



THE CAPITAL GROUP

Business and Personal Financial Services

Workplace Wellness

A recent survey conducted by Virgin Pulse and Workforce Management magazine on 361 businesses and 3,822 employees addressed the impact of health and wellness.



The top findings are below:

- **Wellness drives company culture:** 87 percent of employees state that wellness positively impacted work culture, an increase of 10 percent from 2013.
- **Employees want to be healthy:** 96 percent of employees participate to improve their own health, making improved health a bigger motivator than financial incentives.
- **It's not just about physical well-being – mental health is a priority, too:** 52 percent of employers offered services for mental health and depression management in 2014, a significant 14 percent increase from last year.
- **Employees want employers to offer more:** The top three offerings employees want include physical activity programs (72 percent), healthy on-site food choices (66 percent), and on-site gyms and fitness classes. The top three offerings by employers are smoking cessation programs, physical activity programs, and mental health services.
- **Measurement remains a significant challenge:** 30 percent of employers aren't happy with measurement strategies, and many aren't tracking key areas: 48 percent are not tracking enhanced engagement, and more than half of the organizations don't track improved productivity (53 percent).
- **Wellness programs offer employers a leg-up on recruitment:** 88 percent of employees describe access to health and wellness programs as an important factor for defining an employer of choice.
- **Employers are leaving money on the table:** Nearly half of the employers surveyed, 43 percent, aren't planning to take advantage of incentives offered as part of the ACA.

Contact The Capital Group's Employee Benefits Team for
Wellness Solutions at 301-214-7666