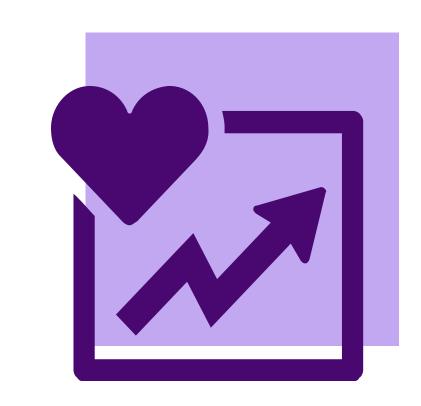
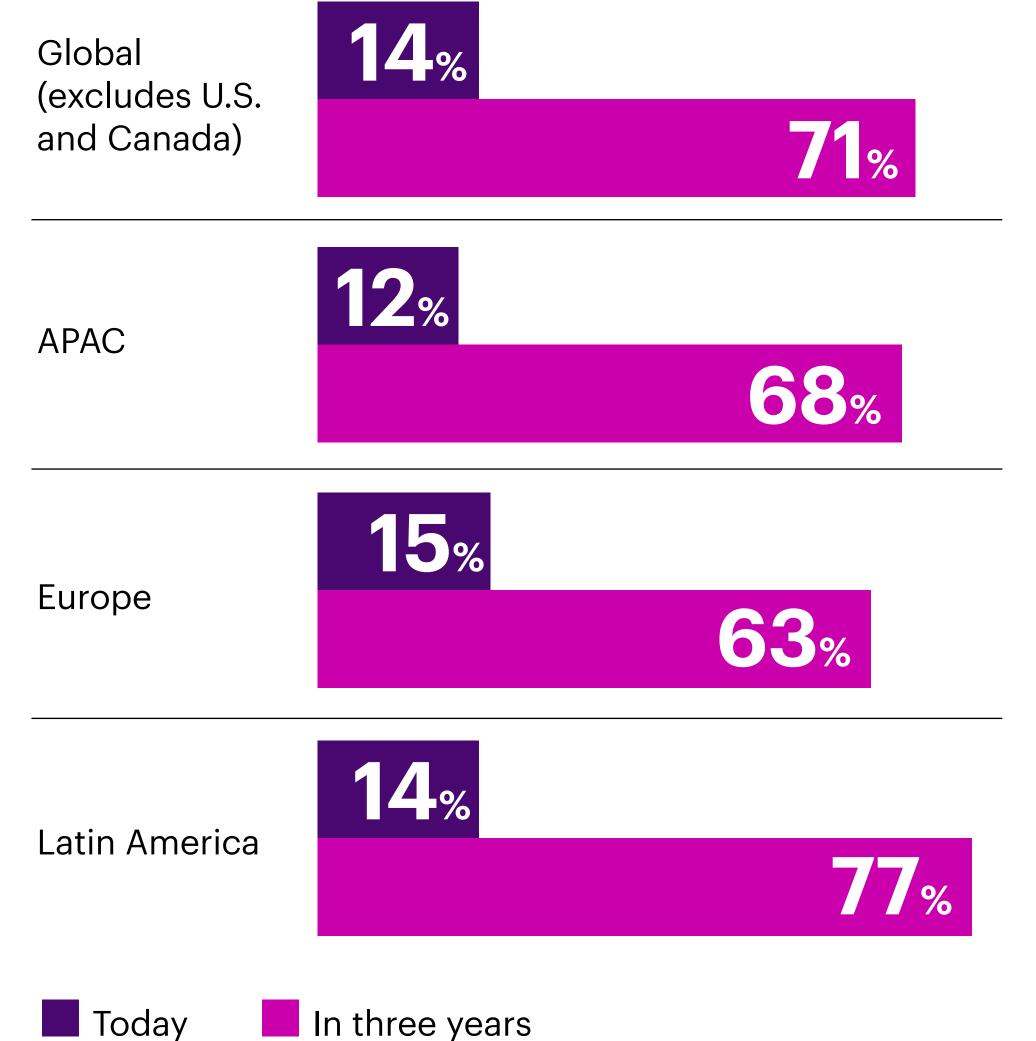
wtw Wellbeing is a global priority



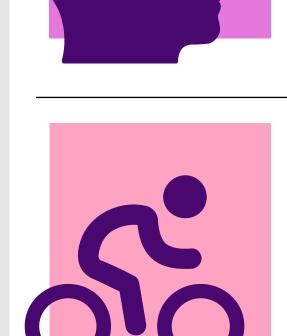
Percentage of organizations with unique wellbeing strategies:



Top areas of focus for employers today

Survey findings

Emotional



Global*

Global*

APAC

92% | 93% | 86%

APAC

Physical Europe

Europe

Financial

Social

Europe

America

Latin

Latin

America

America

94%

Latin



73%

Global*

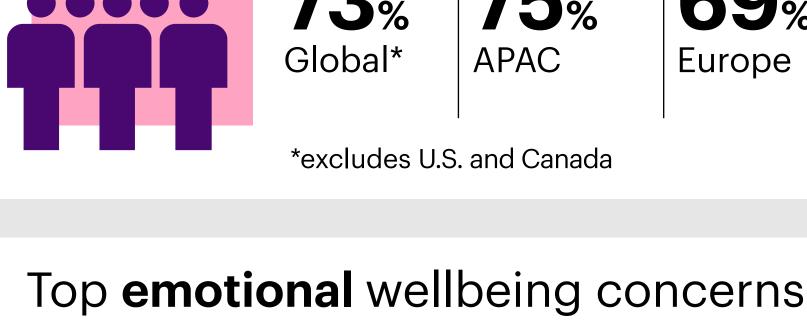
75% **APAC**

67_% | 66_% | 63_%

APAC

69% Europe

Latin **America**



*excludes U.S. and Canada

Global*

Overall mental health

67%

Global* **78%**

Stress and burnout

APAC	77%	60%	
Europe	71%	59%	
Latin America	3%		77%
*excludes U.S. and Canada			

Top emerging strategies include measuring the stress of the workforce and the leading causes (44%) and implementing or redesigning employee assistance programs (40%). Strategies vary by region.

APAC:

Europe:

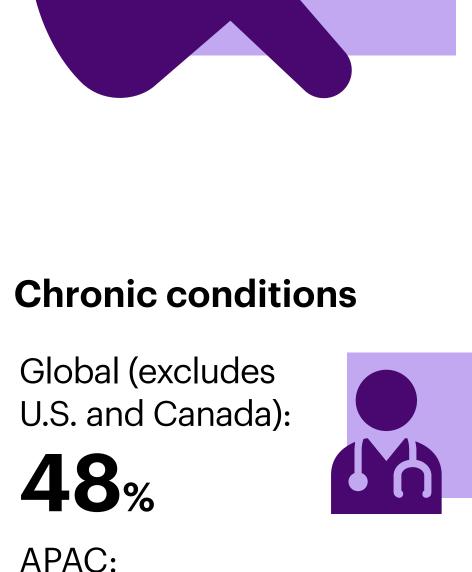
40% of employers are promoting or

implementing virtual care solutions for

mental health conditions.

Top **physical** wellbeing concerns

Lack of exercise



47% Latin America:

Poor nutrition/access to

Global (excludes U.S. and Canada):

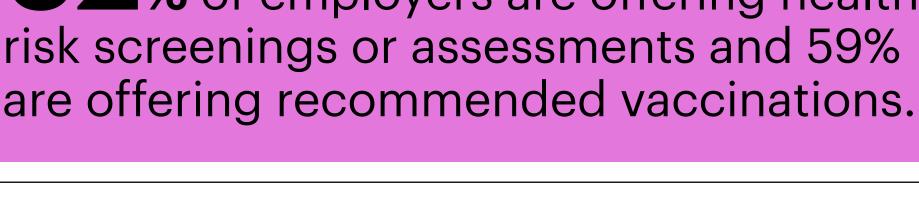
66%

healthful foods

39% Latin America:

Europe:

53%



62% of employers are offering health risk screenings or assessments and 59%

Top emerging strategies include sponsoring programs that target specific cases or chronic conditions (34%) and offering lifestyle risk management programs (33%). Strategies vary by region.

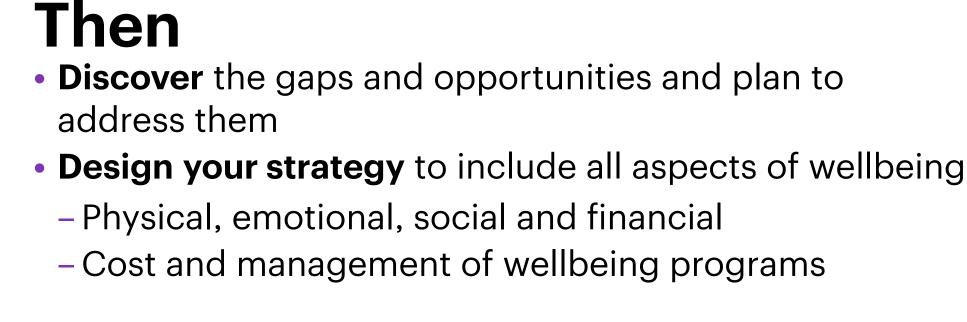
Listening: Understand your

employees' needs and preferences.

effectiveness of employee programs.

Employing analytics: Assess availability and

Begin by



- Physical, emotional, social and financial Cost and management of wellbeing programs

Execute Discover **Track** Design **Execute** Embed wellbeing into the employee experience Ensure efficient and effective administration

Track Continuous listening and tracking value metrics to keep your

strategy fresh and meeting employee needs

current approach, contact WTW.

For help in developing a wellbeing strategy or refreshing your

About the survey. 35,549 employees participated in the 2022 Global Benefits Attitudes Survey. 974 employers participated in the 2022 Global Wellbeing Diagnostic Survey (respondents employ three million workers). Copyright © 2023 WTW. All rights reserved.