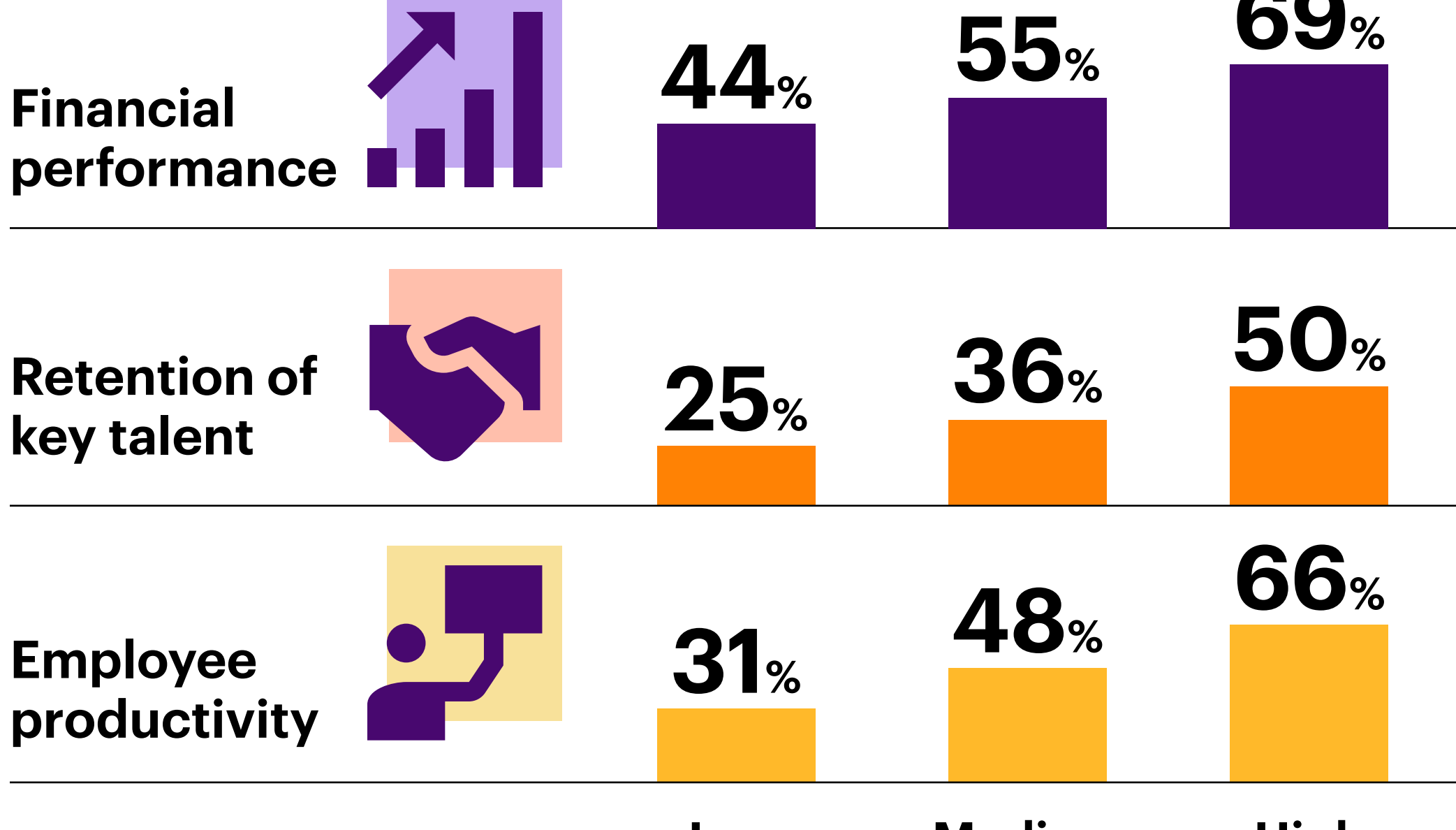


Employee wellbeing is a critical part of company culture



Employers who have **effective wellbeing programs** have better outcomes across a range of key metrics



Overall wellbeing effectiveness

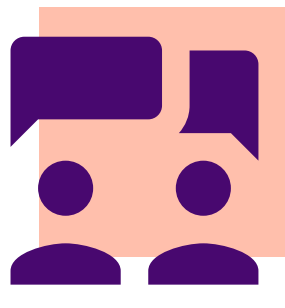
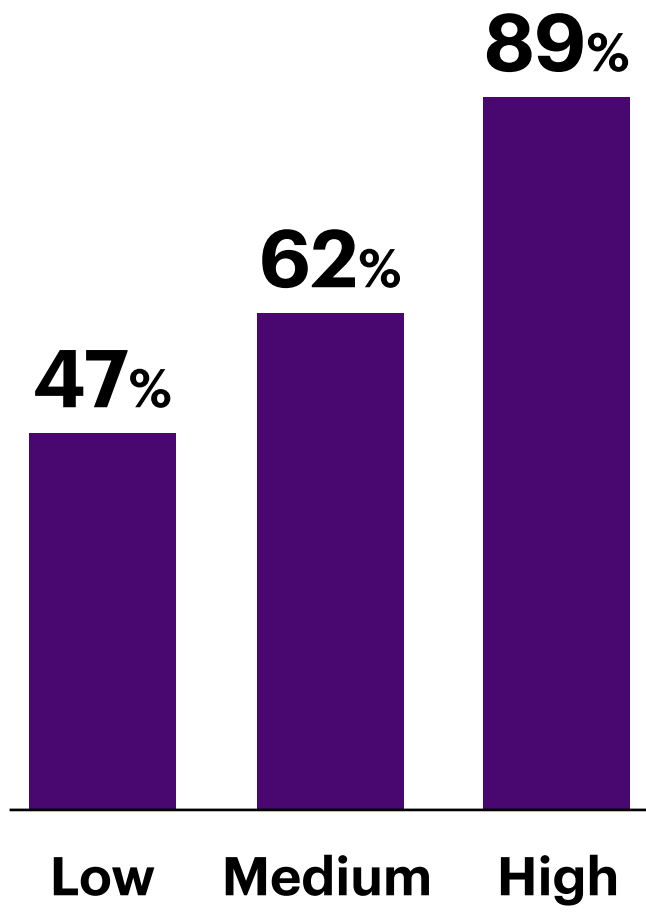
Note: Percentages indicate “better” or “significantly better”; “Not sure” removed.

Employees are more likely to stay, be engaged and productive when there is a culture of wellbeing



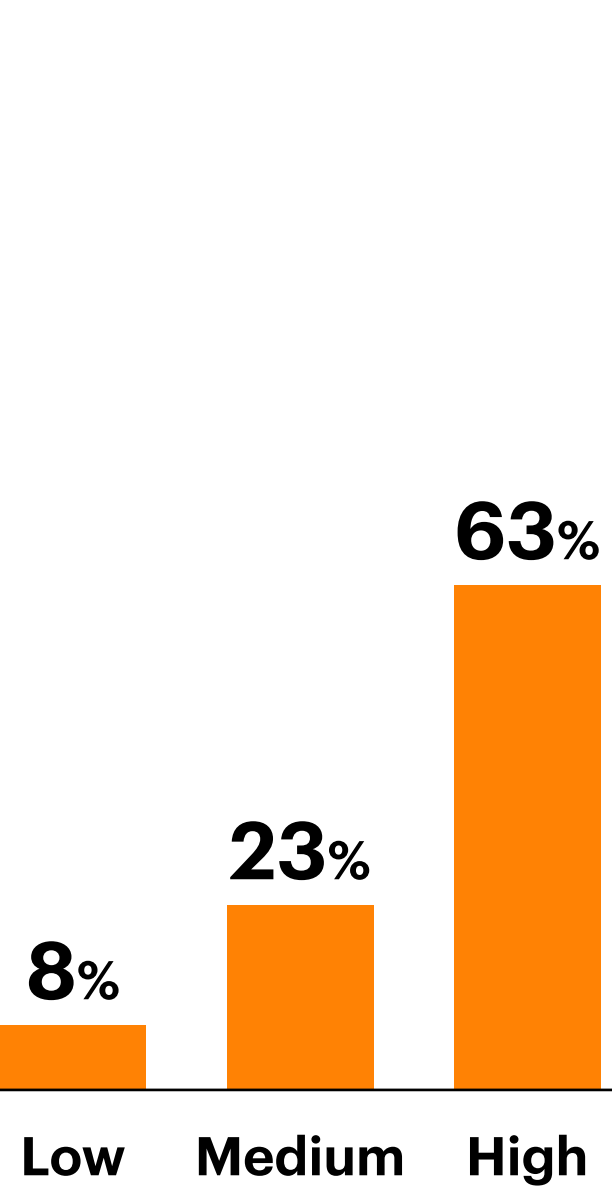
Intentions to stay

I would like to remain with my employer for the next 2 years (“agree” or “strongly agree”)



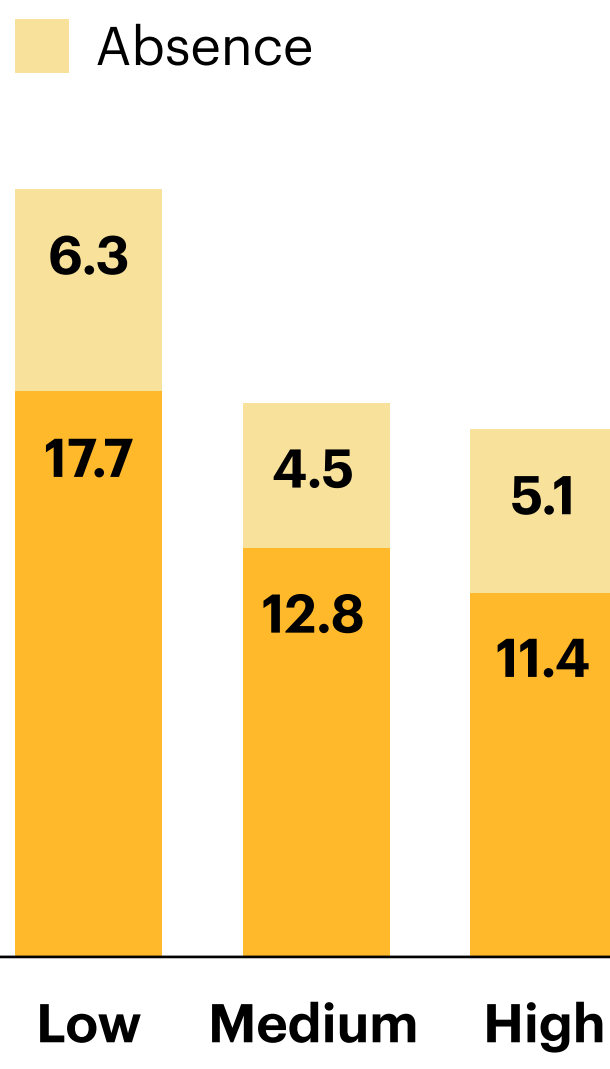
Engagement

Percentage highly engaged



Days lost to absence and presenteeism

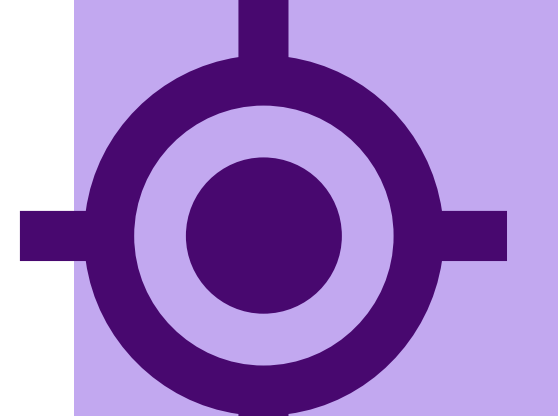
Presenteeism (orange), Absence (yellow)



Wellbeing culture

Note: Percentages may not add up to 100% due to rounding.

Top five areas of focus to improve wellbeing culture



91%

Communication



88%

Employee experience



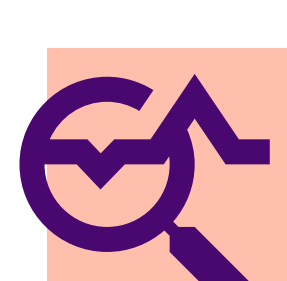
85%

Portfolio



84%

Financing



79%

Analytics, insights and reporting

4 in 5

employers are focusing on manager training to improve their culture of wellbeing



Employers are **taking action** to connect wellbeing to the employee value proposition

Make diversity, equity and inclusion an integral part of our organization’s values and culture



Build health and wellbeing into the organization’s employee value proposition



Make psychological safety a core part of the organization’s goals



Design wellbeing programs to focus on the employee needs and requirements



Legend: Action taken (purple), Planning action for 2023 (orange), Considering action for 2024 or 2025 (yellow)

46%

of employers regularly use listening strategies to identify the wants and needs of their employees



Actions to take now!

1

Engage in **listening activities** such as surveys and virtual focus groups

2

Combine listening data with market data to **develop or refresh your wellbeing strategy**

3

Provide people leaders with training to **educate and create awareness**

4

Agree on how you will **measure the effectiveness** of your wellbeing strategy

5

For help in developing a wellbeing strategy or refreshing your current approach, contact WTW

About the surveys: 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).