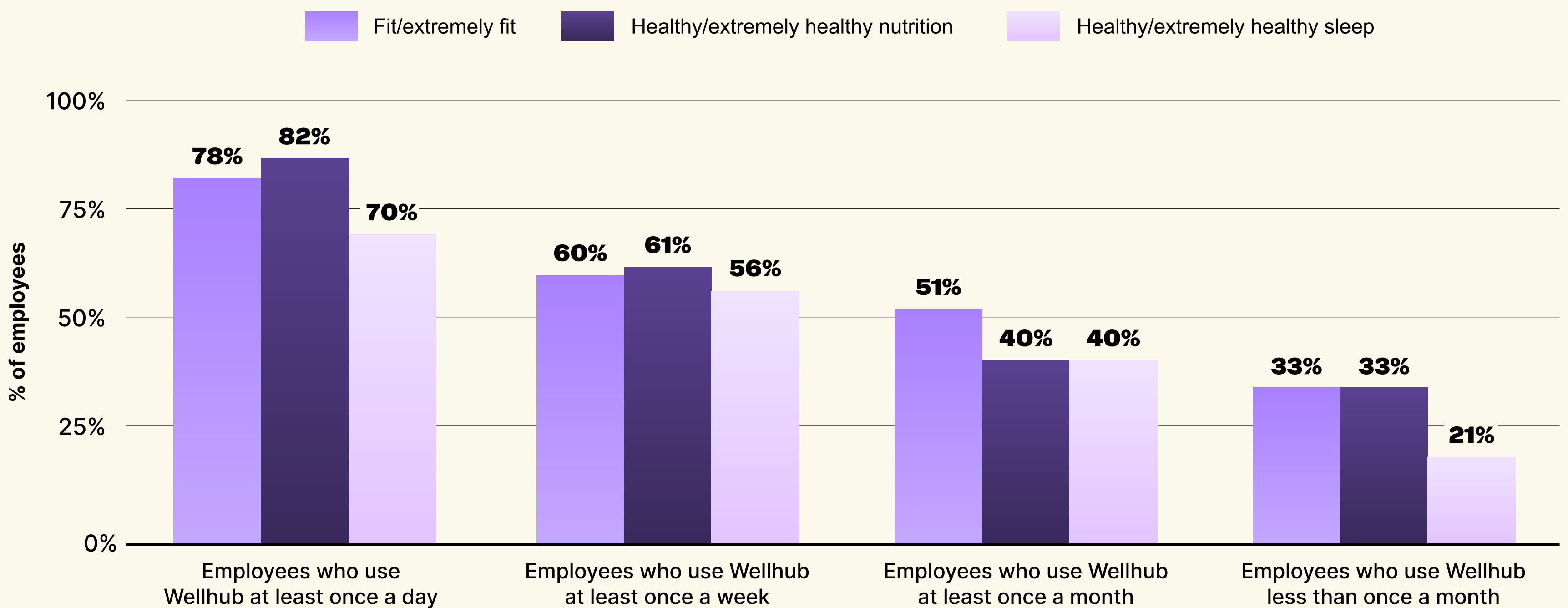
THE MORE OFTEN EMPLOYEES USE WELLHUB, THE BETTER THEY FEEL



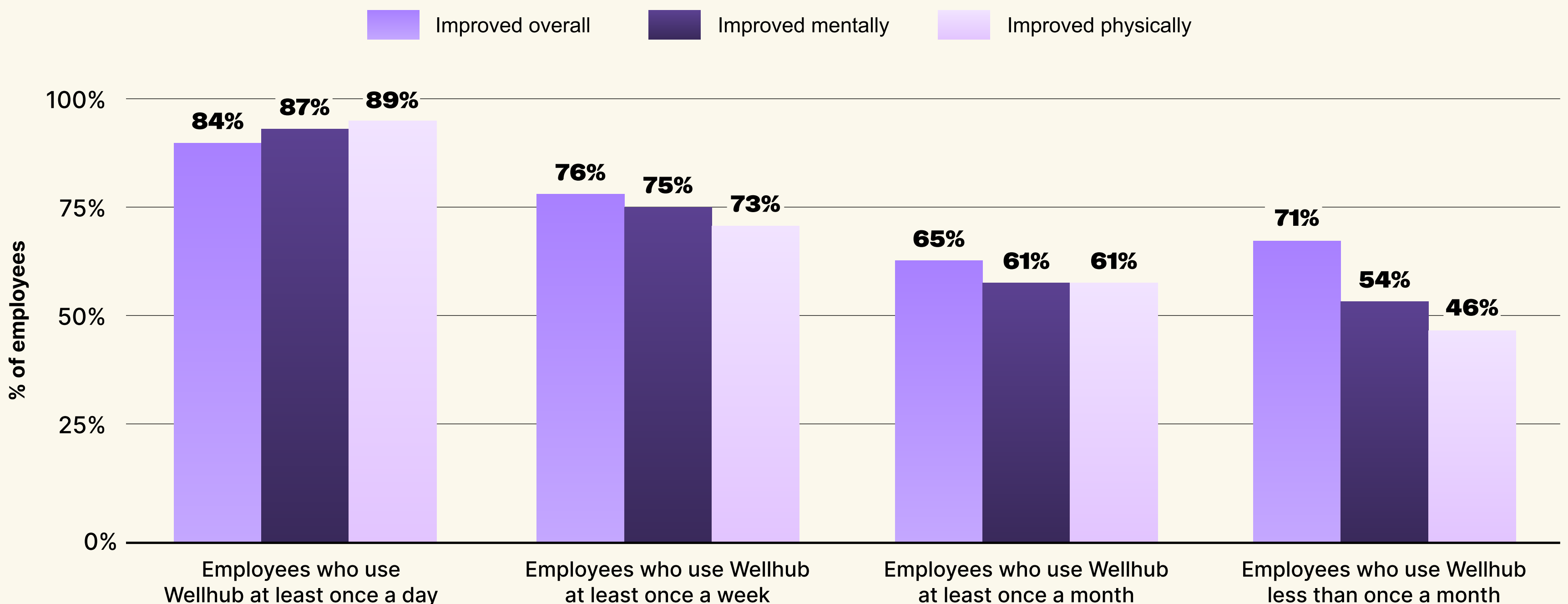
The best part? The more they use it, the better they feel, and the more likely they are to say tending to their wellness is affordable. Let that sink in — the more resources they use, the less expensive it feels. This is because they now have an overflowing buffet of wellness options — apps, gyms, studios, classes, and coaches are all accessible through Wellhub.

Without Wellhub, this level of wellbeing engagement would simply not have been affordable. Given the foundational relationship between workforce wellbeing and company performance, **Wellhub is a powerful addition to your benefit's package.** It gives you a razor-sharp edge in attracting and retaining top-tier talent.

SLEEP, FITNESS, AND NUTRITION ALL IMPROVE THE MORE AN EMPLOYEE USES WELLHUB



THE MORE OFTEN AN EMPLOYEE USES WELLHUB, THE MORE LIKELY THEY ARE TO FEEL BETTER THIS YEAR THAN LAST YEAR



Happier Employees

5.2

Let’s keep this good energy rolling, because Wellhub does more than make employees feel better about themselves — it also makes them feel better about their employer.

Work stress is significantly lower for employees with Wellhub: Only 35% of users report stress-related mental health issues compared to a hefty 51% of non-users. This is the case because more than a third (34%) of employees have time during their workday to take care of themselves. They can do a meditation session in between Zoom calls, or log their lunch in a food tracking app in the factory break room. Only 12% of employees without Wellhub can say they have that same ability to take care of themselves throughout the day.

This directly translates into a much higher approval rating for their overall benefits package — workers with Wellhub are nearly three times as likely than those without to say their benefits programme is “excellent” (37% vs. 13%).

Understandably, they are applauding HR for making that difference! Eighty-eight percent of employees with Wellhub believe their HR department genuinely cares about their wellbeing, compared to 60% of employees without Wellhub.

This appreciation radiates outward. Not only do they feel better about their health, they even feel better about their pay. With Wellhub, 89% of employees feel well compensated for their

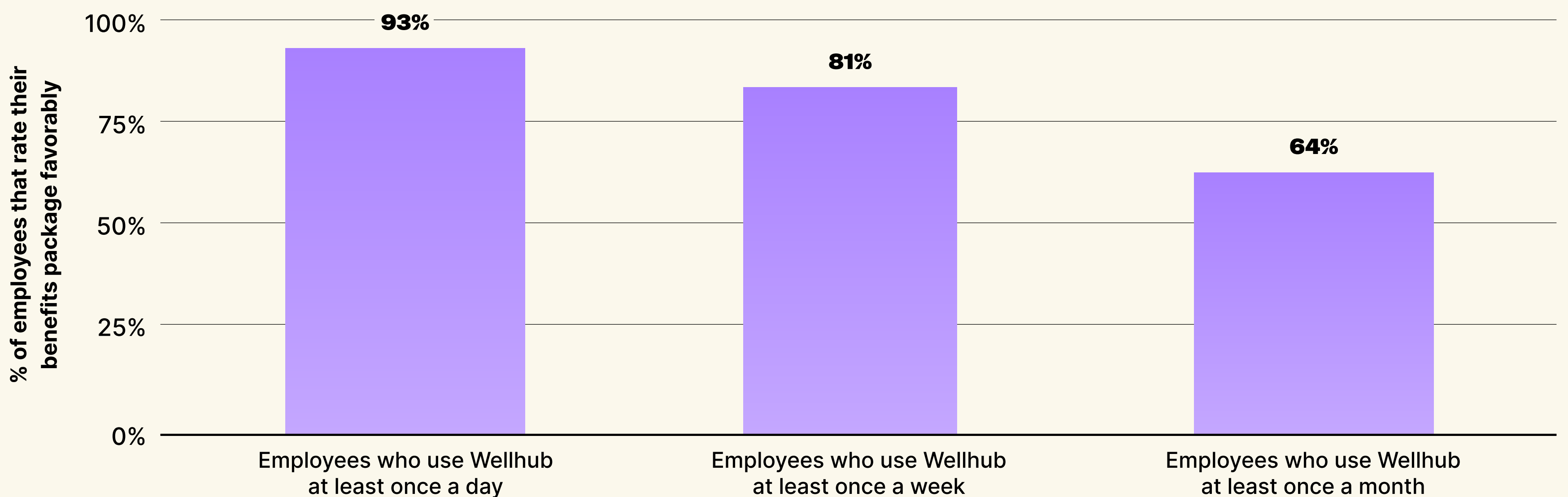
role and industry. This drops to 71% when employees have to make do without. And most of this gap comes from those who feel really jazzed — 31% of employees with Wellhub *strongly* agree that they are adequately compensated for their work. Meanwhile, a forlorn 13% of employees without Wellhub feel like they get their due.

That highlights how compensation is more than just a paycheck. Wellness programmes are a critical part of a compelling total comp package, meaning Wellhub enables employers to deliver on the compensation and wellbeing support workers are demanding. Employee satisfaction rates show just how impactful that combination is — employees with Wellhub are more than twice as likely to say they are “extremely happy” working at their current company (32%) than employees without (12%).

Wellhub does more than make employees feel better about themselves — it also makes them feel better about their employer. The more often somebody uses Wellhub, the more likely they are to say:

- Their company’s benefits and wellbeing programmes are excellent or good
- They are happy/extremely happy at their company
- Their HR department genuinely cares about their wellbeing
- They are adequately compensated for their role and industry.

THE MORE OFTEN EMPLOYEES USE WELLHUB, THE HIGHER THEY RATE THEIR BENEFITS PROGRAMME

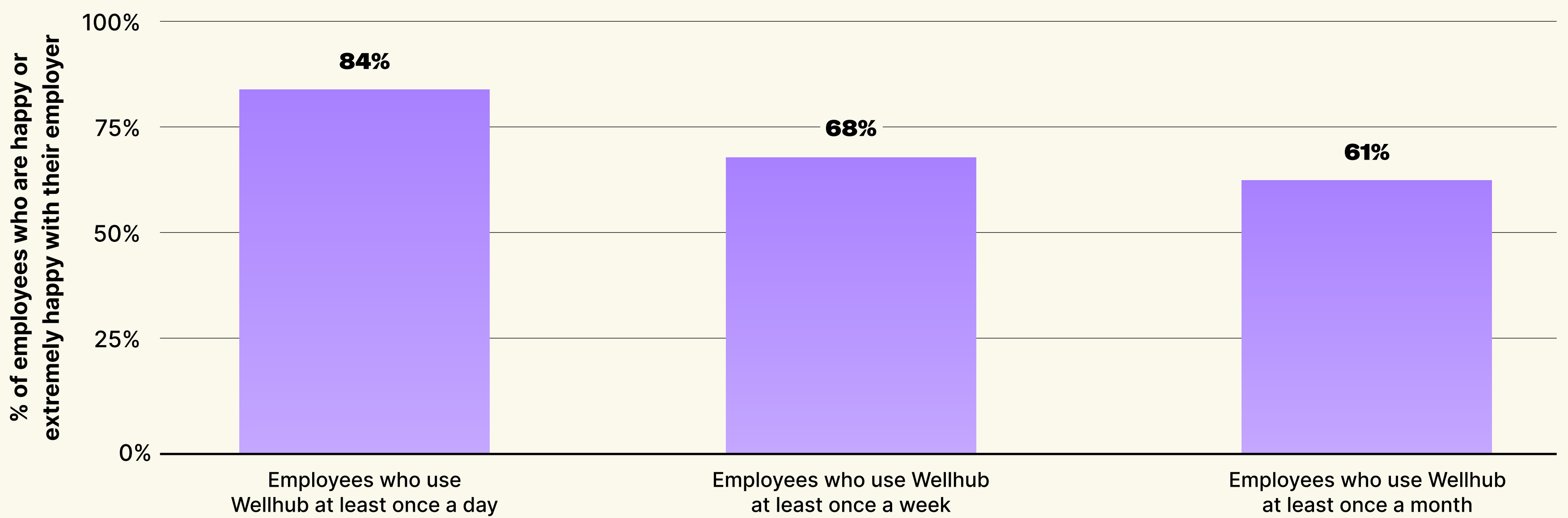


Wellhub isn't just boosting employee health: It's strengthening the bond between workers and their employers. The result? Companies with Wellhub see a welcome dip in both healthcare costs and turnover rates.¹³⁰

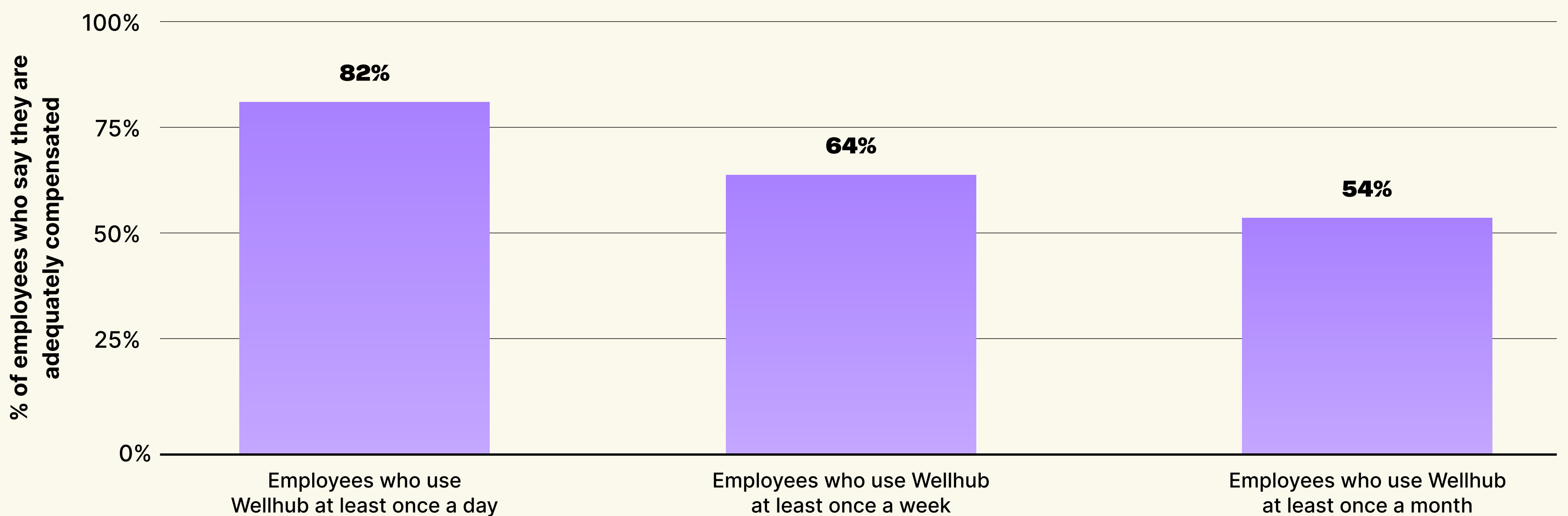
This double win is freeing up HR teams from constantly putting out fires. Instead of juggling health complaints and exit interviews, they're getting to focus on the big picture stuff. Imagine HR with time on their hands — **it's not a fantasy, it's the Wellhub effect.**



EMPLOYEES WITH WELLHUB ARE MORE LIKELY TO SAY THEIR WELLBEING IMPROVED IN THE LAST YEAR



THE MORE EMPLOYEES USE WELLHUB, THE MORE LIKELY THEY ARE TO BE SATISFIED WITH THEIR COMPENSATION



Conclusion

Burn out your team and you burn down your business. It's really that simple.

Embracing this reality gives companies a distinct competitive advantage. Not only will a wellness-oriented benefit package attract top talent, it can increase profitability by reducing talent management costs and boosting productivity.

But most employers are playing catch up. Workers — tired of sacrificing their wellbeing for the health of spreadsheets — are walking out the door. This sends employers back to job boards, running after a workforce only interested in organisations that help them thrive, personally and professionally.

Younger generations are the leaders of this sea change. Millennials and Gen Z workers are setting a new standard for workplace expectations, demanding comprehensive benefits programmes with a heavy emphasis on wellness. They insist employers meet all their mental, physical, and financial needs. For them, life is not their job — their job is there to support their life.

The business implications of this generational shift are profound. Employees are no longer working just for the weekend. Companies must provide something worth showing up for Monday

through Friday. Failing to foster a robust wellness culture risks higher turnover rates and the associated sky-high rehiring and training costs.

Meeting these expectations requires more than spotty benefits and isolated wellness initiatives. Companies need to offer a strong benefits package that includes robust medical insurance, competitive compensation, flexible working conditions, and holistic wellness programmes that cater to the multifaceted needs of employees at every stage of life.

Fortunately, wellness programmes are this adaptable. The interrelated nature of wellbeing means each intervention can positively impact multiple aspects of an employee's life. For instance, meditation not only enhances emotional health — a widespread need — but also helps employees achieve better sleep quality and concentration, crucial for effective work performance. Any wellbeing intervention can kickstart a powerful positive cycle that compounds with every act of self-care.

If you aren't already supporting employee wellbeing, your next step is clear: it's time to develop a holistic employee wellness strategy. The benefits are profound and far-reaching. Companies stand to gain powerful productivity and employee satisfaction boosts, setting themselves up for long-term success in a competitive marketplace.



Worldwide Wellness

7.1 Global Key Findings

7.2 Argentina

7.3 Brazil

7.4 Chile

7.5 Germany

7.6 Mexico

7.7 Italy

7.8 Spain

7.9 United Kingdom

7.10 United States



Global Key Findings

7.1

KEY STATS

88%

of employees value their wellbeing at work just as much as their salary.

66%

of employees believe that their HR department genuinely cares about their wellbeing.

89%

of employees will only consider companies that place a clear emphasis on employee wellbeing when looking for their next job.

68%

of employees say their financial situation prevents them from investing in their overall wellbeing.

85%

of workers believe their employer has a responsibility to help them tend to their wellbeing.

47%

of employees say work stress is degrading their mental wellbeing, making it the leading cause of emotional health issues — above inflation, poor wellbeing, or isolation.

83%

of employees would consider leaving a company that does not focus on employee wellbeing.

61%

of employees with wellness programmes are happy at their company vs. 36% of those without.

 **Argentina**

7.2

KEY STATS

91%

of employees value their wellbeing at work just as much as their salary.

60%

of employees believe that their HR department genuinely cares about their wellbeing.

92%

of employees will only consider companies that place a clear emphasis on employee wellbeing when looking for their next job.

73%

of employees say their financial situation prevents them from investing in their overall wellbeing.

88%

of workers believe their employer has a responsibility to help them tend to their wellbeing.

67%

of employees say inflation is degrading their mental wellbeing, making it the leading cause of emotional health issues. Work stress comes second, impacting 55% of employees.

86%

of employees would consider leaving a company that does not focus on employee wellbeing.

58%

of employees with wellness programmes are happy at their company vs. 34% of those without.



 **Brazil**

7.3

KEY STATS

92%

of employees value their wellbeing at work just as much as their salary.

76%

of employees believe that their HR department genuinely cares about their wellbeing.

94%

of employees will only consider companies that place a clear emphasis on employee wellbeing when looking for their next job.

59%

of employees say their financial situation prevents them from investing in their overall wellbeing.

82%

of workers believe their employer has a responsibility to help them tend to their wellbeing.

45%

of employees say work stress is degrading their mental wellbeing, making it the leading cause of emotional health issues.

92%

of employees would consider leaving a company that does not focus on employee wellbeing.

77%

of employees with wellness programmes are happy at their company vs. 49% of those without.



 **Chile**

7.4

KEY STATS

88%

of employees value their wellbeing at work just as much as their salary.

65%

of employees believe that their HR department genuinely cares about their wellbeing.

93%

of employees will only consider companies that place a clear emphasis on employee wellbeing when looking for their next job.

77%

of employees say their financial situation prevents them from investing in their overall wellbeing.

86%

of workers believe their employer has a responsibility to help them tend to their wellbeing.

55%

of employees say work stress is degrading their mental wellbeing, making it the leading cause of emotional health issues.

83%

of employees would consider leaving a company that does not focus on employee wellbeing.

52%

of employees with wellness programmes are happy at their company vs. 27% of those without.





Germany

7.5

KEY STATS

89%

of employees value their wellbeing at work just as much as their salary.

69%

of employees believe that their HR department genuinely cares about their wellbeing.

85%

of employees will only consider companies that place a clear emphasis on employee wellbeing when looking for their next job.

62%

of employees say their financial situation prevents them from investing in their overall wellbeing.

86%

of workers believe their employer has a responsibility to help them tend to their wellbeing.

48%

of employees say insufficient sleep is degrading their mental wellbeing, making it the leading cause of emotional health issues. Work stress comes third, for 42% of employees, shortly following inflation.

83%

of employees would consider leaving a company that does not focus on employee wellbeing.

56%

of employees with wellness programmes are happy at their company vs. 39% of those without.



 **Mexico**

7.6

KEY STATS

94%

of employees value their wellbeing at work just as much as their salary.

67%

of employees believe that their HR department genuinely cares about their wellbeing.

94%

of employees will only consider companies that place a clear emphasis on employee wellbeing when looking for their next job.

70%

of employees say their financial situation prevents them from investing in their overall wellbeing.

91%

of workers believe their employer has a responsibility to help them tend to their wellbeing.

55%

of employees say work stress is degrading their mental wellbeing, making it the leading cause of emotional health issues.

90%

of employees would consider leaving a company that does not focus on employee wellbeing.

62%

of employees with wellness programmes are happy at their company vs. 34% of those without.



 **Italy**

7.7

KEY STATS

79%

of employees value their wellbeing at work just as much as their salary.

60%

of employees believe that their HR department genuinely cares about their wellbeing.

83%

of employees will only consider companies that place a clear emphasis on employee wellbeing when looking for their next job.

63%

of employees say their financial situation prevents them from investing in their overall wellbeing.

81%

of workers believe their employer has a responsibility to help them tend to their wellbeing.

49%

of employees say work stress is degrading their mental wellbeing, making it the leading cause of emotional health issues.

72%

of employees would consider leaving a company that does not focus on employee wellbeing.

52%

of employees with wellness programmes are happy at their company vs. 25% of those without.





Spain

7.8

KEY STATS

88%

of employees value their wellbeing at work just as much as their salary.

56%

of employees believe that their HR department genuinely cares about their wellbeing.

86%

of employees will only consider companies that place a clear emphasis on employee wellbeing when looking for their next job.

68%

of employees say their financial situation prevents them from investing in their overall wellbeing.

88%

of workers believe their employer has a responsibility to help them tend to their wellbeing.

48%

of employees say work stress is degrading their mental wellbeing, making it the leading cause of emotional health issues.

80%

of employees would consider leaving a company that does not focus on employee wellbeing.

56%

of employees with wellness programmes are happy at their company vs. 34% of those without.



United Kingdom

7.9

KEY STATS

83%

of employees value their wellbeing at work just as much as their salary.

63%

of employees believe that their HR department genuinely cares about their wellbeing.

85%

of employees will only consider companies that place a clear emphasis on employee wellbeing when looking for their next job.

72%

of employees say their financial situation prevents them from investing in their overall wellbeing.

86%

of workers believe their employer has a responsibility to help them tend to their wellbeing.

42%

of employees say work stress is degrading their mental wellbeing, making it the leading cause of emotional health issues.

81%

of employees would consider leaving a company that does not focus on employee wellbeing.

63%

of employees with wellness programmes are happy at their company vs. 43% of those without.



United States

7.10

KEY STATS

85%

of employees value their wellbeing at work just as much as their salary.

76%

of employees believe that their HR department genuinely cares about their wellbeing.

86%

of employees will only consider companies that place a clear emphasis on employee wellbeing when looking for their next job.

69%

of employees say their financial situation prevents them from investing in their overall wellbeing.

78%

of workers believe their employer has a responsibility to help them tend to their wellbeing.

50%

of employees say inflation is degrading their mental wellbeing, making it the leading cause of emotional health issues.

79%

of employees would consider leaving a company that does not focus on employee wellbeing.

67%

of employees with wellness programmes are happy at their company vs. 51% of those without.

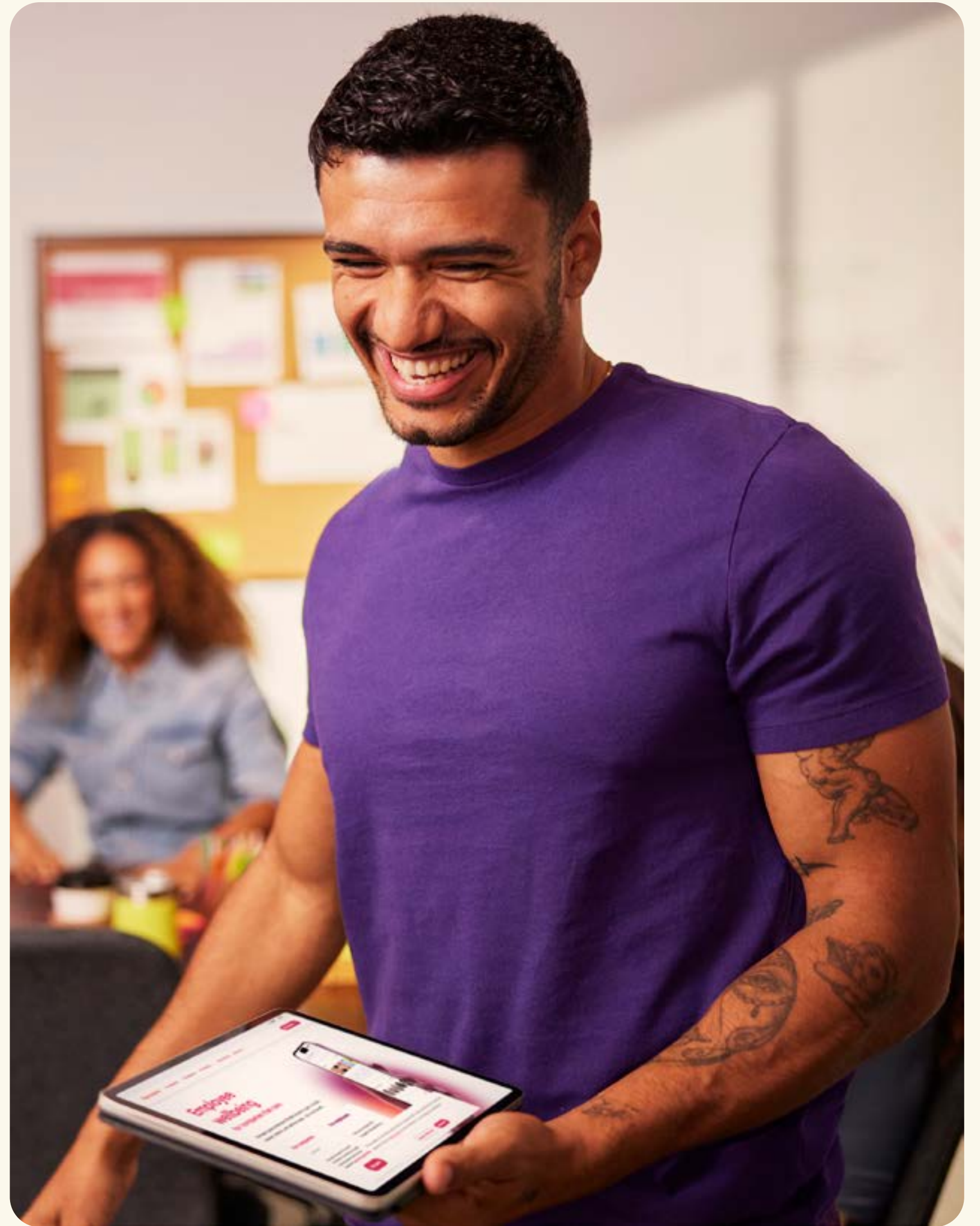


All About Wellhub

Wellhub is the most loved corporate wellness platform, offering the best network of gyms, studios, classes, personal trainers, and wellness apps — all in one employee benefit.

More than 15,000 companies use Wellhub to help their employees move, eat, sleep, and feel better with access to fitness and wellness partners in subscriptions that cost up to 50% less than traditional memberships.*

Wellhub more than doubles the number of employees engaged with wellness. This widespread participation results in workforces that are 40% less likely to turnover** and saves their companies up to 35% on healthcare costs.*** Investing in employee wellbeing is investing in company performance. Get started at Wellhub.com.



OUR GLOBAL IMPACT

11
countries

7,500+
cities

15,000+
clients

500 million
check-ins

3 million
subscribers

9 billion minutes
of employee wellbeing

60,000+
in-person and virtual
gyms, classes, trainers
and wellbeing apps

900+
activities

* Based on internal data.

** Internal study conducted by Wellhub with Brazilian clients. Data compared two test groups (more than 17,000 Wellhub users with up to 4 check-ins/month and users with more than 5 check-ins/month) and a control group (more than 2,000 non-users).

*** Internal study conducted by Wellhub with Brazilian clients from January 2019-May 2022; users considered 'moderate and above' with >5 check-ins/mo.

Appendices

METHODOLOGY

Wellhub conducted its State of Work-Life Wellness 2025 survey to assess the current status of worker wellness and examine how well employee benefits packages are meeting worker needs.

Between May 21, 2024 to June 3, 2024, more than 5,000 full-time employees were surveyed online through the polling agency QuestionPro. The response pool included only workers 18 and older who have worked a full-time job in the last three months. The results have a 95% confidence level and a 5% margin of error. Response options for the survey's 60 questions (see "Survey Questions") included Likert Scales, multiple choice, and multi-choice selections.

The countries included in this survey were the following: United States and United Kingdom, Brazil, Argentina, Chile, Spain, Italy, Germany, and Mexico. Between 555 and 575 responses were collected from each country. Where necessary, question sets and response options were adapted to reflect regional variations in benefit availability.

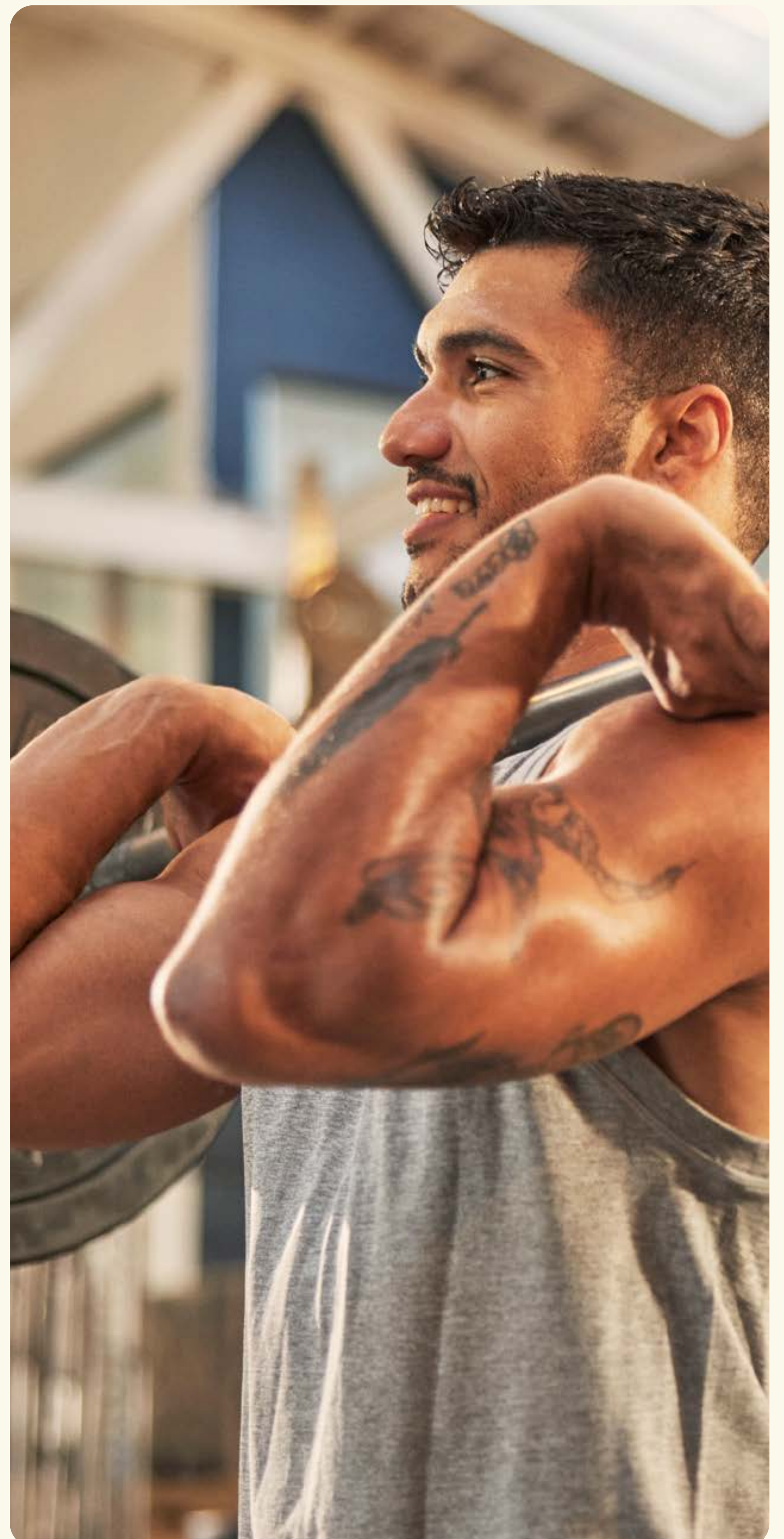
SURVEY QUESTIONS

The following questions were presented to the U.S. survey participants. Each inquiry was translated and localised as appropriate for the other regions included in the poll.

1. What best describes your employment status over the last three months?
2. In which country do you currently reside?
3. How many full-time employees (FTEs) are in your company?
4. When were you born?
5. Which of the following industries best describes your company?
6. Which best describes your current role within your company?
7. How would you currently rate your overall wellbeing?
8. Do you feel your wellbeing has improved or declined in 2024 (compared to 2023)?
9. To what extent do you agree or disagree with the following statement: My financial situation prevents me from investing in my overall wellbeing.
10. How affordable is tending to your overall wellbeing?
11. How would you rate your mental wellbeing?
12. Do you feel your mental wellbeing has improved or declined in 2024 (compared to 2023)?
13. What is negatively impacting the state of your mental wellbeing? Select all that apply.
14. Which of the following do you struggle with as a result of the state of your mental wellbeing? Select all that apply.
15. How important is practising mindfulness to your overall wellbeing?
16. What are you currently doing to practise mindfulness? Select all that apply.
17. How frequently are you practising mindfulness?
18. How important is therapy/counselling to your overall wellbeing?
19. Are you currently seeing a therapist/counsellor?
20. What is preventing you from seeing a therapist/counsellor?
21. How would you rate your physical wellbeing?
22. Do you feel your physical wellbeing has improved or declined in 2024 (compared to 2023)?
23. How would you rate your overall fitness?
24. How are you currently tending to your fitness? Select all that apply.
25. How frequently are you tending to your fitness?
26. What is preventing you from tending to your fitness more? Select all that apply.
27. How would you rate your overall nutritional health?
28. How are you currently practising good nutritional habits? Select all that apply.
29. What is preventing you from eating healthier? Select all that apply.
30. How would you rate your overall sleep health?
31. How important is sleep to your wellbeing?
32. On average, how many hours do you sleep each night?
33. What is impacting your sleep quality? Select all that apply.
34. Which of the following benefits does your company currently offer to employees? Select all that apply.
35. How would you rate your company's benefit programme?
36. Which wellbeing programmes does your company offer as part of its overall benefits programme? Select all that apply.

- 37.** How would you rate your company's wellbeing programme?
- 38.** Does your company adjust its benefits offering each year to reflect the changing needs and interests of its employees?
- 39.** How many PTO days are you given each year?
- 40.** How many PTO days do you take each year?
- 41.** Of the benefits your employer offers, which ones do you use? Select all that apply.
- 42.** Of the wellness programmes your employer offers, which ones do you use? Select all that apply.
- 43.** Which benefits do you want, but that your company doesn't currently offer?
- 44.** Which wellness programmes do you want, but that your company doesn't currently offer?
- 45.** Which of the following perks do you consider to be important when joining a company? Select all that apply.
- 46.** Which of the following perks do you consider to be the MOST important when joining a company? Select one.
- 47.** To what extent do you agree or disagree with the following statement: When looking for my next job, I will only consider companies that place a clear emphasis on employee wellbeing.
- 48.** Do you work from the office, from home, or in a hybrid setting?
- 49.** Would you rather work from the office, from home, or in a hybrid setting?
- 50.** How happy are you working at your company?
- 51.** To what extent do you agree or disagree with the following statement: My work allows me to take time for my wellbeing when needed (e.g. exercise during the workday, meditate, attend a counselling session, take a mental health day, etc.).
- 52.** To what extent do you agree or disagree with the following statement: I consider my wellbeing at work to be equally important to my salary.
- 53.** To what extent do you agree or disagree with the following statement: My employer has a responsibility to help me tend to my wellbeing.
- 54.** To what extent do you agree or disagree with the following statement: My HR department genuinely cares about my wellbeing.
- 55.** To what extent do you agree or disagree with the following statement: I am adequately compensated for my role and industry.
- 56.** To what extent do you agree or disagree with the following statement: I would consider leaving a company that does not focus on employee wellbeing.

- 57.** Which of the following, if any, would make you consider looking for a new role? Select all that apply.
- 58.** Which of the following would you consider looking for a new role the MOST?
- 59.** Does your company offer Wellhub (previously called Gympass)?
- 60.** If so, how often do you use Wellhub (previously called Gympass)?



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