The Science of Well-being, and Why It Matters: Employer Practices

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Keeping Employers on the Leading Edge of Innovation, Thought and Action to:

- Improve the financing, delivery, affordability and experience with the health care system.
- Link well-being to business performance and workforce strategy.
- Address the health and productivity of the global workforce.
- Accelerate the adoption of disruptive innovations.
Including many industry partners

Collaboration is key to driving change
92% of employers consider well-being part of their overall business strategy, up from 86%

Source: NBGH/ Fidelity Investments Survey: Making Well-being Work, June 2018
From Physical Wellness to Holistic Well-being

Dimensions Included in Well-Being Strategy

- **Physical health**
  - Yes: 98%
  - Considering for the future: 1%
  - N = 162

- **Emotional/mental**
  - Yes: 92%
  - Considering for the future: 7%
  - N = 162

- **Financial security**
  - Yes: 90%
  - Considering for the future: 10%
  - N = 162

- **Job satisfaction / stress**
  - Yes: 77%
  - Considering for the future: 17%
  - N = 158

- **Community involvement**
  - Yes: 72%
  - Considering for the future: 21%
  - N = 160

- **Social connectedness**
  - Yes: 60%
  - Considering for the future: 25%
  - N = 161

- **Purpose in life or “spiritual contentment”**
  - Yes: 28%
  - Considering for the future: 31%
  - N = 160

*Source: NBGH/ Fidelity Investments Survey: Making Well-being Work, June 2018*
Employers continue to add new benefits while keeping traditional support programs in place.

### Growth in Select Fitness and Healthy Eating Programs

#### Physical Health

- **Nicotine cessation programs**
  - 2018 Response: Will be in place in 2018
  - 2017 Response: Will be in place in 2017

- **Physical activity programs or challenges**
  - 2018 Response: Considering for 2019
  - 2017 Response: Considering for 2018

- **Weight management programs**

- **On-site fitness classes**

- **Subsidies or discounts for off-site gym memberships**

- **Wellness champions**

#### Lifestyle management coaching

- **Treadmill desks or sit-to-stand ergonomic support**

- **Nutritional labeling or promotions in the cafeteria**

- **Healthy food options in the cafeteria, vending...**

- **Subsidies or discounts for fitness wearables (e.g....)**

- **Stretch breaks**

- **Discounts or price differentials on healthy...**

Source: NBGH/Fidelity Investments Survey: Making Well-being Work, June 2018
Emotional Support Programs Continue to Grow

Emotional/Mental Health

Other stress management programs such as coaching or relaxation programs
- Will be in place in 2018: 61%
- Considering for 2019: 21%
- Will be in place in 2017: 60%
- Considering for 2018: 19%

Mindfulness classes or training
- Will be in place in 2018: 52%
- Considering for 2019: 23%
- Will be in place in 2017: 36%
- Considering for 2018: 26%

Resiliency training programs
- Will be in place in 2018: 44%
- Considering for 2019: 26%
- Will be in place in 2017: 40%
- Considering for 2018: 31%

Teletherapy
- Will be in place in 2018: 42%
- Considering for 2019: 20%
- Will be in place in 2017: 34%
- Considering for 2018: 19%

Happiness programs
- Will be in place in 2018: 29%
- Considering for 2019: 25%
- Will be in place in 2017: 26%
- Considering for 2018: 19%

Source: NBGH/ Fidelity Investments Survey: Making Well-being Work, June 2018
Better Health, Better Employees, Greater Resilience

The Hype about Happiness:
Why Positive Emotions are Good for Your Employees and the Bottom Line

An individual’s emotional health is more than the absence of mental disorders. Just because someone is free from anxiety or depression, for example, does not indicate the presence of positive emotions, which are integral to wellbeing.

Employers have the opportunity to improve the emotional well-being of all employees by helping the workforce cultivate positive emotions. Although transient, experiencing positive emotions leads to lasting benefits that are not only good for employees and their overall well-being, but are good for the bottom line.\textsuperscript{1,2,3}

The Benefits of Positive Emotions

40% of a person’s happiness can be attributed to their thoughts, plans and behaviors.\textsuperscript{4}
Better Health, Better Employees, Greater Resilience

Ways to Promote Positive Emotions among Employees

While employees will never be able to avoid experiencing negative emotions, increasing the ratio of positive to negative emotions can improve the way employees feel, function and interact with others.  

There are a number of ways that employees can cultivate positive emotions, including the four methods to the right.

Happiness Programs*
19% of employers have happiness programs in place in 2016; an additional 18% are considering implementing in 2017.  

Practicing Mindfulness

Committing Acts of Kindness

Expressing Gratitude & Optimism

“The way to pursue happiness is to pursue positivity.”  
— Dr. Barbara Fredrickson

3:1 The ratio of positive to negative emotions that serves as the tipping point for whether people lead a flourishing life.
Happiness at Work

Alexander Kjerulf
Founder and Chief Happiness Officer
Woohoo Inc
Community Involvement Remains Stable

Community Involvement

- Collection drives: 86% (Will be in place in 2018), 3% (Considering for 2018), 89% (Will be in place in 2017), 6% (Considering for 2018)
- Team-building volunteer programs: 75% (Will be in place in 2018), 8% (Considering for 2019), 79% (Will be in place in 2017), 6% (Considering for 2018)
- Charitable match giving programs: 69% (Will be in place in 2018), 6% (Considering for 2019), 71% (Will be in place in 2017), 6% (Considering for 2018)
- Time off to volunteer: 61% (Will be in place in 2018), 13% (Considering for 2019), 63% (Will be in place in 2017), 12% (Considering for 2018)
Debt is Emerging as a Focus Area

Financial Security

- Financial seminars or lunch-n-learns: 78% (Will be in place in 2018), 17% (Considering for 2019)
- Access to tools and resources to support emergency savings, debt management, budgeting: 76% (Will be in place in 2018), 17% (Considering for 2019)
- Financial health programs or challenges (e.g., financial assessment; budget planning exercises): 73% (Will be in place in 2018), 20% (Considering for 2019)
- Access to resources to support key financial decisions like mortgages, wills and income...: 69% (Will be in place in 2018), 19% (Considering for 2019)
- One-on-one financial planning with advisor/coach: 67% (Will be in place in 2018), 20% (Considering for 2019)
- Student loan counseling or repayment assistance: 23% (Will be in place in 2018), 44% (Considering for 2019), 25% (Will be in place in 2017), 29% (Considering for 2018)

N = 129 - 163
Leave is discussed at the kitchen table and the C-suite table

Walmart and Now Starbucks: Why More Big Companies Are Offering Paid Family Leave
Starting to see the value in family-friendly benefits for hourly workers, too, although big disparities remain.

How to know when you need a mental health day

ON

Dove is offering $5,000 grants for dads without access to paid paternity leave

Business

More Companies Than Ever Offer Paid Parental Leave
America’s 20 biggest employers provide some time off with pay for new parents.

When Will Meghan Markle Start Maternity Leave from Her Royal Duties?
According to an NBGH Quick Survey, 88% of large employers believe caregiving will become an increasingly important issue in the next five years. Our aging population, increased prevalence of chronic diseases, delayed retirement, higher divorce rates among Baby Boomers, geographically dispersed families, and shortage of trained caregivers is causing an unprecedented caregiver crunch. As more employees assume the second (unpaid) shift of caring for a loved one, employers need to understand the impact of caregiving on employee well-being and business priorities and take action to help working caregivers thrive.

"There are only four kinds of people in the world: Those who have been caregivers. Those who currently are caregivers. Those who will be caregivers, and those who will need caregivers." 

-Roslyn Carter
A record number of companies are offering paid family leave

**Paid Leave is a Growing Priority**

<table>
<thead>
<tr>
<th>Year</th>
<th>Parental Leave</th>
<th>Caregiver Leave</th>
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<tbody>
<tr>
<td>2015</td>
<td>45% (N=66)</td>
<td></td>
</tr>
<tr>
<td>2016</td>
<td>52% (N=29)</td>
<td>50% Offer or are considering offering caregiver leave</td>
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<tr>
<td>2017</td>
<td>65% (N=65)</td>
<td>88% Think caregiving will become an increasingly important issue over the next 5 years</td>
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How Higher Well-being Impacts Business

• Lower health care costs
• Fewer ER visits and hospital admissions
• Lower rates of incidental absence and short-term disability
• Decreased presenteeism
• Increased retention
• Improved job performance
• In addition, higher well-being augments the benefits of engagement

Sources: Gallup and Gallup/Healthways (Sears, Harrison, Hamar, Shi and Wu) published research from 2012-2015