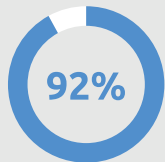


# The State of Employee Well-being 2022-2023

Improve employee well-being through effective initiatives



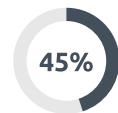
## The vast majority say their organizations are still dealing with well-being challenges related to the pandemic



92% of HR pros say their organization encounters at least one challenge still associated with the pandemic, and most cite more than one



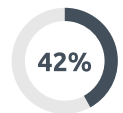
The top work-related well-being challenges still associated with the pandemic are:



45% dealing with uncertainty

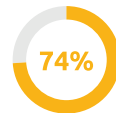


42% reducing employee fears

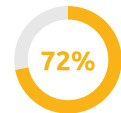


42% maintaining virtual work relationships

To better secure employee well-being, organizations most commonly:



74% instituted a mask policy



72% allowed more employees to work remotely

## The importance of mental wellness has become increasingly prevalent



61% of HR professionals agree that negative stress is prevalent in their organization



78% of responding organizations have well-being initiatives that focus on mental/emotional well-being



The most widely cited mental-health-related issues employees have coped with over the last year are:



stress



anxiety



uncertainty

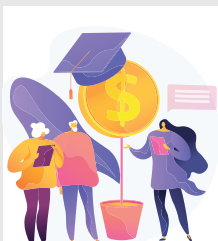
## Most organizations have specific initiatives to enhance all types of well-being

Respondents say their organization strives to enhance a wide variety of areas of well-being through specific initiatives



34% of HR pros say that financial stress is one of the most common employee stressors

To relieve this stress organizations are offering:



financial education

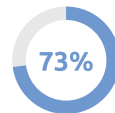
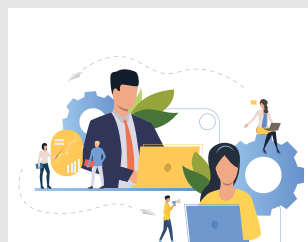


Easy access to savings planning

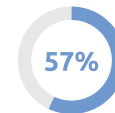
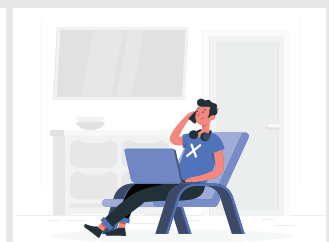


Retail discounts

The top ways organizations handle employee mental health are through:



73% providing Employee Assistance Program (EAP) services



57% offering flexible work arrangements



Organizations are most likely to have the following in place to promote physical well-being:



healthcare benefits



telemedicine/virtual healthcare

## Employee well-being initiatives are key to employee engagement

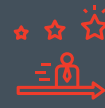
Respondents say employee well-being initiatives can lead to:



improved employee experience



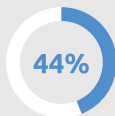
improved employee performance



increased attraction for new or potential employees

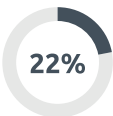
## How effective are well-being programs?

Most HR pros believe their organizations well-being programs are at least reasonably effective but there's still room for improvement



say the programs that promote employee well-being are effective to a moderate degree

Just



say the programs that promote employee well-being are effective to a high or very high degree



## Compared to less successful organizations\*\*, organizations that are more successful\* in implementing well-being programs are more likely to:



successfully maintain employees' well-being



be more confident that employees who work from home operate in a safe work environment that meets the standards of occupational safety and health laws



offer financial education initiatives to employees



successfully address employee stress issues

## Consider these strategies

- ♥ **Focus** on mental health and well-being of employees
- ♥ **Ensure** employees are aware of the well-being benefits available to them
- ♥ **Measure** well-being initiative outcomes
- ♥ **Develop** strong communication channels
- ♥ **Plan** for the future



## About the Survey



The survey, called "The State of Learner Experience, Engagement and Solutions, 2022" ran in the first quarter of 2022. There were responses from 246 participants with 185 responding to every question. The participants represent a broad cross-section of employers by industry and number of employees, ranging from small businesses with under 50 employees to enterprises with 20,000 or more employees.

**\*Well-being leaders:** These represent respondents who indicate that their organization's programs that promote employee well-being are effective to a high or very high degree.

**\*\*Well-being laggards:** These represent respondents who indicate that their organization's programs that promote employee well-being are effective to a low or very low degree.



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State of the Industry Research

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The State of Employee Well-being 2022-2023

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