

Emerging Trends in Global Workplace Wellbeing

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Workplace Awards & Summit**
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Global health promotion research

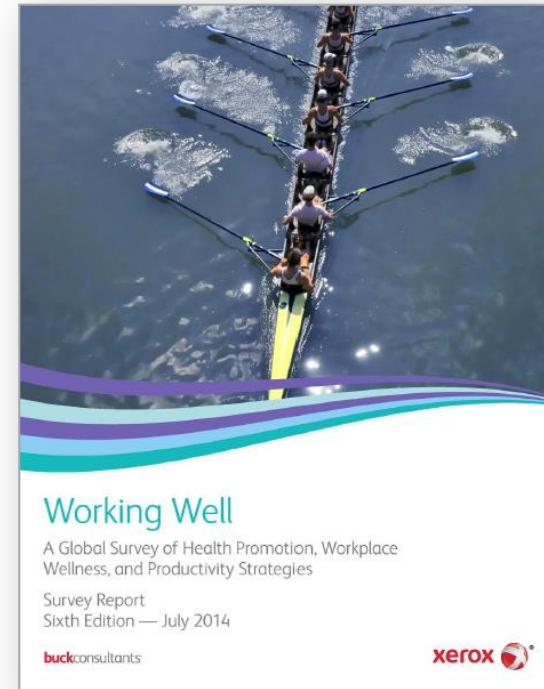
WORKING WELL: A Global Survey of Health Promotion, Workplace Wellness and Productivity Strategies

Objective:

- Assess trends in employer wellness strategies and practices

Participants:

- Data collected 2007-2014
- 1,041 employers in 2014
- 8 million employees
- 11 languages, 37 countries
- 46% multinational employers
- All industry categories

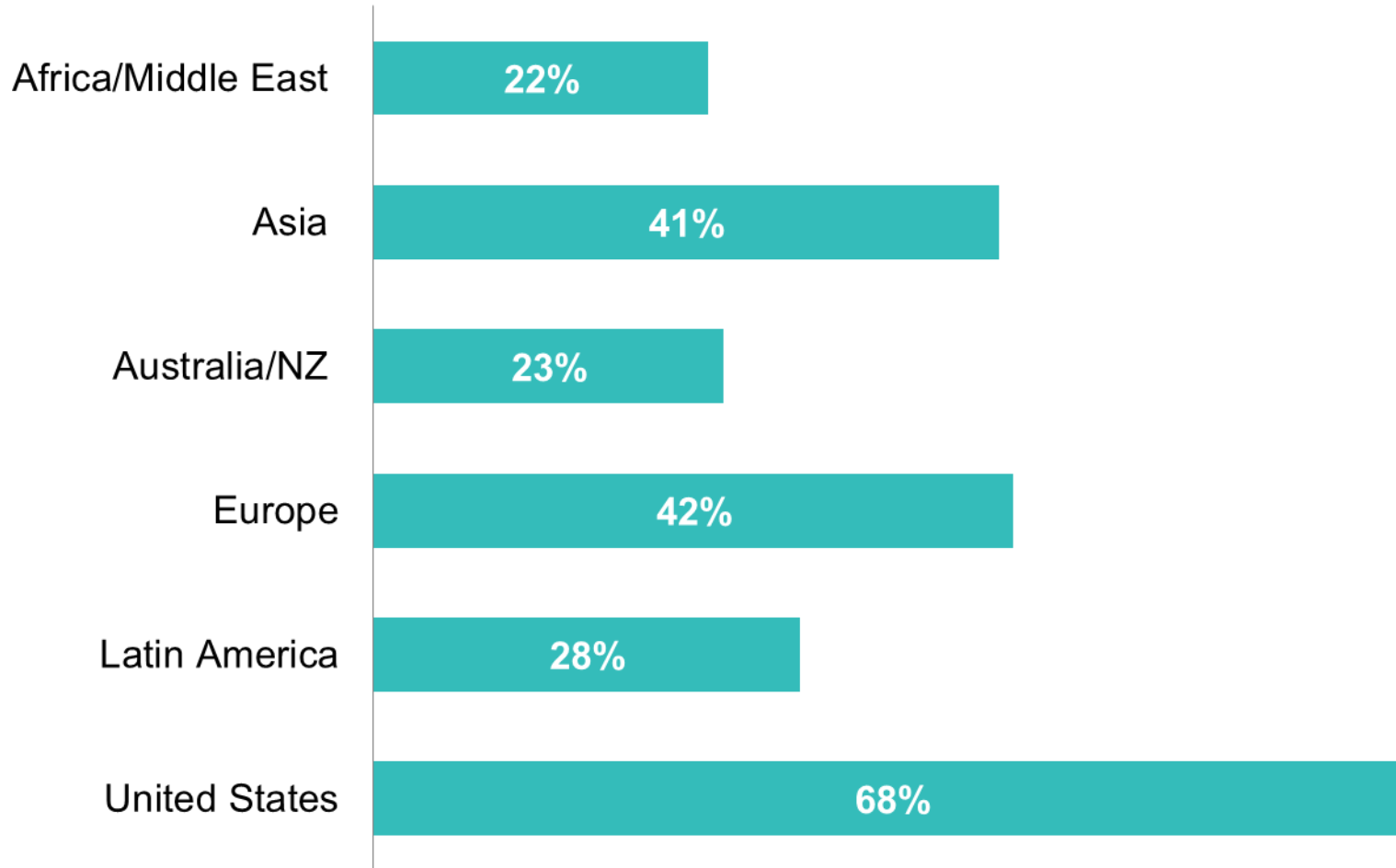


Available at www.BuckSurveys.com

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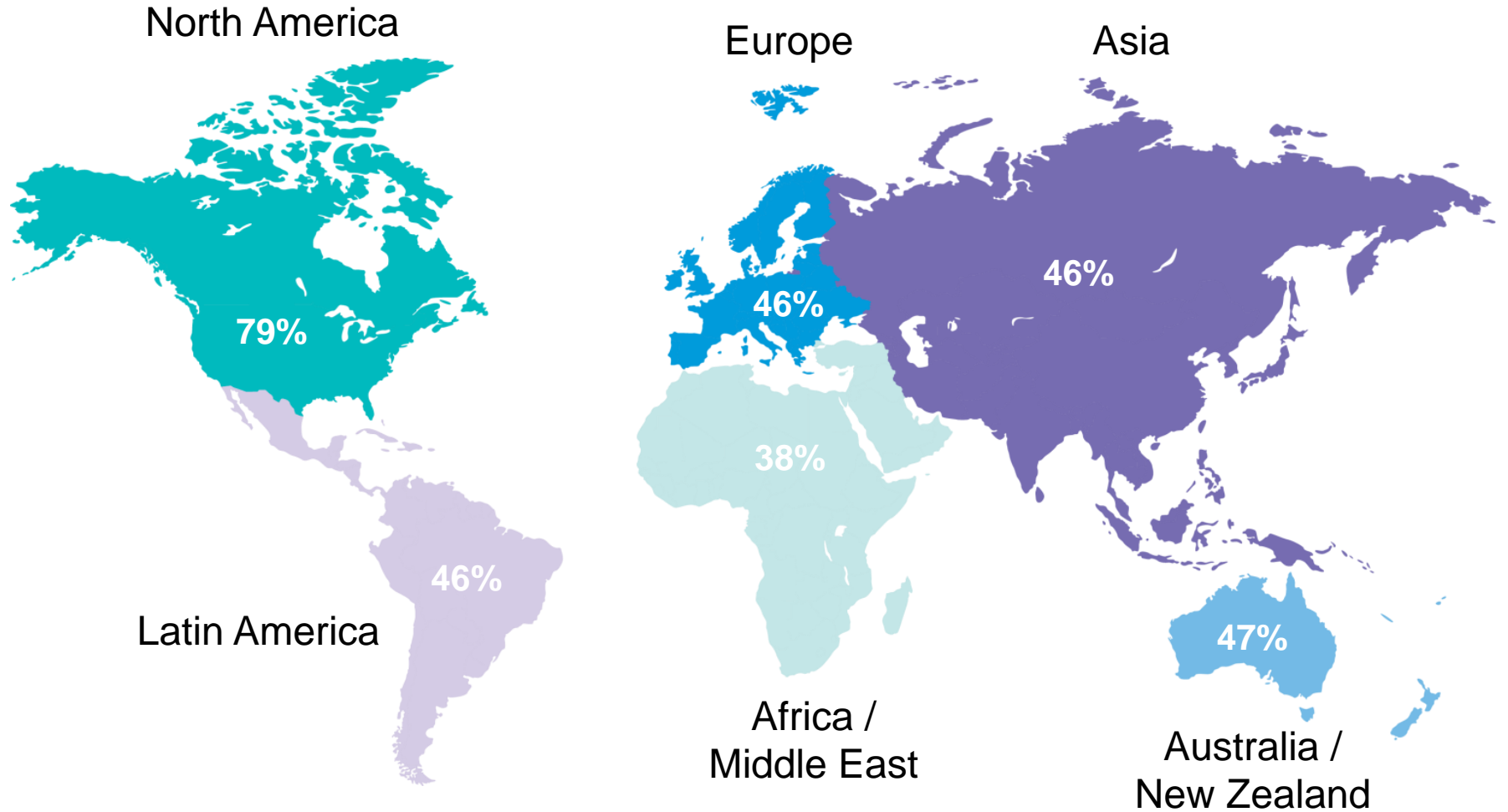


Location of employees



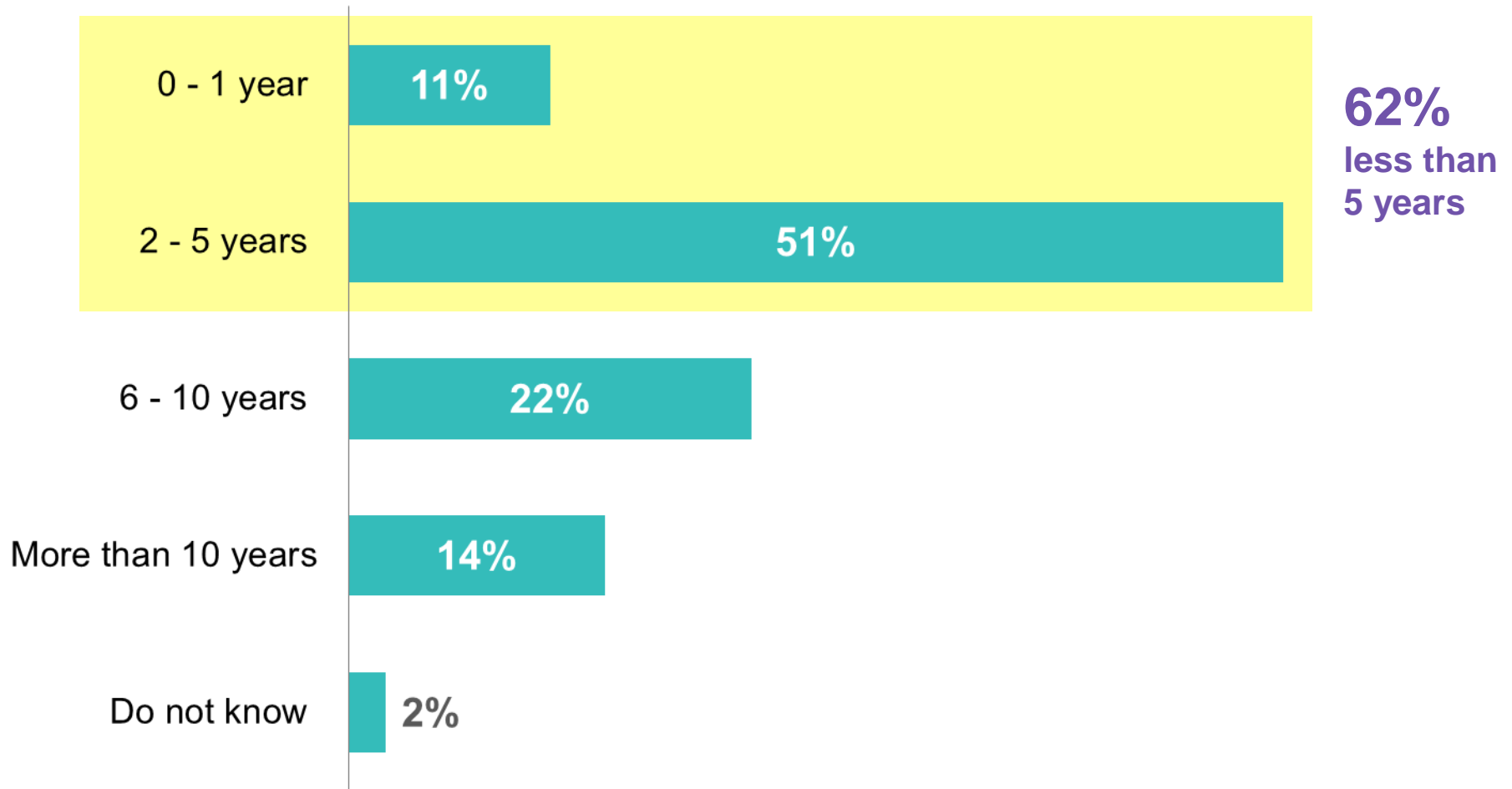
Source: "WORKING WELL: A Global Survey of Health Promotion, Workplace Wellness and Productivity Strategies" Buck Consultants, July 2014

Companies offering health promotion to employees



Source: "WORKING WELL: A Global Survey of Health Promotion, Workplace Wellness and Productivity Strategies" Buck Consultants, July 2014

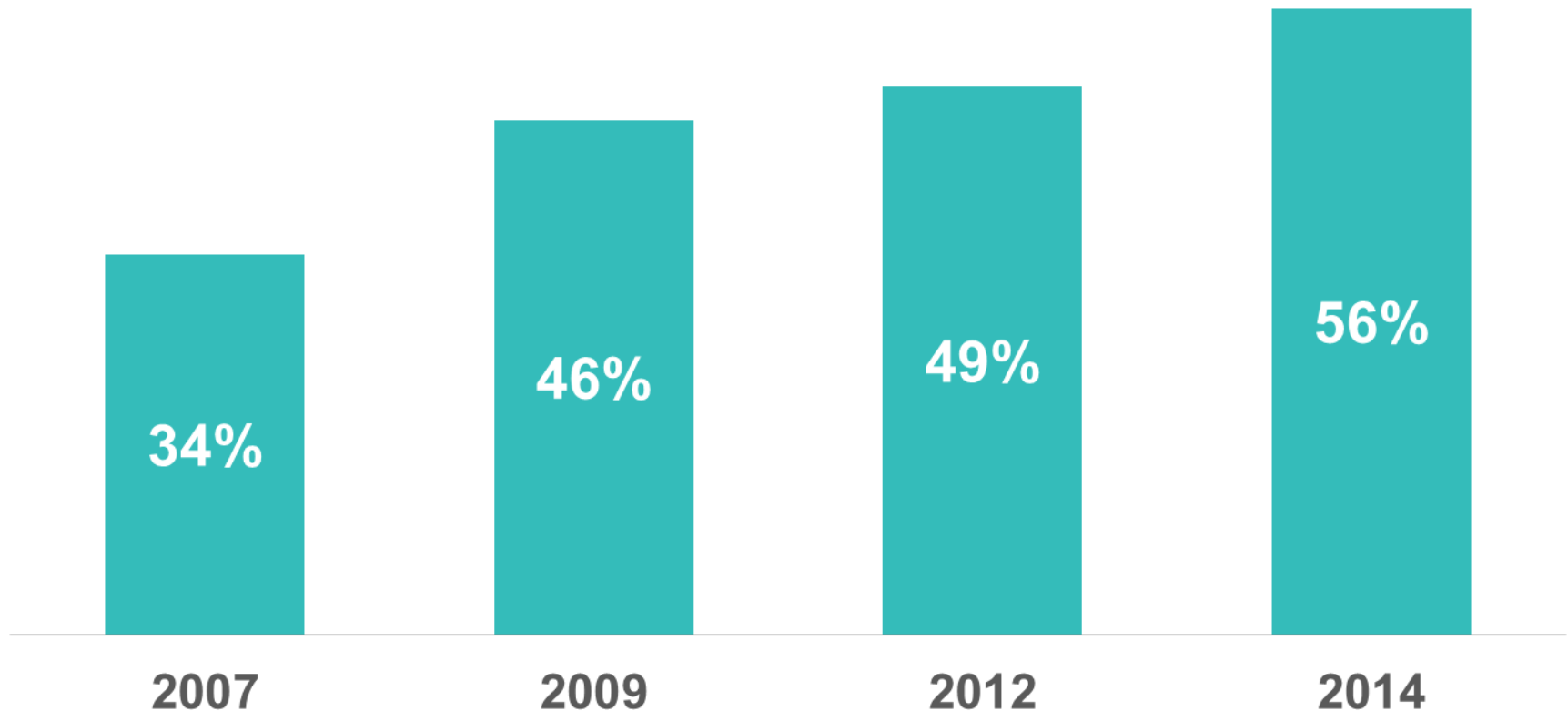
Number of years wellness strategy has been in place



Source: "WORKING WELL: A Global Survey of Health Promotion, Workplace Wellness and Productivity Strategies" Buck Consultants, July 2014

Growth in global strategies

Multinational Employers with Global Health Promotion Strategy



Source: "WORKING WELL: A Global Survey of Health Promotion and Workplace Wellness Strategies" Buck Consultants, 2007-2014

Reasons for not having a global wellness strategy



Source: "WORKING WELL: A Global Survey of Health Promotion, Workplace Wellness and Productivity Strategies" Buck Consultants, July 2014

Employer objectives driving wellness strategy

	All regions*	Africa/Middle East	Asia	Australia/NZ	Canada	Europe	Latin America	United States
Improving morale/engagement	1	4	6	1	3	1	1	4
Reducing employee absences	2	1	2	7	1	3	4	3
Improving workplace safety	3	2	1	3	5	4	2	7
Improving productivity/presenteeism	4	5	8	4	2	2	3	2
Maintaining work ability	5	3	3	5	6	5	6	5
Organizational values/mission	6	9	4	2	7	6	5	6
Reducing health care costs	7	7	10	10	4	10	8	1
Promoting corporate image or brand	8	8	5	6	9	9	9	9
Social/community responsibility	9	5	7	9	10	7	10	10
Attracting and retaining employees	9	10	9	8	8	8	7	8
				Ranked 1st	Ranked 2nd	Ranked 3rd		

1 = most important, 10 = least important

Source: "WORKING WELL: A Global Survey of Health Promotion, Workplace Wellness and Productivity Strategies" Buck Consultants, July 2014

Health issues driving wellness strategy

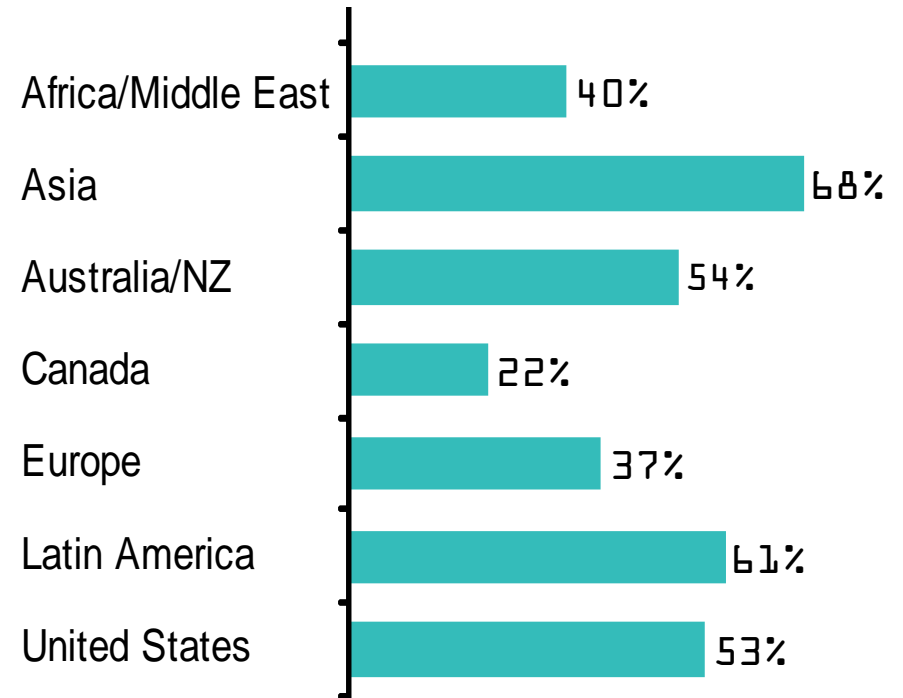
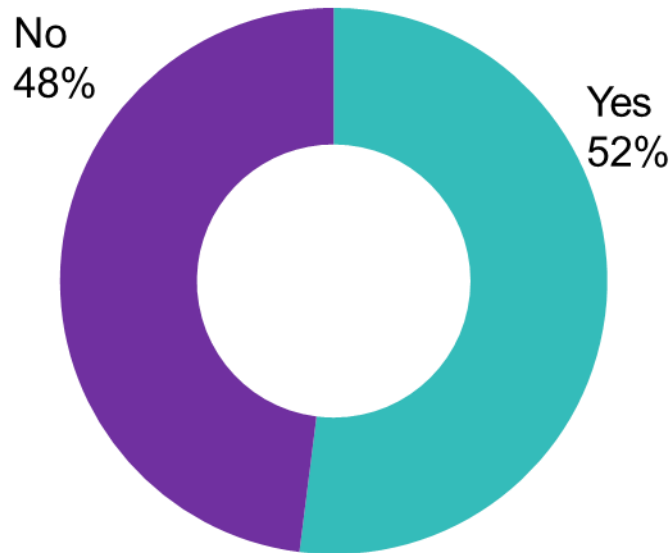
	All regions*	Africa/Middle East	Asia	Australia/NZ	Canada	Europe	Latin America	United States
Stress	1	2	4	2	1	1	2	3
Physical activity/exercise	2	5	2	1	2	2	4	1
Nutrition/healthy eating	3	8	6	3	3	3	5	2
Workplace safety	4	1	1	5	9	6	1	12
Work/life issues	5	2	13	4	6	4	8	9
Depression/anxiety	6	8	11	8	5	5	7	10
High blood pressure (hypertension)	6	5	4	12	6	12	9	6
Chronic disease (e.g., diabetes)	8	12	8	8	3	10	11	4
Personal safety	9	5	3	10	10	11	6	15
Psychosocial work environment	10	10	7	11	12	7	3	14
Sleep/fatigue	11	12	10	6	11	9	12	11
High cholesterol (hyperlipidemia)	12	15	9	14	8	12	10	7
Obesity	13	12	15	6	12	14	13	5
Tobacco use/smoking	14	16	12	13	14	8	14	8
Infectious diseases/AIDS/HIV	15	2	16	16	17	17	17	17
Substance abuse	16	10	17	15	15	16	16	16
Maternity/newborn health	17	17	14	16	16	15	15	13
				Ranked 1st		Ranked 2nd		Ranked 3rd

1 = most important, 17 = least important

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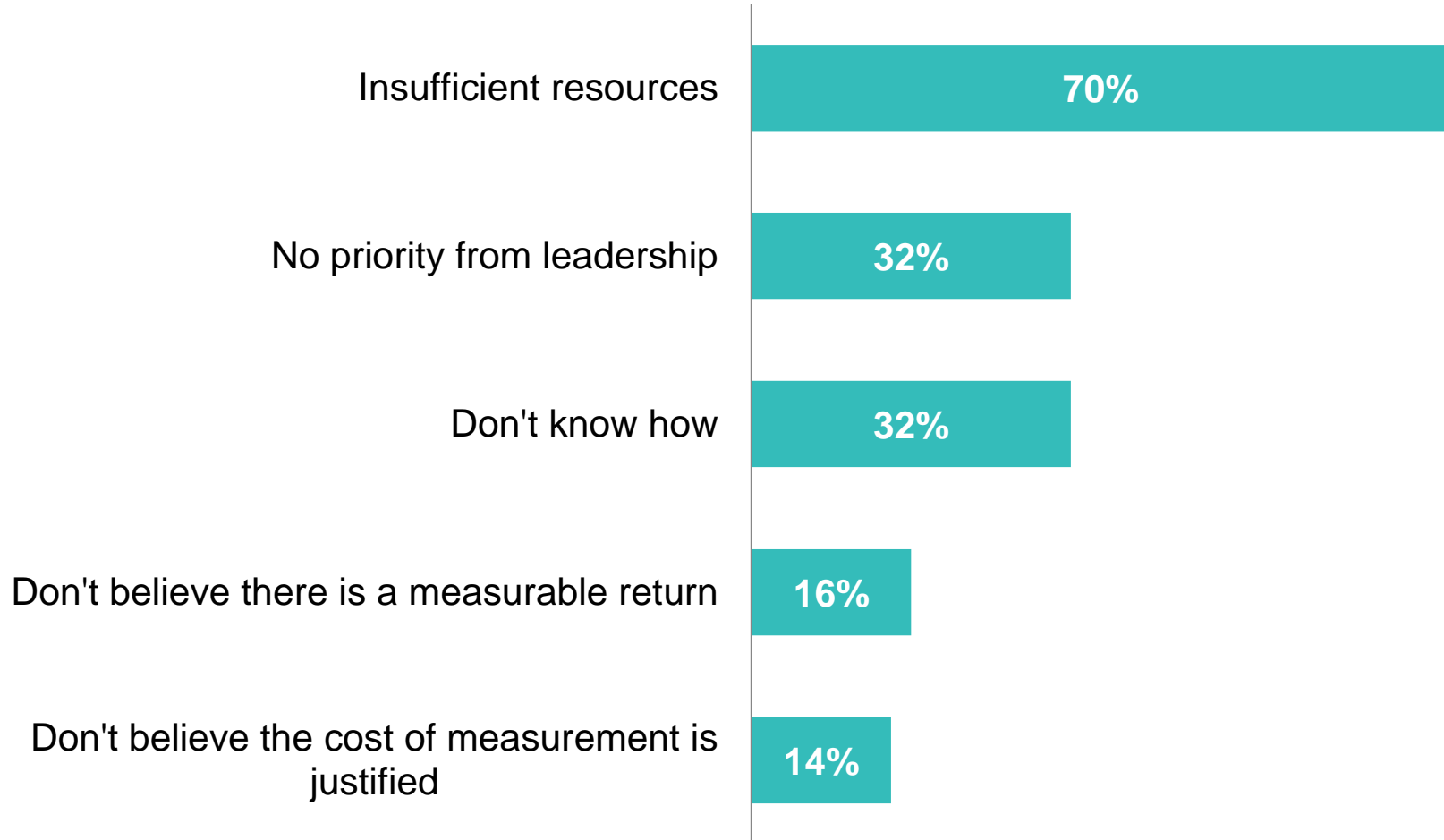
Have measured specific outcomes from health promotion programs

Globally



Source: "WORKING WELL: A Global Survey of Health Promotion, Workplace Wellness and Productivity Strategies" Buck Consultants, July 2014

Top reasons outcomes are not measured



Source: "WORKING WELL: A Global Survey of Health Promotion, Workplace Wellness and Productivity Strategies" Buck Consultants, July 2014

New Study

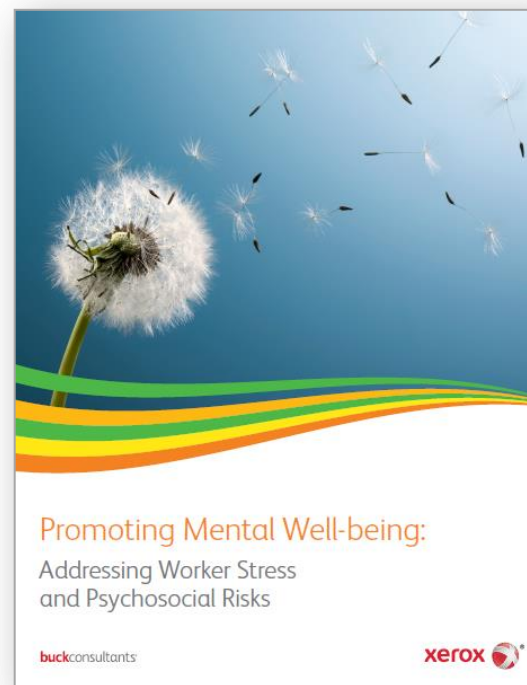
Promoting Mental Well-being: Addressing Worker Stress and Psychosocial Risks

Objective:

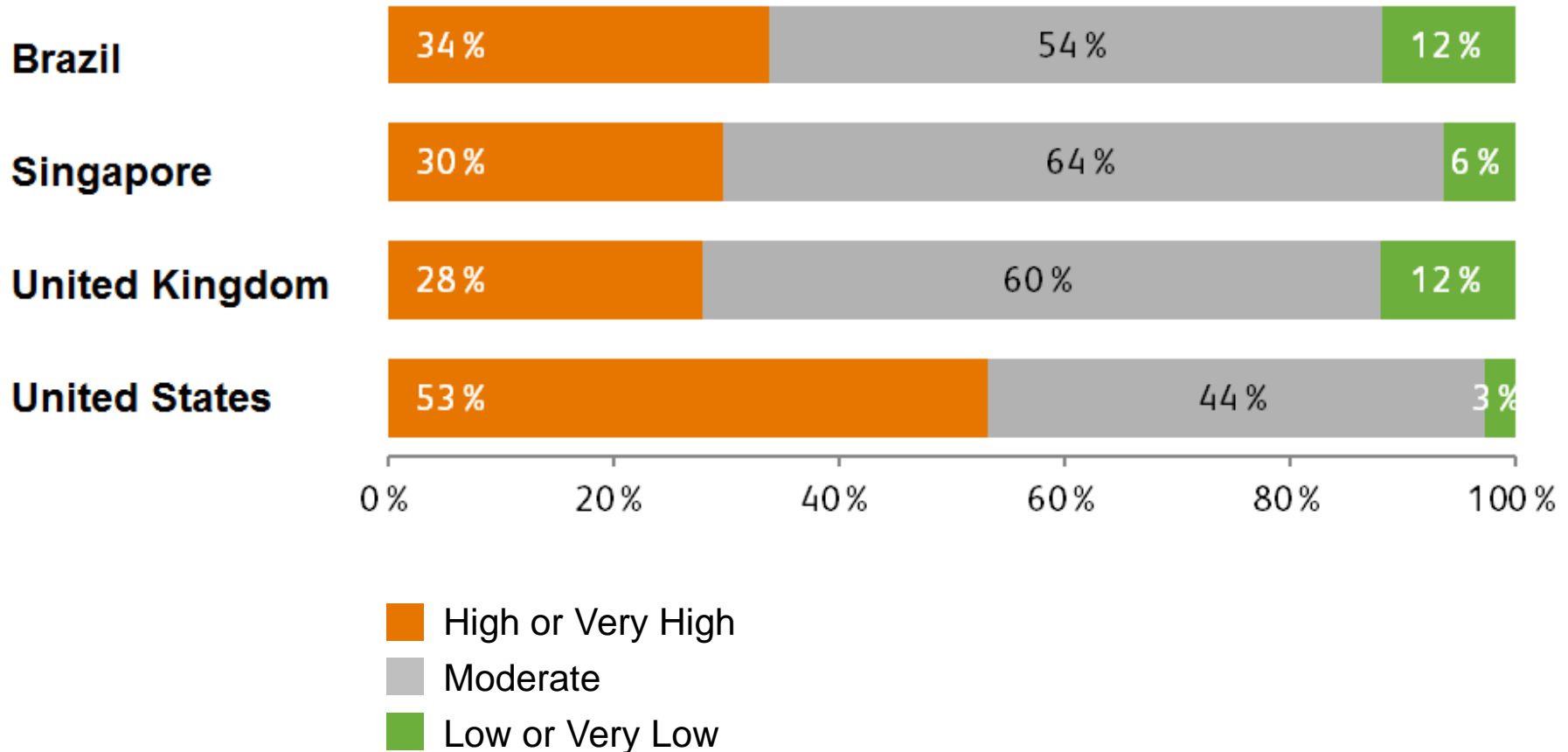
- Examine strategies and practices to promote employee mental well-being

Participants:

- Data collected 2015
- 439 employers
- 31 countries
- Focus on four countries:
 - Brazil
 - Singapore
 - United Kingdom
 - United States

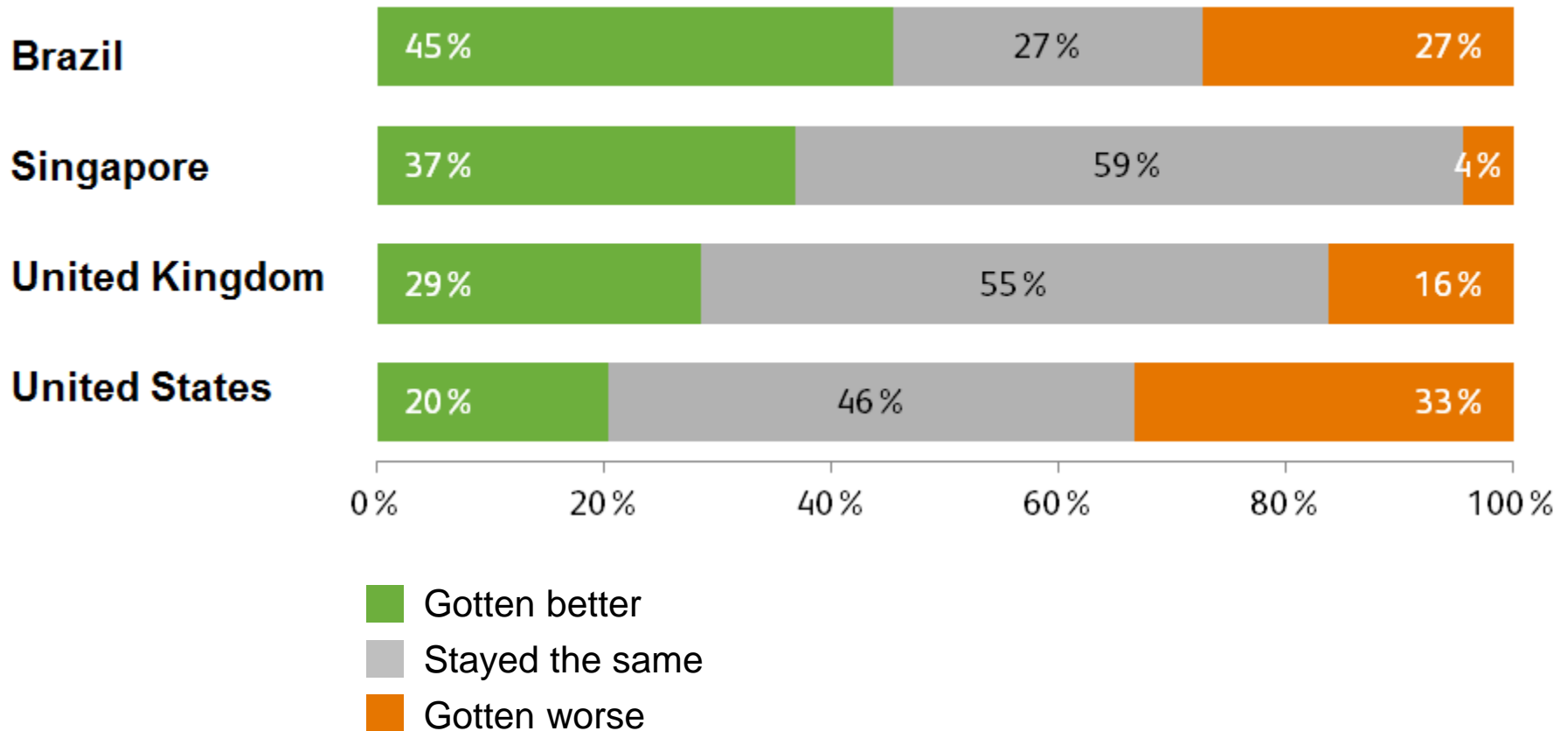


Rate the level of stress in your organization



Change in Level of Stress/Burnout

How have employee mental well-being, burnout or workplace stress changed over the last five years?



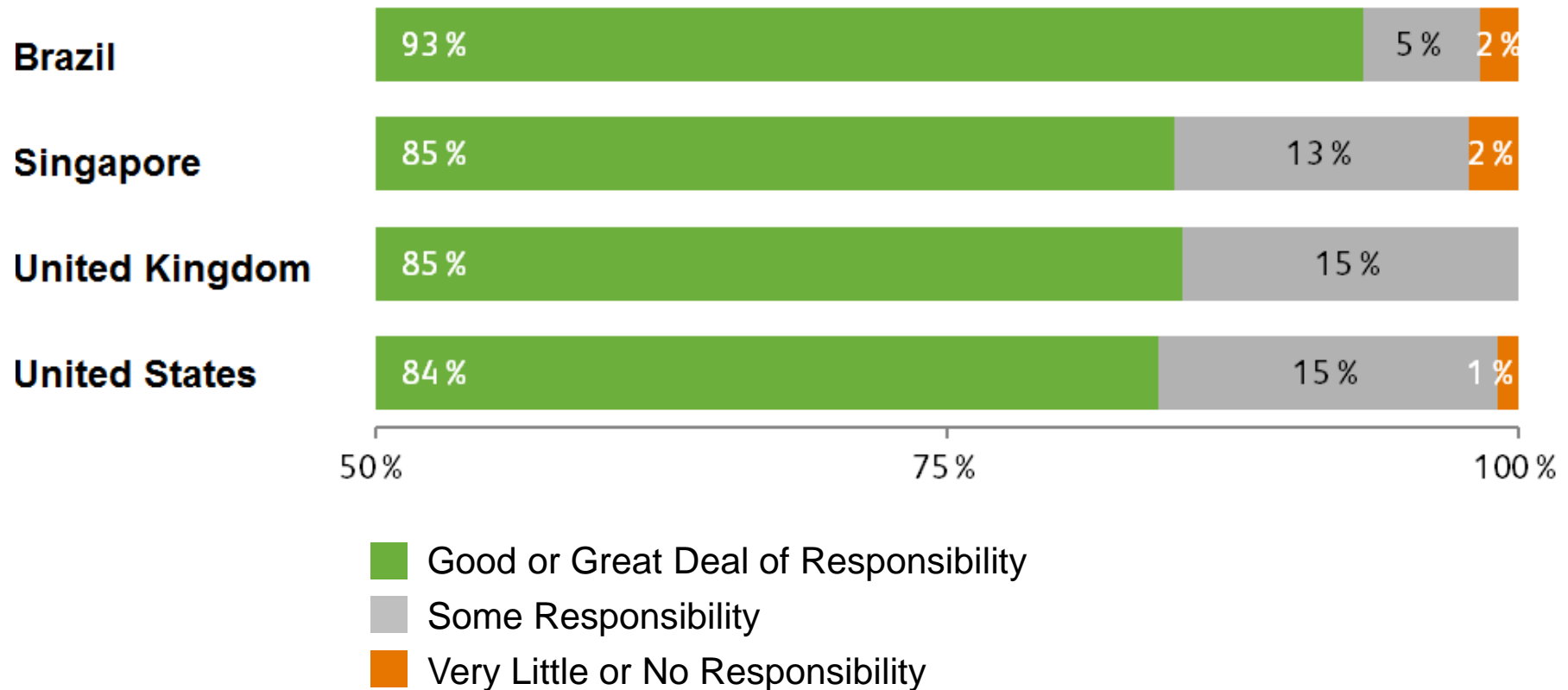
Top Reasons for Addressing Mental Well-being

	Brazil	Singapore	United Kingdom	United States
Performance (process, quality)	2	2	1	1
Employee engagement	3	4	3	3
Productivity (output, quantity)	3	3	2	2
Employee motivation	5	5	3	6
Job satisfaction	1	6	7	5
Employee physical well-being	6	7	5	4
Absenteeism	7	8	6	7
Workplace accidents/injury	8	1	8	8
Drug and alcohol use	9	9	9	9

Ranked 1st Ranked 2nd Ranked 3rd

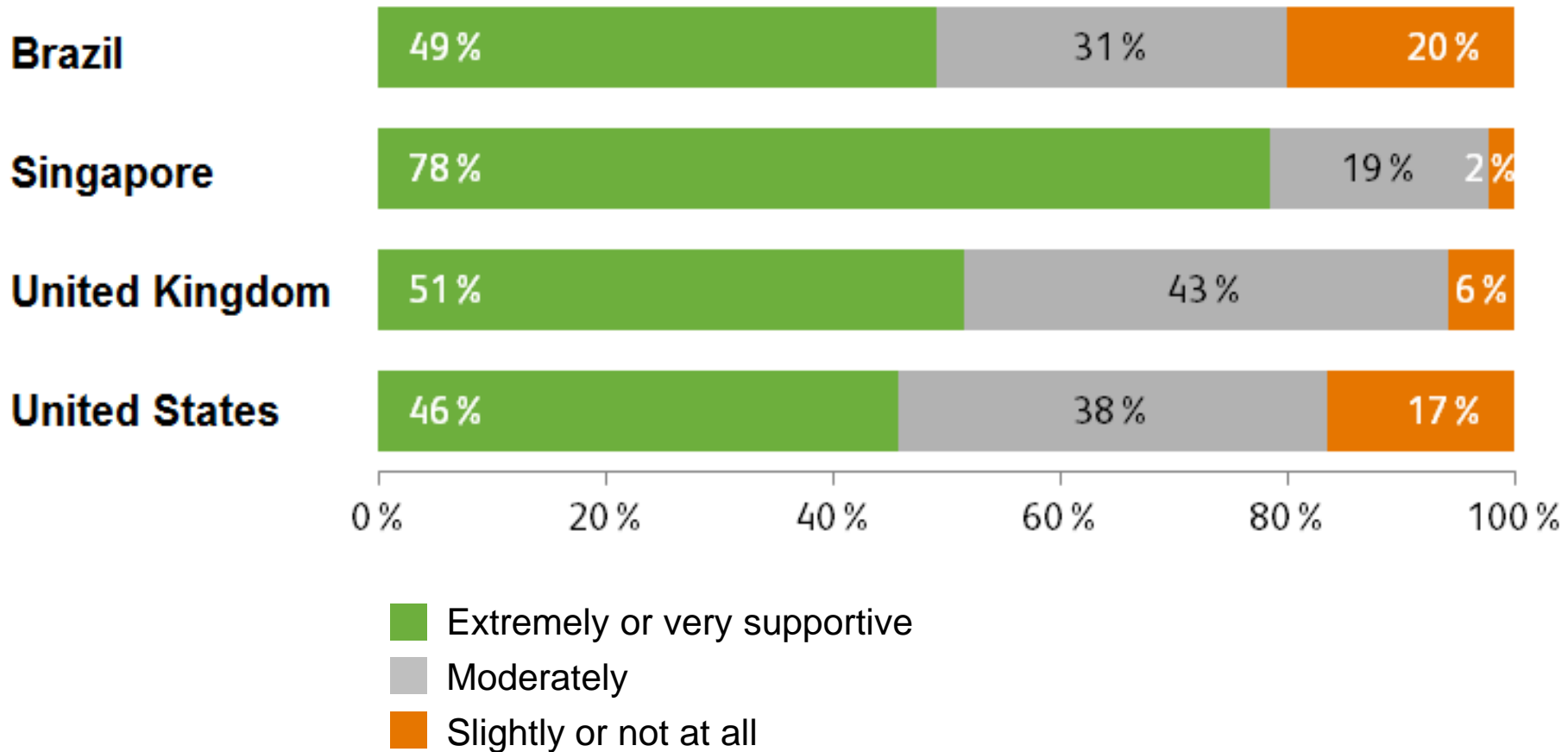
Employer Responsibility

How much responsibility should employers have to provide a working environment that supports or promotes mental well-being?



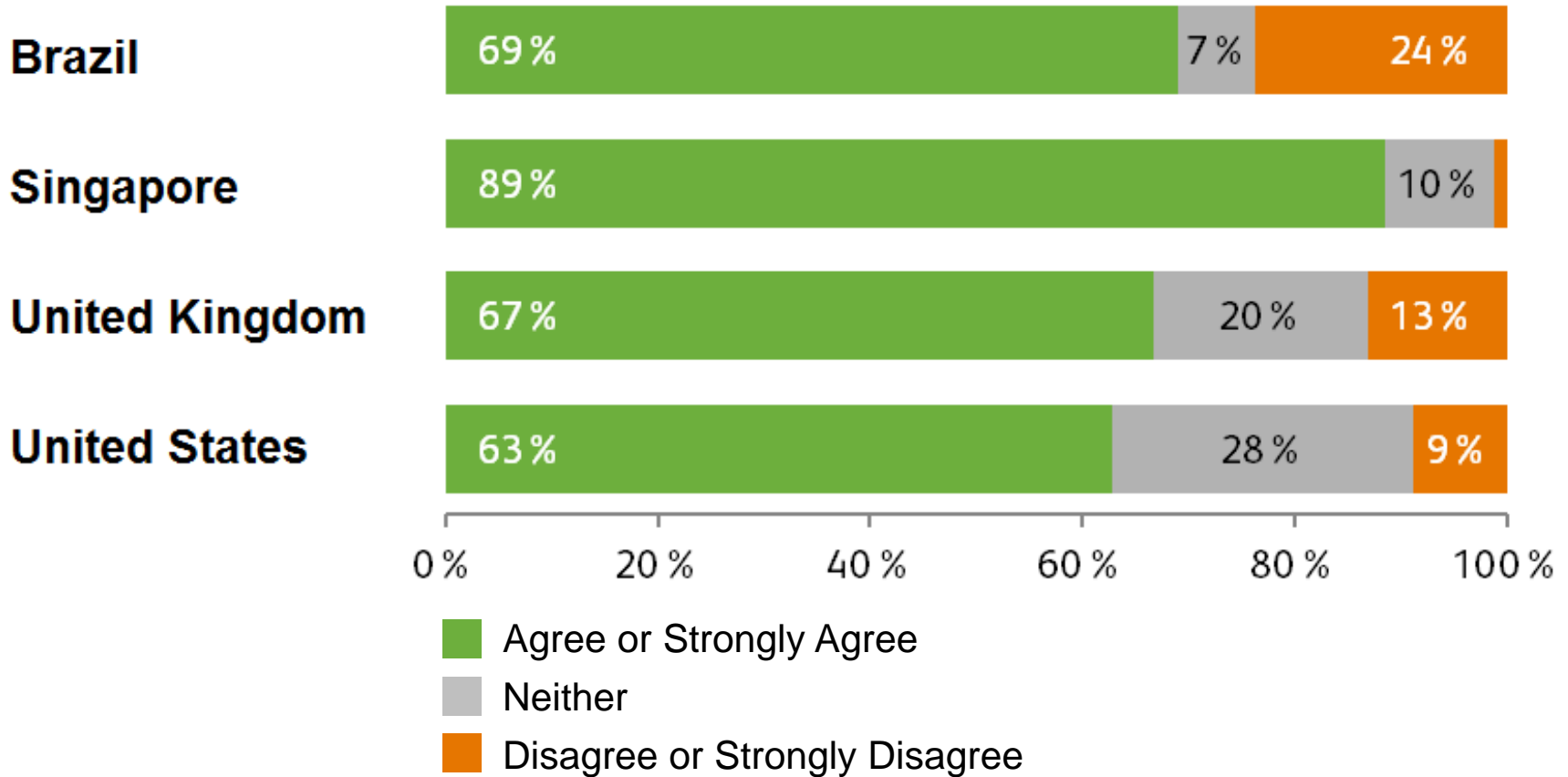
Organizational Support

How supportive is your organization of employee mental well-being?



Organizational Culture

To what extent do you agree or disagree with the following statement:
“Our organization’s culture supports the mental well-being of our employees.”



Top Programs (Focused on the Individual)

Physical activity programs

**Leadership training
(focusing on the individual)**

Employee assistance program (EAP)

Work/life balance support programs

**Guidance on effective communication
styles**

Health care advocacy services

**Time management and/or
delegation skills**

	Brazil	Singapore	United Kingdom	United States
Physical activity programs	3	1	10	2
Leadership training (focusing on the individual)	2	7	1	5
Employee assistance program (EAP)	7	10	2	1
Work/life balance support programs	5	2	4	3
Guidance on effective communication styles	4	3	5	13
Health care advocacy services	1	9	6	11
Time management and/or delegation skills	5	8	3	12

Ranked 1st Ranked 2nd Ranked 3rd

Fastest Growing Programs (Focused on the Individual)

	Brazil	Singapore	United Kingdom	United States
Resilience building programs	8	1	6	1
Stress awareness campaigns	2	9	1	2
Vitality or energy management	7	2	4	3
Time management/delegation skills	3	4	7	4
Personal lifestyle management coaching	1	3	17	11
Online healthy lifestyle programs	5	8	3	13
Financial well-being resources	10	6	7	5
Work/life balance support programs	3	13	9	9
Leadership training (focus on individual)	10	5	12	6
Yoga/mediation/relaxation/mindfulness	13	10	2	8

Top Programs (Focused on the Psychosocial Work Environment)

	Brazil	Singapore	United Kingdom	United States
Performance appraisals and reward systems	2	1	1	1
Training and career advancement programs	1	2	2	3
Employee input sessions and opportunities for feedback	3	3	3	5
Leadership/manager/supervisor training (focusing on leadership style)	3	5	4	2

Ranked 1st Ranked 2nd Ranked 3rd

Fastest Growing Programs (Focused on the Psychosocial Work Environment)

	Brazil	Singapore	United Kingdom	United States
Health circles (facilitated discussion groups to help improve working environments)	2	4	1	1
Workplace environment redesign	3	1	2	3
Workgroup communication training	1	3	5	2
Job redesign (reducing workload)	7	2	9	4
Team building programs	4	7	3	7

Ranked 1st Ranked 2nd Ranked 3rd

Top Policies/Standards

	Brazil	Singapore	United Kingdom	United States
Workplace safety	1	1	1	2
Discrimination policy	6	2	1	1
Harassment/bullying policy	5	4	3	4
Violence policy	7	3	5	3
Flexible work schedules	4	5	4	5
Telecommuting	8	7	7	6
Vehicle operation (e.g., break policy, defensive driving, mobile use, etc.)	3	6	8	7
Job sharing	2	8	6	8

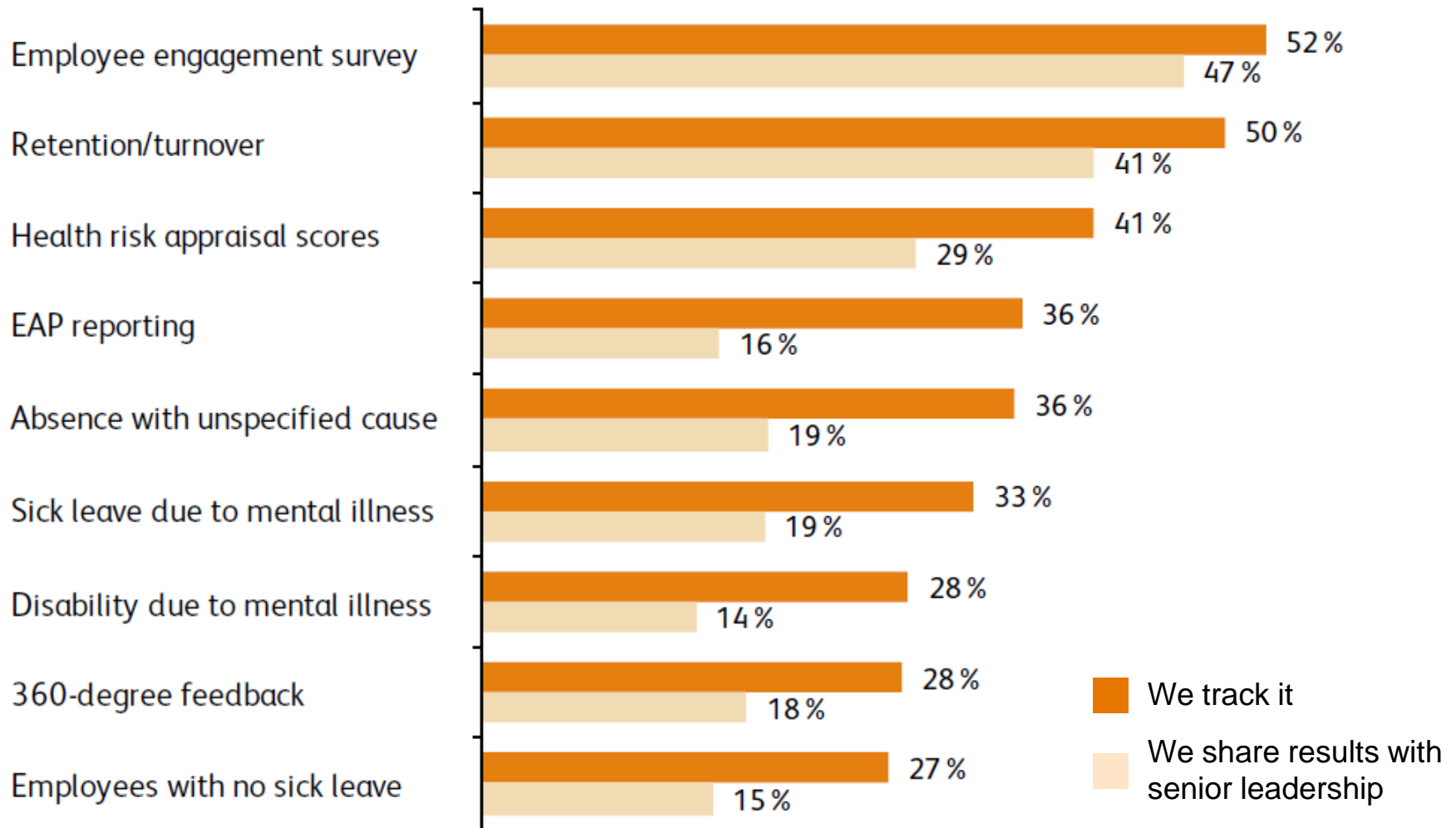
Ranked 1st Ranked 2nd Ranked 3rd

Fastest Growing Policies/Standards

	Brazil	Singapore	United Kingdom	United States
Job sharing	2	1	4	2
Telecommuting	1	2	3	4
Flexible work schedules	3	3	7	5
Email policies (e.g. limiting use after work hours)	3	6	2	2
Sabbatical program	10	4	1	7
Vehicle operation (e.g., break policy, defensive driving, mobile use, etc.)	6	7	6	1

Ranked 1st Ranked 2nd Ranked 3rd

Metrics Used to Track Mental Well-being



Thank You!

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