

Workplace Well-being: Missouri and Nationally

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Defining Well-being

noun | **well-being** | \ 'wel- 'bē-in\

: the state of being happy, healthy, or successful



Defining Well-being

“ In communities with **higher well-being**, we have found that people **live longer, happier lives and business and local economies flourish**. A reliable well-being metric provides community and business leaders with the **data and insights** they need to help make **sustained transformation a reality**. ”

– *Dan Buettner, New York Times bestselling author,
National Geographic Fellow, Blue Zones founder*



Defining Well-being

- ▶ **2016 Gallup-Healthways Well-being Index⁷**
 - ▶ Over 177,000 phone interviews with residents in all 50 states
 - ▶ Measured five elements of well-being:

Purpose

Financial

Physical

Social

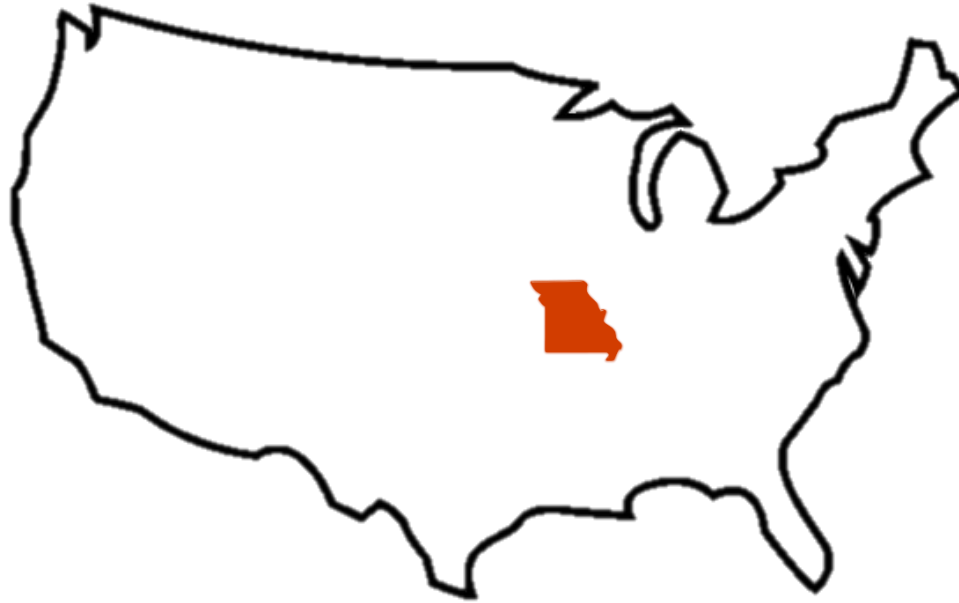
Community



Missouri Well-being

▶ How does our state stack up?⁷





The Business Case

Benefits of Workplace Wellness



The Business Case

- ▶ In 2012, U.S. employers spent **\$578.6 billion** on group health care coverage, 72% increase since the year 2000.¹³



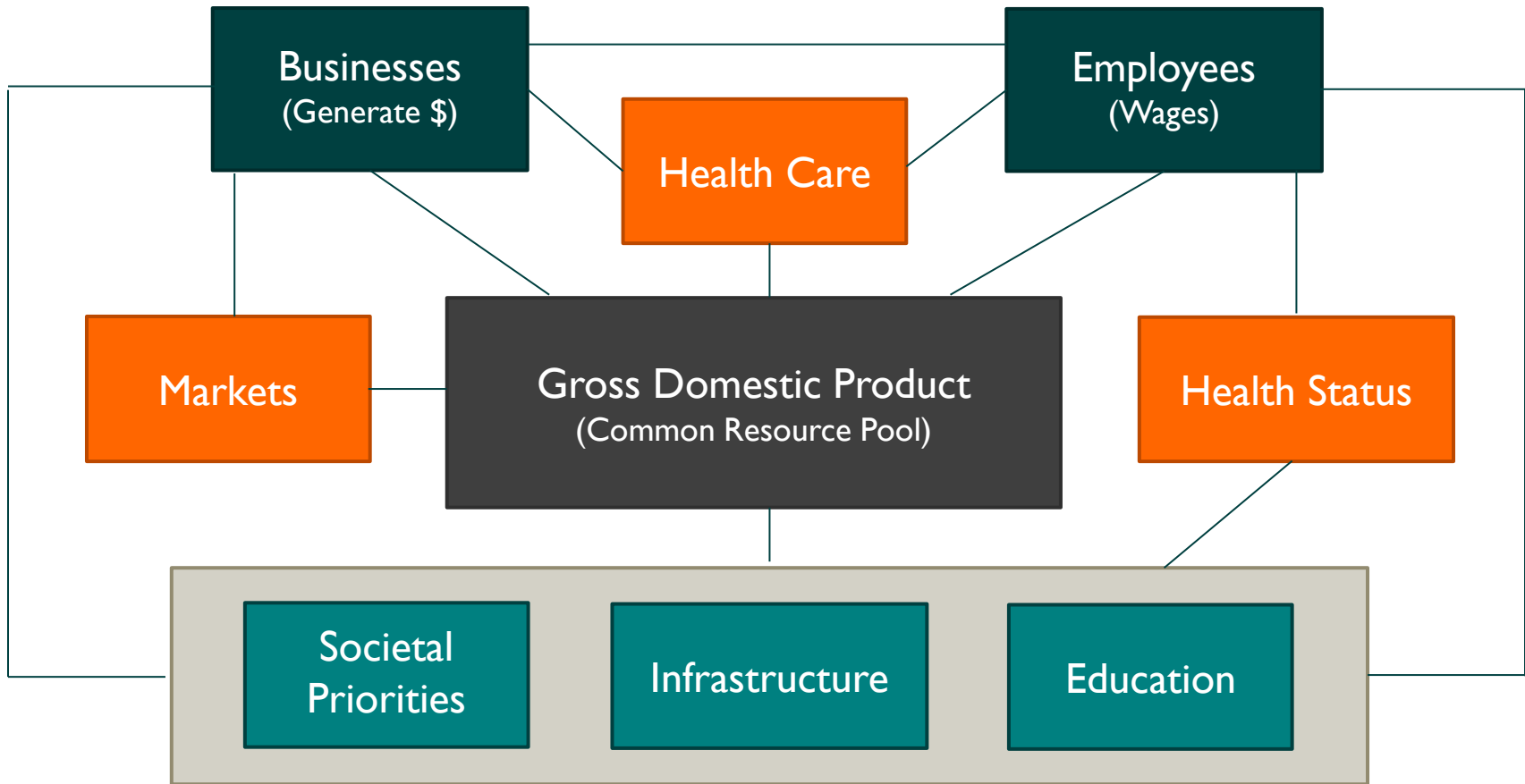
In 2005, **Starbucks** announced that it was spending more on employee health benefits than on coffee.¹⁹



Similarly, **General Motors, Ford, and Chrysler** spent more on employee health care than on the steel they use to make cars.¹⁹



The Business Case



The Business Case

▶ Benefits of Workplace Well-being Programs

- 1 Improve employee health
- 2 Manage health care costs
- 3 Increase employee productivity
- 4 Enhance workplace culture and engagement
- 5 Impact company financial performance



The Business Case

▶ Chronic Diseases³

- ▶ Account for **75%** of health care costs and **70%** of mortality.
- ▶ **One-half** of US adults have one or more chronic conditions.
- ▶ Medical costs for diagnosed diabetes total **\$245 Billion**.
- ▶ **\$1 in every \$6** health care dollars spent on CVD/stroke.
- ▶ Annual medical costs are **\$1,429** higher for obese individuals.



The Business Case

▶ Ten Modifiable Health Risk Factors⁸

Blood Pressure

Physical Inactivity

Blood Glucose

Nutrition

Body Weight

Tobacco Use

Cholesterol

Depression

Stress

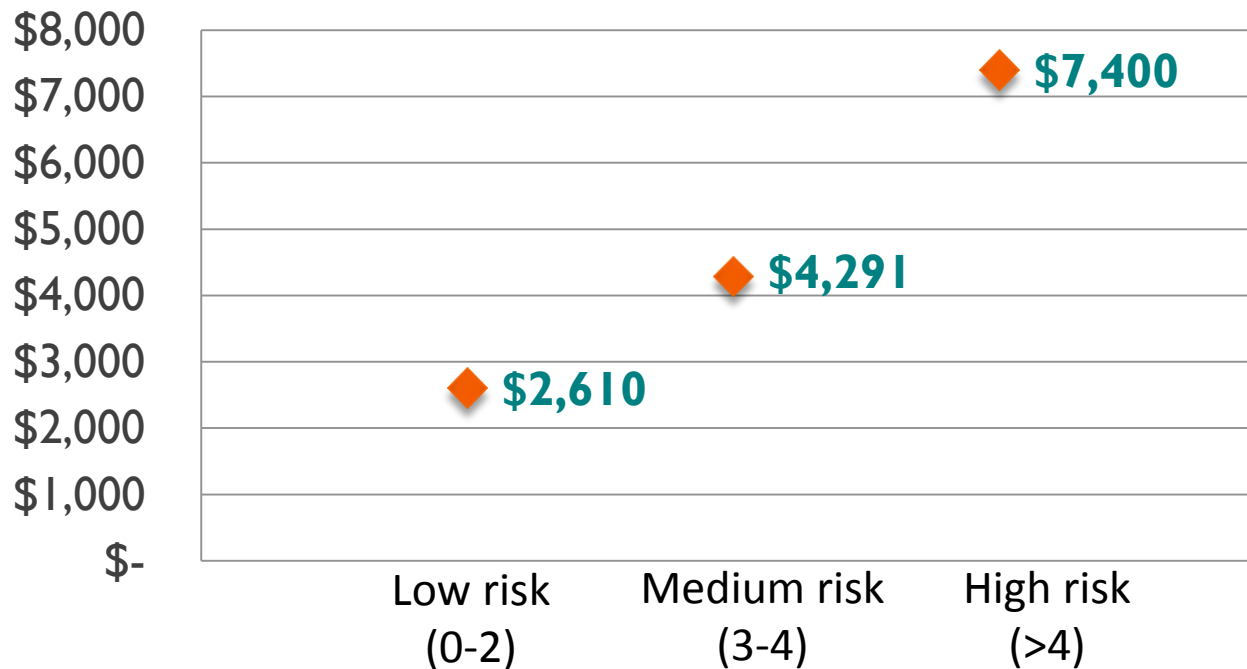
Alcohol Use



The Business Case

▶ Health Cost Management⁴

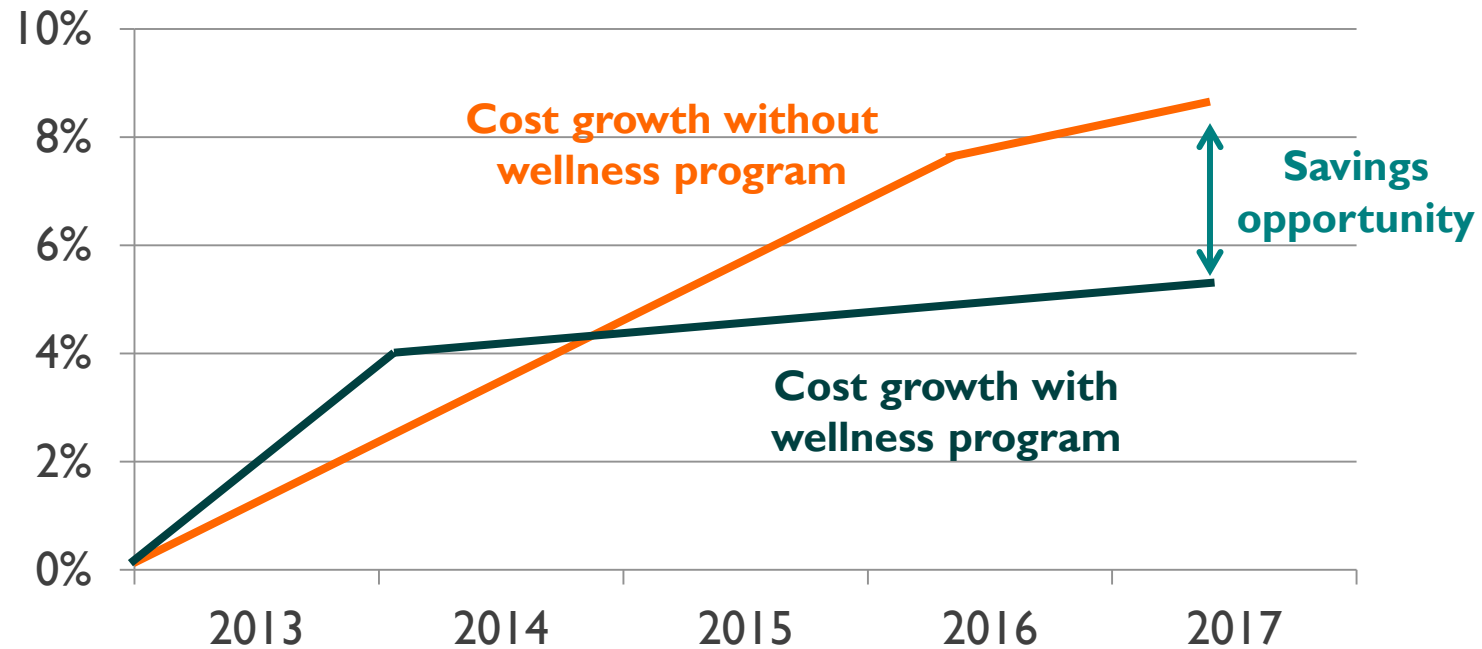
Health Care Cost by Employee Health Risk Level



The Business Case

▶ Health Cost Management⁴

Wellness Program Impact on Employer Health Care Cost Curve



The Business Case

▶ Employee Productivity

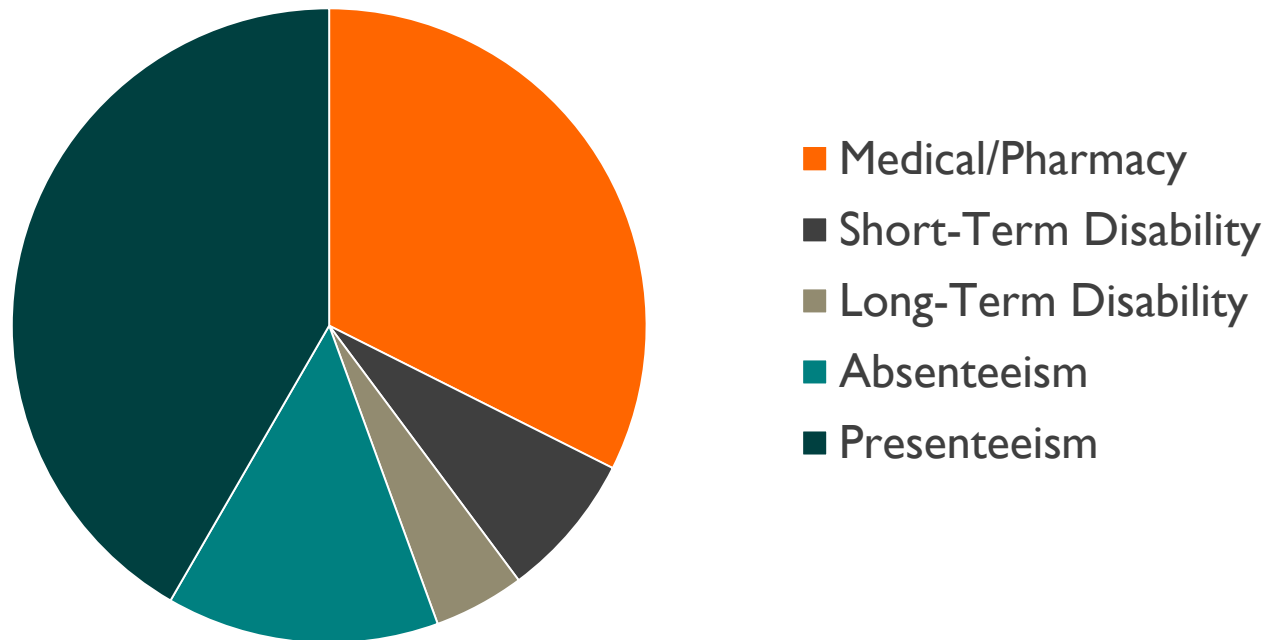
- ▶ Overweight workers with health problems miss **450 Million** more days of work each year than healthy workers.³
- ▶ **47%** of employees say that problems in their personal lives affect their work performance.²
- ▶ Personal and family health issues result in more than **\$226 Billion** in lost productivity each year.³
- ▶ For every dollar spent on wellness programs, absenteeism costs fall by **\$2.73**.³



The Business Case

▶ Employee Productivity⁴

Total Employer Cost Burden of Poor Employee Health



The Business Case

▶ Workplace Culture

- ▶ A healthy workforce culture is one **intentionally designed** with elements/indicators that support health and well-being.¹⁰

Key Elements of COH ¹⁰	
Company-Stated Health Values	Supportive Environment
Health-Related Policies	Organizational Culture
Leadership Support	Resources and Strategies
Employee Involvement	Rewards and Recognition



The Business Case

- ▶ Employees with **high well-being and engagement** are **42%** more likely to evaluate their overall lives highly.⁶

Employees with high well-being and engagement had:

70%

Fewer missed workdays due to poor health⁶

59%


Less likely to look for different job in next 12 months⁶

28%

More likely to recommend their workplace⁶

19%

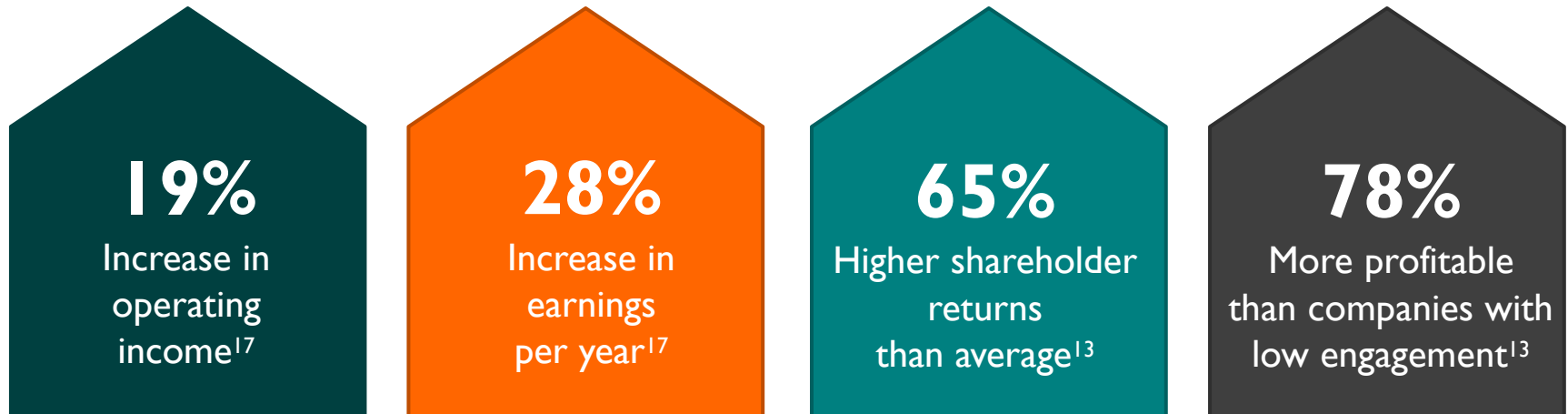
More likely to volunteer in past month⁶

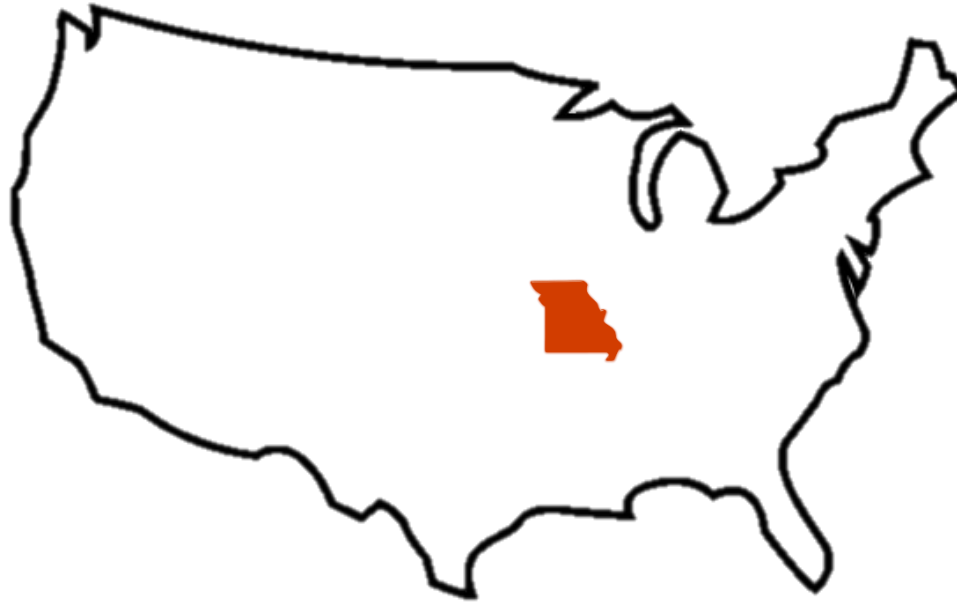


The Business Case

- ▶ When employees feel their **company cares** about their well-being, they are **38%** more engaged.¹²

Companies with high employee engagement had:





Workplace Well-being Trends

Emerging Research and Strategies

Workplace Well-being Trends

▶ National Benefits and Wellness Survey¹¹

- ▶ Includes results from **2,000 interviews** with non-federal private and public firms.

Benefit Type	Large Employers (> 200 employees)	Small Employers (< 200 employees)
Wellness Program	81%	49%
Health Risk Assessment	50%	18%
Biometric Screening	50%	13%
Disease Management	68%	32%



Workplace Well-being Trends

▶ What's Next in Wellness?

- 1 Workplace Empathy
- 2 Social Well-being
- 3 Sleep Health
- 4 Financial Well-being
- 5 Legal Compliance

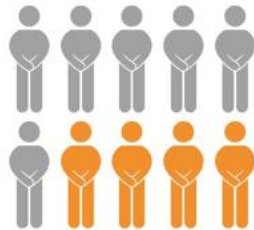


Workplace Empathy

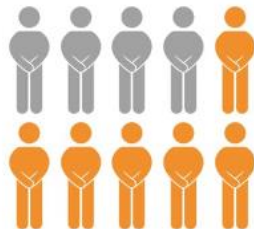
- ▶ **Feeling understood and appreciated is so important to employees that:¹⁴**



1 out of 3 would jump to a more empathetic company for the same pay



4 out of 10 would work longer hours if they felt more valued



6 out of 10 would stay with a company that understood their needs



Workplace Empathy

▶ Top Trends for 2017

- ▶ **20%** of companies have added training in emotional intelligence and empathy.¹⁴
- ▶ **One-half** of large U.S. companies will offer unconscious bias training in the next five years.¹⁵
- ▶ **70%** of companies are re-evaluating performance reviews in favor of ongoing coaching and professional development.¹⁴
- ▶ **60%** of companies have implemented a value-based recognition and reward system for employees.¹⁶



Social Well-being

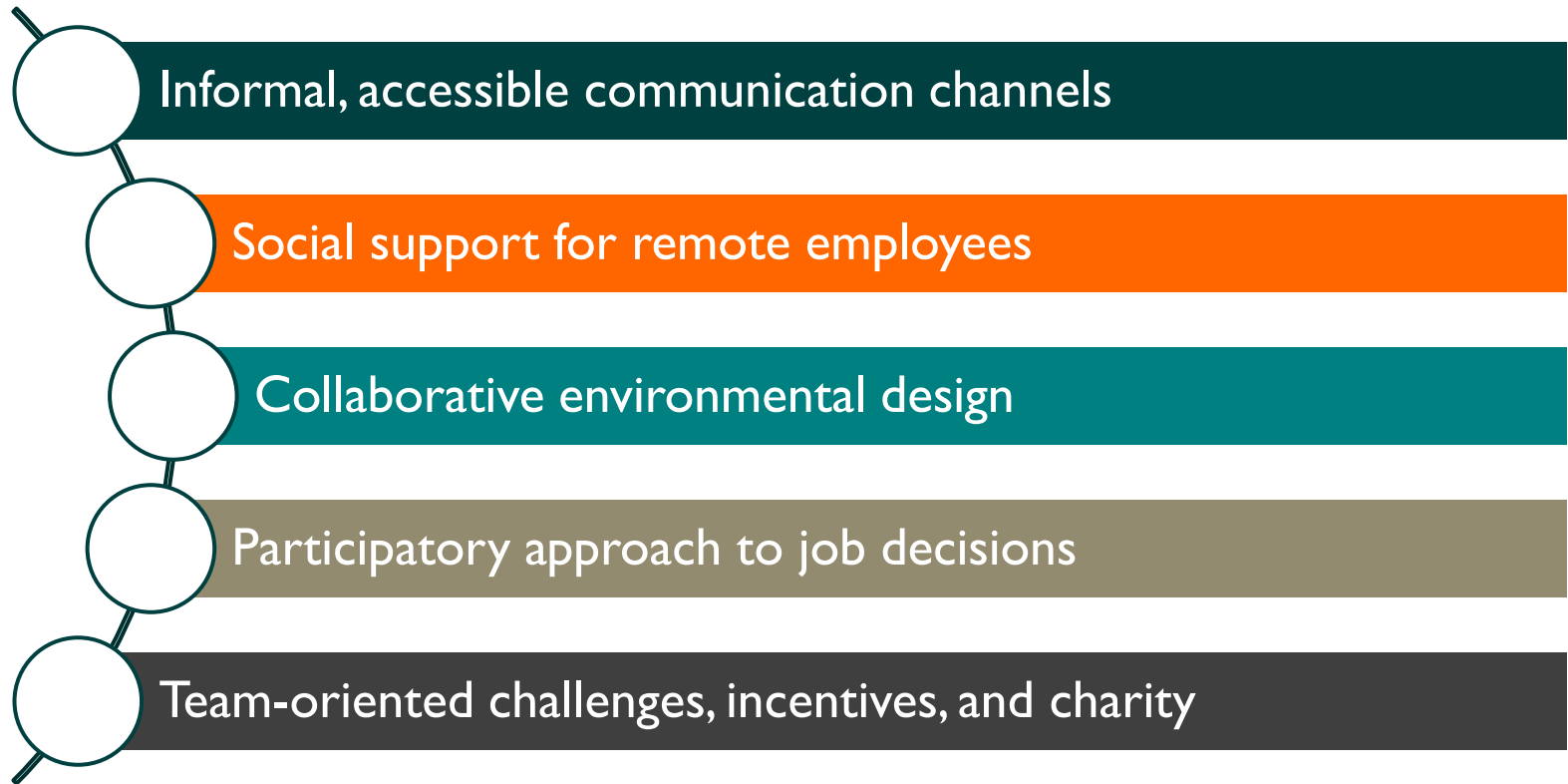
▶ Impact on Health and Happiness

- ▶ Loneliness has the same health impact as smoking **15 cigarettes** per day.¹⁷
- ▶ To be thriving socially, people need an average of **6 hours** of social time per day.¹⁸
- ▶ Only **30%** of employees have a best friend at work.¹⁸
- ▶ Those that have a best friend at work are **7X more likely** to be engaged in their jobs.¹⁸



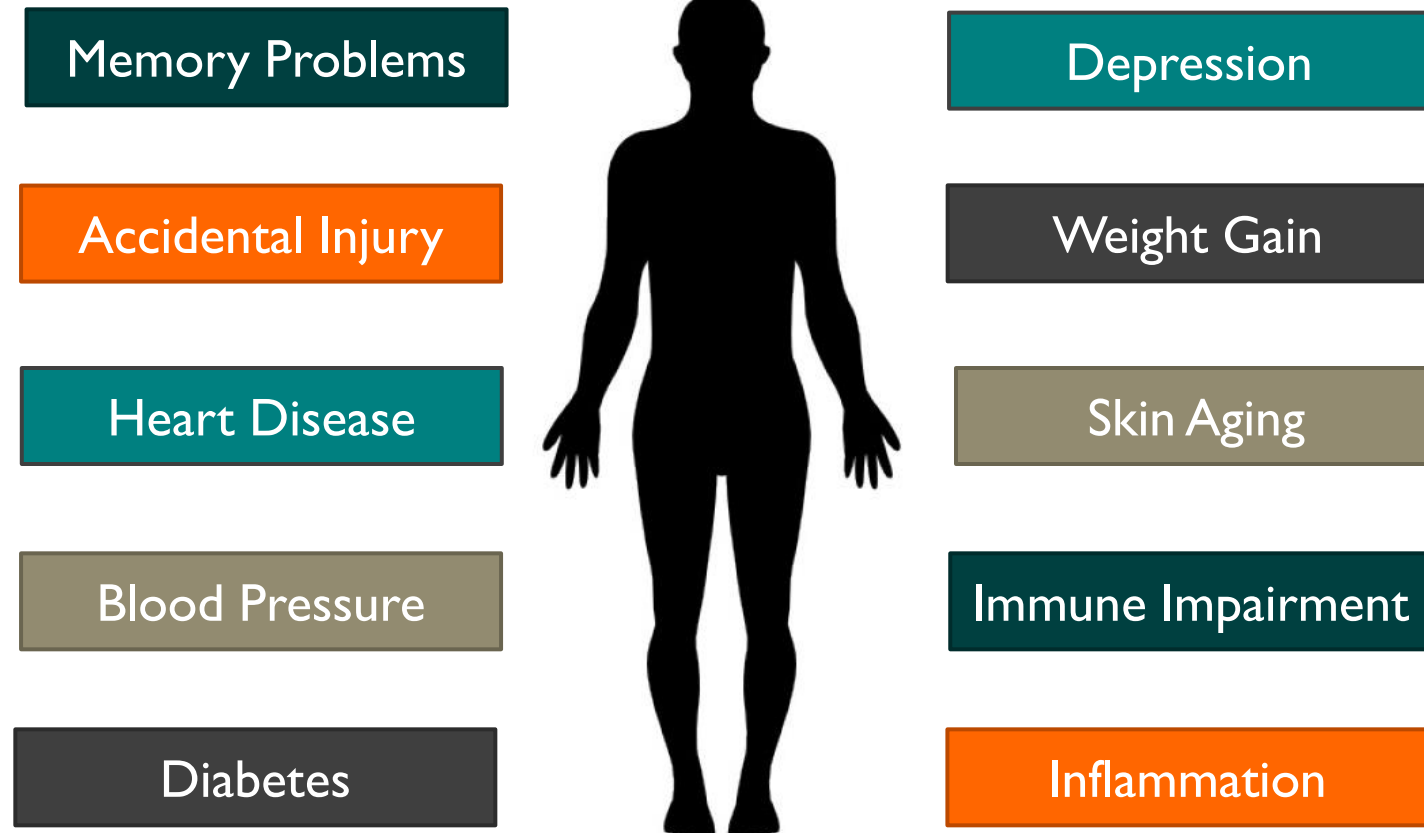
Social Well-being

▶ Top Trends for 2017¹⁹



Sleep Health

► Impact on Health (< 6 hours of sleep)²⁰



Sleep Health

▶ Impact on Productivity²¹

- ▶ **74%** of U.S. employees report working when tired, and **one-third report** doing so very often.
- ▶ Businesses lose nearly **\$63 billion dollars** in productivity costs due to sleeping workers.
- ▶ Top **sleep-related consequences** cited by employees:
 - Easily distracted (52%)
 - Procrastinating more (47%)
 - Being grumpy (38%)
 - Making more mistakes (29%)



Sleep Health

▶ Top Trends for 2017²²



Financial Well-being

▶ Impact on Well-being

- ▶ **52%** of employees are stressed about finances (more than job, health, and relationships combined).²³
- ▶ **43%** of employees think they will need to use money from retirement savings for non-retirement expenses.²³
- ▶ Nearly **one-half** of those earning >\$120,000 annually are struggling or suffering in financial well-being.²⁴



Financial Well-being

▶ Top Trends for 2017²⁵

Student Loan Repayment

Financial Wellness Metrics

401K Auto-Enrollment

Health Care Risk Management

401K Auto-Escalation

Health Retirement Savings

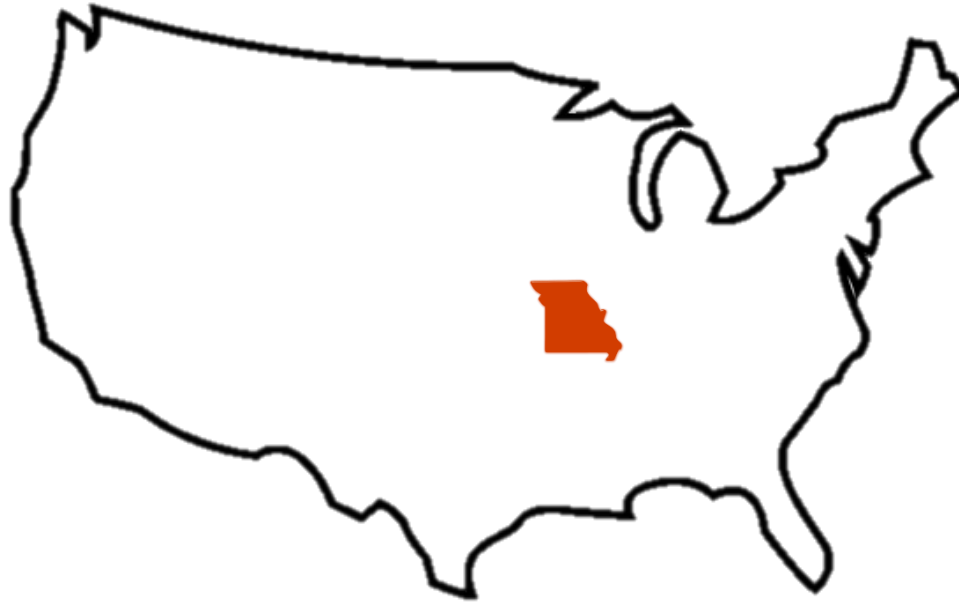


Legal Compliance

▶ **Federal Regulations**

- ▶ Affordable Care Act (ACA)
- ▶ Health Insurance Portability and Accountability Act (HIPAA)
- ▶ Equal Employment Opportunity Commission (EEOC)
- ▶ Genetic Information Nondiscrimination Act (GINA)
- ▶ Americans with Disabilities Act (ADA)
- ▶ Preserving Employee Wellness Programs Act (H.R. 1313)





How Do We Get There?

Resources and Tools for Employers

How Do We Get There?

BHC Spring Forum

**Total Worker Health:
Missing Pieces to the Employee Well-being Puzzle**



May 4, 2017
7:30 AM to 12:00 PM
Danold Danforth Plant Science Center

To register, please visit www.stlbhc.org



How Do We Get There?



1. Making the Business Case
 2. Assessing Your Worksite
 3. Building Leadership Support
 4. Developing Policy, Benefit, & Environmental Supports
 5. Developing Effective Communications
 6. Evaluating Your Program
 7. Planning & Developing Your Program
 8. Implementing & Sustaining Your Program
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How Do We Get There?



Questions?

▶ Contact Information

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