

HUB

A woman with a backpack looking out over a coastal landscape, framed by a large blue circle.

2017 Workplace Wellness Trends

What forces are affecting the health and productivity of your workforce — and how should you respond?

#LetsDoSomething

Contents

Chapter 1: Financial Stress and Well-Being 3

Stress is the top cause of lost productivity — and personal finances are the top cause of stress. See the real impact of stress, and how a financial wellness program can improve performance.

Chapter 2: Workforce Diversity 4

Multicultural and multi-generational employees. Remote workers. Freelancers. See what today's workforce really looks like, and how you can address its diverse needs.

Chapter 3: Mental Health at Work 5

There's a growing demand — and a business case — for workplace mental health resources. See how mental health affects productivity, and what responses to consider.

Chapter 4: Linking Safety and Wellness 6

Health impacts safety, and vice versa. See the connections between workplace health and safety, and how integrating these programs can strengthen them both.

Chapter 5: Culturally Relevant Perks 7

Every company has its own culture. See how employees respond to perks they truly value, and how to determine the right perks for your unique workforce.



Chapter 1: Financial Stress and Well-Being

When employees face financial stress, their health suffers — and so does productivity. Many employers are responding to this “stress epidemic” by adding a financial component to their wellness programs.

THE STRESS EPIDEMIC, BY THE NUMBERS

What is the real impact of stress on productivity? Let’s break it down.*



WHAT CAN YOU DO?

Three ways to start addressing the impact of financial stress:

1. Communicate the link between employees’ financial well-being and their health.
2. Provide health and benefits education, along with resources to support financial planning, saving for life events, budgeting and debt management.
3. Provide employees access to a personal investment advisor who can assist with their financial needs at various stages of life.

*Source: American Psychological Association. (February 4, 2015). Stress in America: Paying with Our Health, retrieved from <https://www.apa.org/news/press/releases/stress/2014/stress-report.pdf>

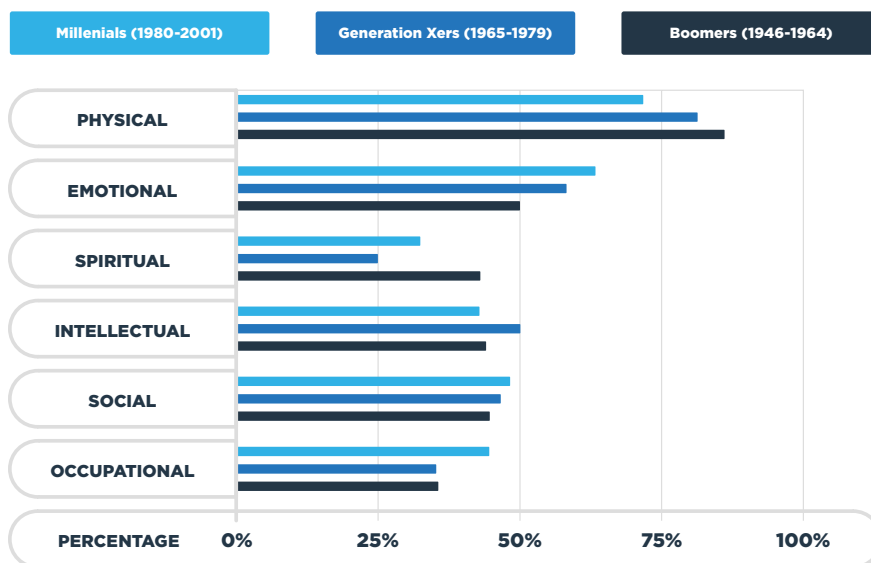


Chapter 2: **Workforce Diversity**

Meeting the needs of today's multicultural, multi-generational, mobile workforce can be challenging. That's why more employers are broadening and integrating initiatives to address overall well-being.

PERSONAL WELLNESS PRIORITIES, BY GENERATION

How real are generational differences? Let's take a look.*



WHAT CAN YOU DO?

Two ways to start addressing the needs of your diverse workforce:

1. Consider your workforce demographics; don't assume a one-size-fits-all approach to benefits communications or programming will work.
2. Look for commonalities across traditional and non-traditional data sets (for example, claims, health screenings, focus groups, employee surveys) to determine priority, then ensure that physical, mental and emotional well-being is included in the solution.

*Source: Global Wellness Institute & Everyday Health Inc., Unlocking the Power of Company Caring, Workplace Wellness Survey, 2016



Chapter 3: Mental Health at Work

Most wellness programs focus on the physical, but mental health is also crucial for a productive workforce. In recognition of this, many employers are integrating resources such as mindfulness and resilience training.

KEEPING MENTAL HEALTH IN MIND

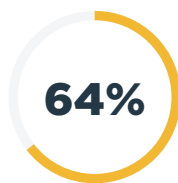
How do mental health issues affect your workforce? Here's a breakdown.*



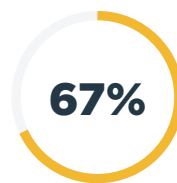
35% of employees lose **1+ hours of productivity per day** due to stress



69% of employees report that **work is a significant source of stress**



64% of employees with high levels of stress say they feel **extremely fatigued and out of control**



67% of employees want **more emotional and mental health resources** from their employers

WHAT CAN YOU DO?

Three ways to support employees' mental health:

1. Offer flexible work schedules and time management procedures
2. Raise awareness and create a culture open to discussing mental health and stress
3. Integrate mental health and well-being throughout workplace policies

*Source: Aon Hewitt (2016). Consumer Health Mindset Survey, Virgin Pulse (2015). 4 Simple Ways to Help Employees Beat Burnout.



Chapter 4: Linking Safety and Wellness

More and more companies are recognizing that health and safety are interconnected. And by aligning strategies that support wellness and promote safety, employers are multiplying their impact.

HEALTH AND SAFETY: THE CONNECTIONS

How does health impact safety, and vice versa? The numbers tell the story.*

2X

Smokers in integrated interventions **quit at twice the rate** of those in standalone cessation programs

3X

High-risk individuals are **three times more likely** to file a workers' compensation claim

WHAT CAN YOU DO?

Three ways to start aligning your safety and wellness programs:

1. Create a cross-collaborative team of safety and wellness champions with a shared vision and goal to integrate health and safety initiatives.
2. Aggregate and analyze different types of data, including health screenings, workers' compensation reports, absenteeism rates and medical claims.
3. Engage experts, such as HUB's risk-management and absence-management teams

*Source: Fabius R, Thayer R, Dixon BA, et al. 2013. The Link Between Workforce Health and Safety and the Health of the Bottom Line: Tracking Market Performance of Companies That Nurture a "Culture of Health." JOEM 55(9):993-1000.



Chapter 5: Culturally Relevant Perks

To promote happiness, engagement and resulting productivity, many employers are offering unique additions to traditional benefits. The key is finding the perks employees truly value.

THE BENEFITS OF SUPPLEMENTING TRADITIONAL BENEFITS

Can perks boost productivity and the bottom line? Take a look at the numbers.



Organizations that create a culture — defined by meaningful work, deep employee engagement, job and organizational fit, and strong leadership — **outperform the S&P 500 by 325%** and have a **competitive advantage** when attracting and retaining top talent*



56% of employees say they would trade a standard salary increase for **certain perks****

WHAT CAN YOU DO?

Two ways to offer incentives your employees will truly value:

1. Analyze relevant data to determine the perks your employees will value the most. For example, millennial employees may be more attracted to companies with student loan repayment programs, while baby boomers may place more value on long-term care options.
2. Looking for a low-budget perk? Bring concierge services to your employees that remove barriers and increase productivity. For example, you could offer discount programs, onsite services and amenities, and/or elder/child care support.

Caution: Some perks or services may be considered taxable income for employees. Consult your corporate tax professional for more guidance on taxable benefits.

*Source: http://journals.lww.com/joem/Fulltext/2016/01000/The_Stock_Performance_of_C__Everett_Koop_Award.3.aspx

**Source: Technology Advice Research: 2015 nationwide internet survey of 486 working aged adults.

Get real solutions, from real people, in real time.

Let's work together to tailor a plan to help promote a culture of health in your workplace today — and ensure high performance tomorrow.

Contact a HUB advisor today.

hubemployeebenefits.com

#LetsDoSomething

for your employees — and your business



© 2017 HUB International Limited. All rights reserved.

hubemployeebenefits.com