

Defining Well-Being: What Does It Really Mean to Employees?

We surveyed 2,000 U.S.-based respondents from companies that had 5,000+ employees, asking them a variety of questions relating to holistic well-being.

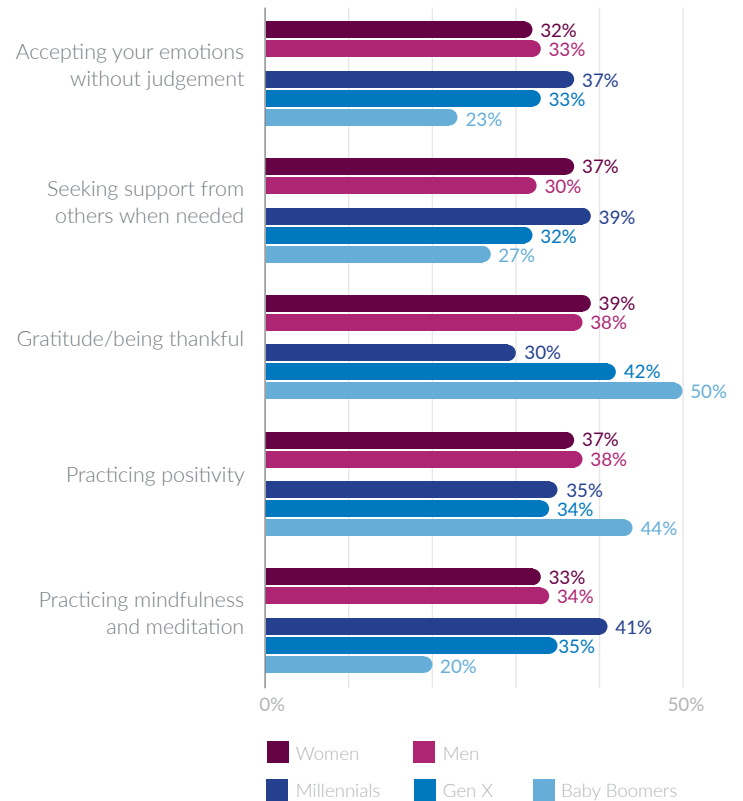
What We Uncovered About Well-Being

Nearly 70% of companies plan to expand their well-being resources over the next 3-5 years to deliver more holistic options. It's important to provide an experience that allows employees to engage in meaningful ways.

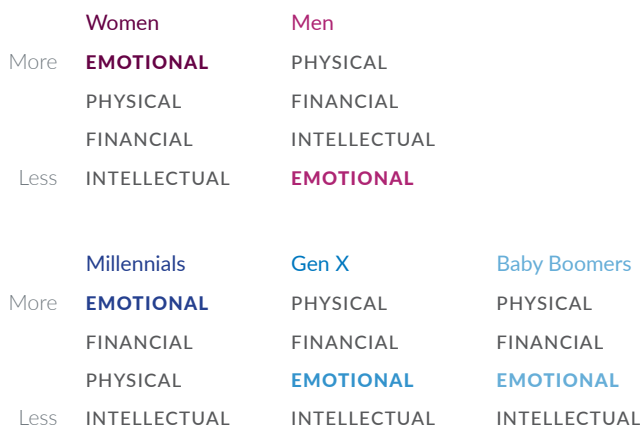
Here's what we discovered when we asked respondents about their emotional and physical well-being:

- Women and men differ greatly on the importance of emotional well-being.
- Millennials, Gen X and baby boomers generally agree about what's important—except for emotional well-being.
- Baby boomers hold a more traditional view of emotional well-being, while millennials are more modern.
- Women are more likely than men to seek out support from others regarding emotional well-being.
- Men are more satisfied with their physical well-being than women.
- Men with children reported 75% greater satisfaction with physical well-being than women with children.

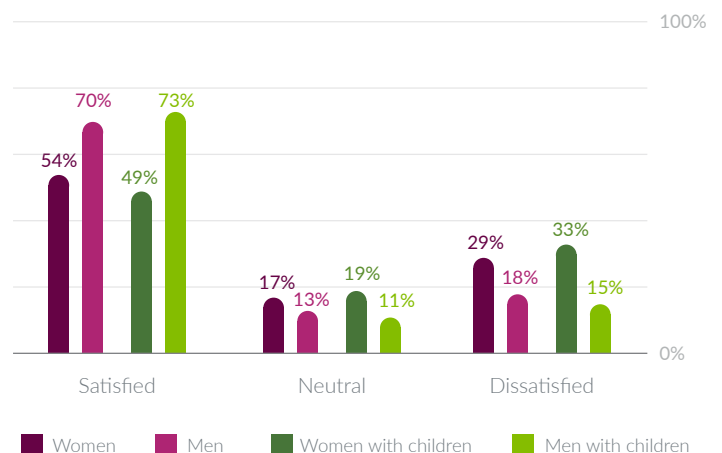
What does emotional well-being mean to you?



What areas of well-being hold the most value to you (top 4)?



How satisfied are you with your physical well-being?





Food for Thought

Implement a holistic approach to well-being.

With increasingly blurred boundaries between work and home life, employers need to go beyond physical health to maintain a productive and engaged workforce. Ensure your well-being program focuses on [multiple dimensions of well-being](#). By taking a holistic approach, you can support employees no matter what's most important to them.

Revisit your PTO and leave policies.

Having children obviously has a big impact on women's health—both physically and emotionally. Support modern day caregiving by offering more parental leave and greater flexibility, which will give additional time for women (and dads, too) to practice self-care.

Target your messaging and communications.

The survey results not only show what well-being means to employees, but also the types of programs they're likely to be interested or participate in. For example, millennials and women place more value on mental health. Gen X and baby boomers might benefit more from messaging that emphasizes gratitude and ways they can individually take control of emotional health.

Make programs convenient for employees.

Employees can benefit from different types of programs and formats. Women and millennials may prefer the support of a group setting to help address their emotional well-being, while men and older employees may prefer to tackle it on their own terms.

Want to see more of the survey results? [Download the full white paper.](#)