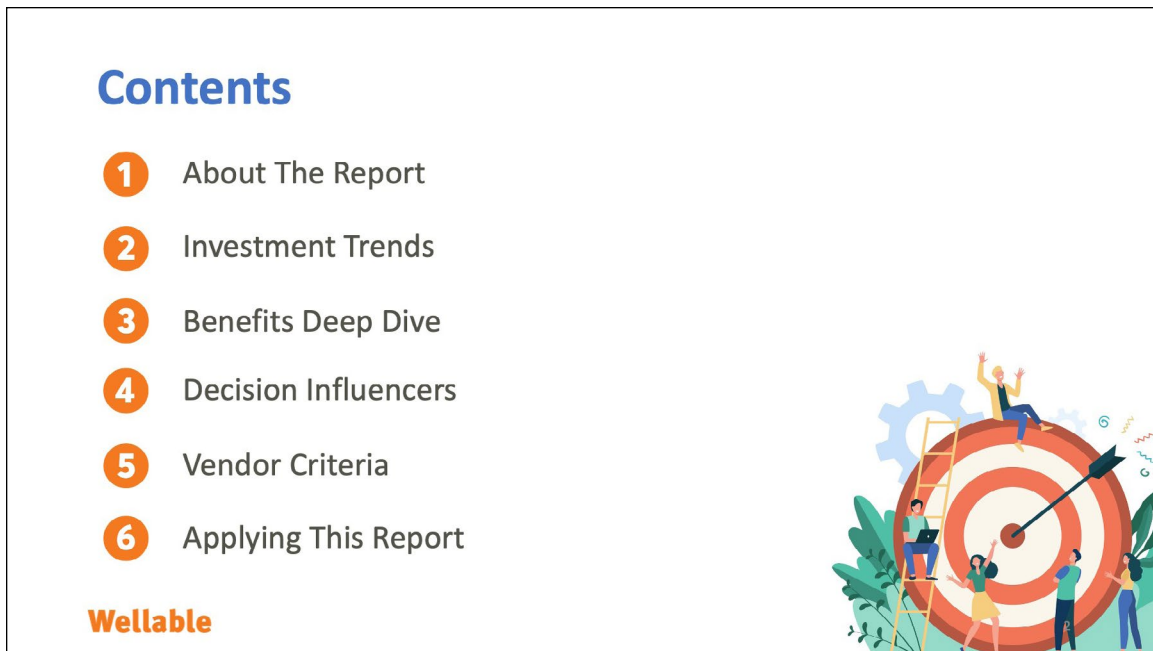


WELCOA PPN Spotlight Webinar: Wellable Labs – 2022 Employee Wellness Industry Trends

Brigid Sullivan, MS – Director, Wellable Labs



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About The Report

WHY?

Quantify and better understand the wellness strategy companies are implementing in 2022

WHO?

Consultants and wellness directors at health insurance brokers across the country

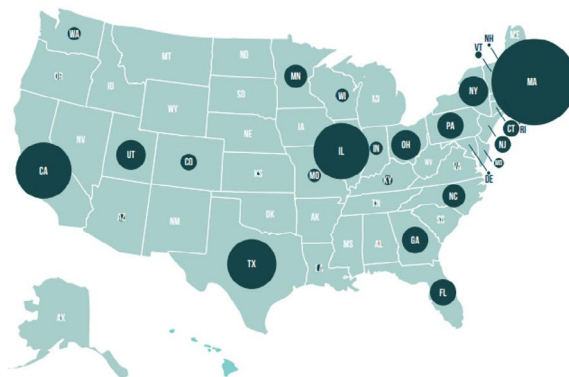
WHAT?

Investment Trends
Decision Influencers
Vendor Evaluation
Deep Dive: Burnout, Mental Health, Financial Wellness, Caregiver Benefits



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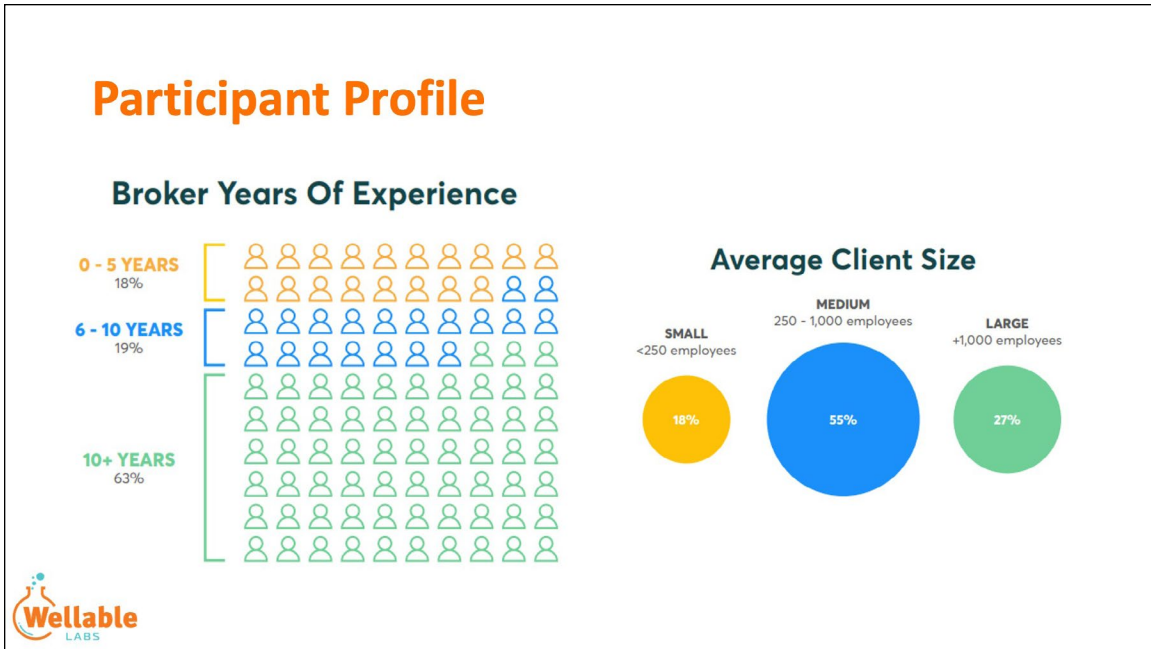
Participant Profile



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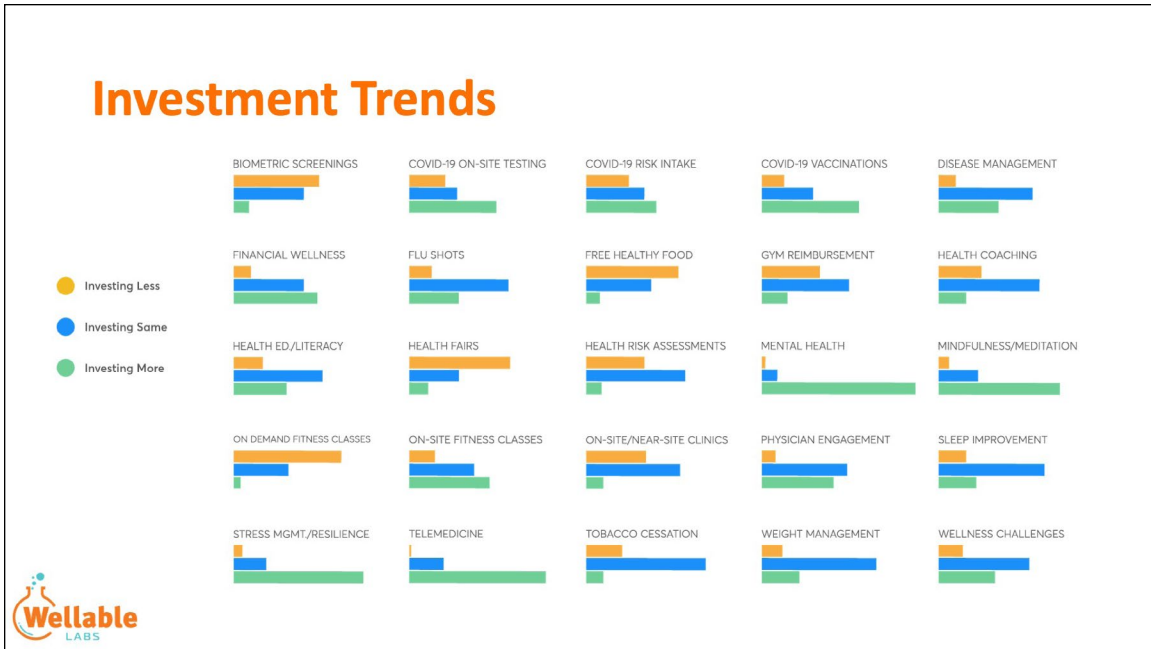
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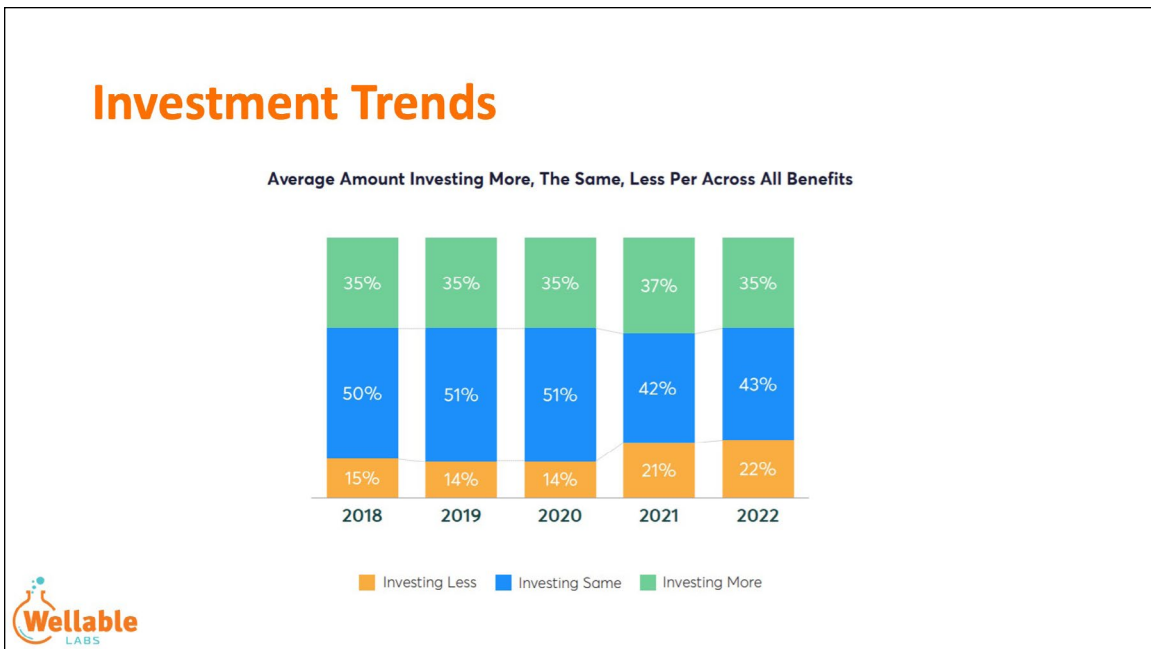
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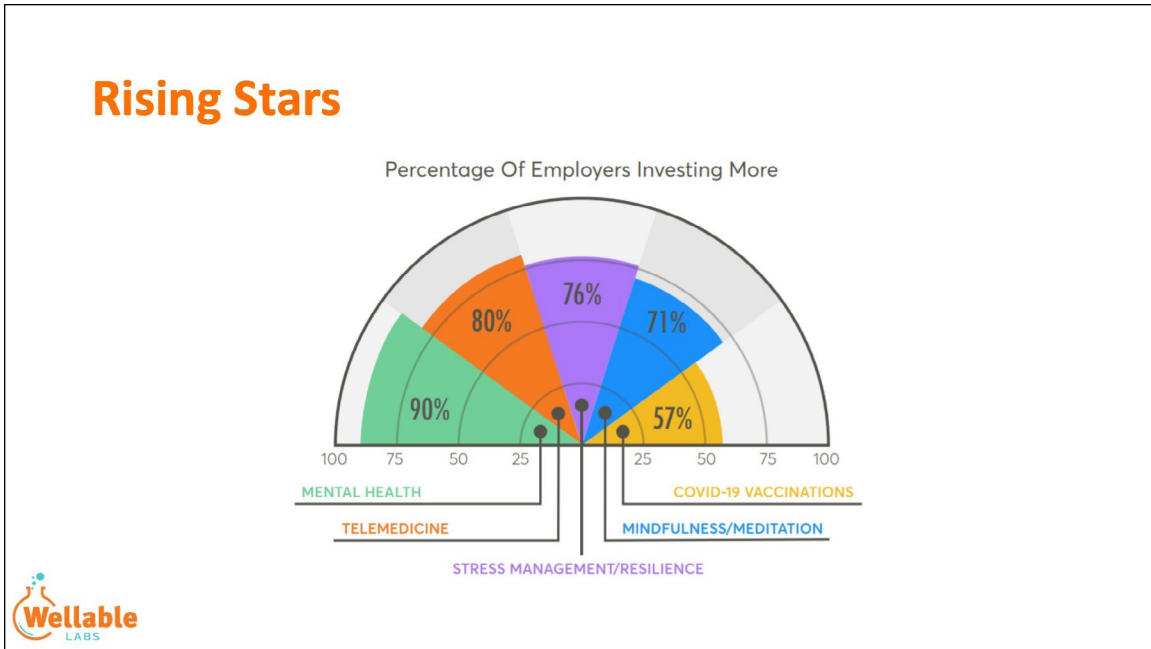
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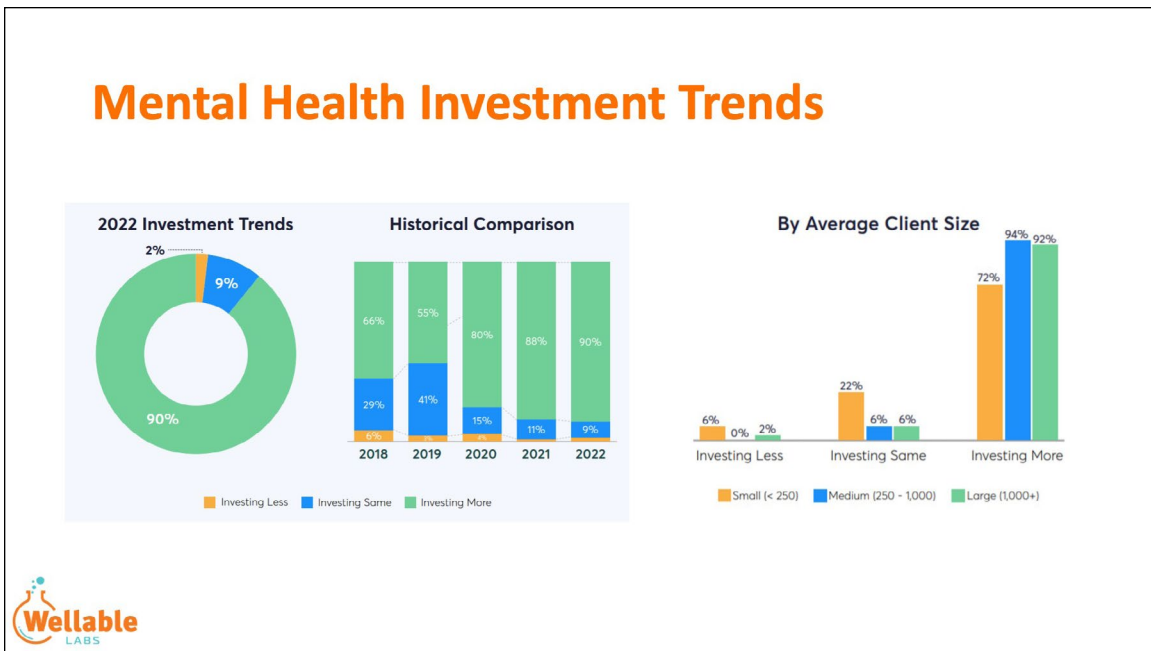
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Telemedicine Investment Trends



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Stress Management / Resilience Investment Trends



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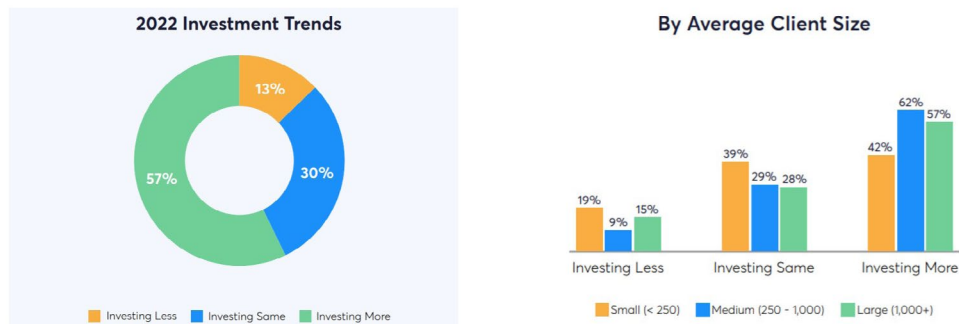
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Mindfulness / Meditation Investment Trends



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COVID-19 Vaccinations Investment Trends

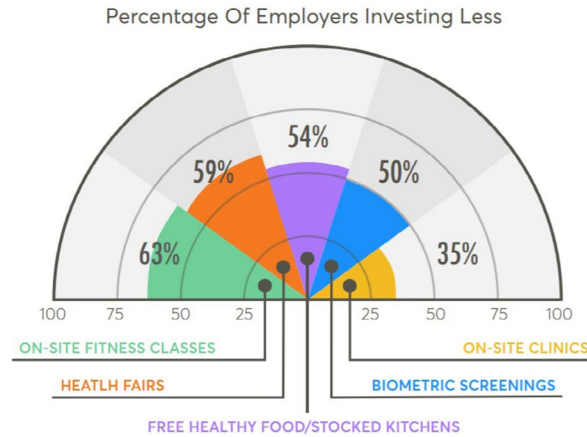


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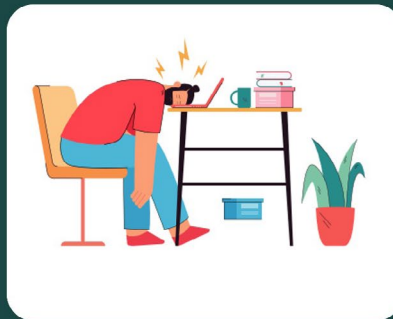
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Fall Giants



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Burnout & Benefits



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Burnout Definition

11th Revision of the International Classification of Diseases (ICD-11)

Burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions:

Feelings of energy depletion or exhaustion

Increased mental distance from one's job, or feelings of negativism or cynicism related to one's job

Reduced professional efficacy



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Burnout Stats

75% of workers have experienced burnout, with **40%** saying they've experienced burnout specifically during the pandemic. FlexJobs

67% of all workers believe burnout has **worsened** over the course of the pandemic. Indeed

36% of employees said their organization **isn't doing anything to help** with employee burnout. Eagle Hill Consulting



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Burnout Stats

63% of employees are more likely to **take a sick day** when they are burned-out and **2.6 times as likely to be actively seeking a different job.** Gallup

56% of employees went so far as to say that their **HR departments did not encourage conversations about burnout.** FlexJobs

23% of employees are more likely to **visit the emergency room** when they are burned-out. Gallup

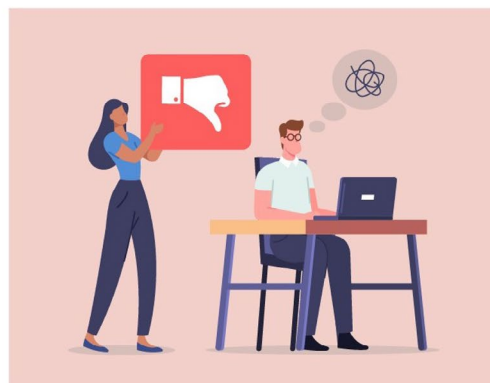
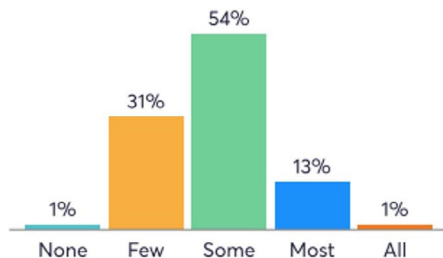
Workplace stress is estimated to cost the U.S. economy more than **\$500 billion dollars**, and each year, **550 million workdays are lost** due to stress on the job. (APA)



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Burnout Awareness

How many of your clients have a strong understanding of how well employees are managing chronic workplace stress?

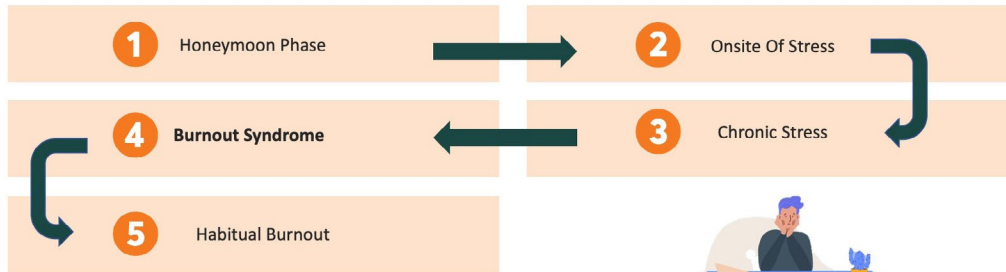


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Burnout: 5 Stages Of Burnout



Adopted from: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7604257/>

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Burnout: 12-Stage Model

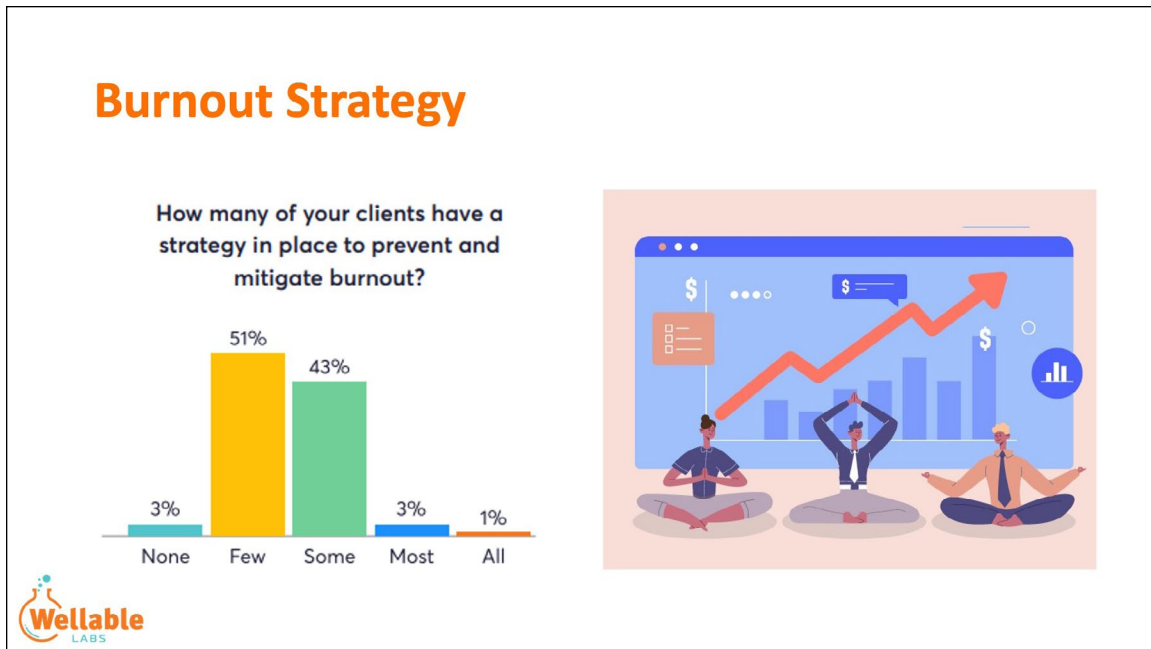


12-stage model for the development of burnout as described by Freudenberger

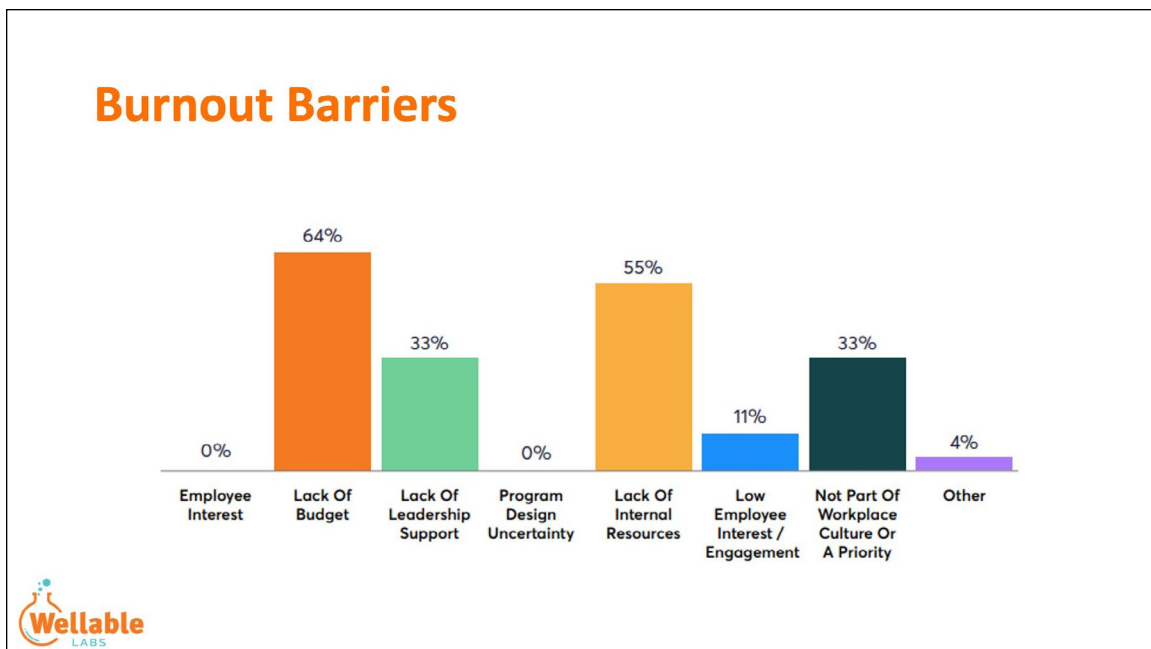
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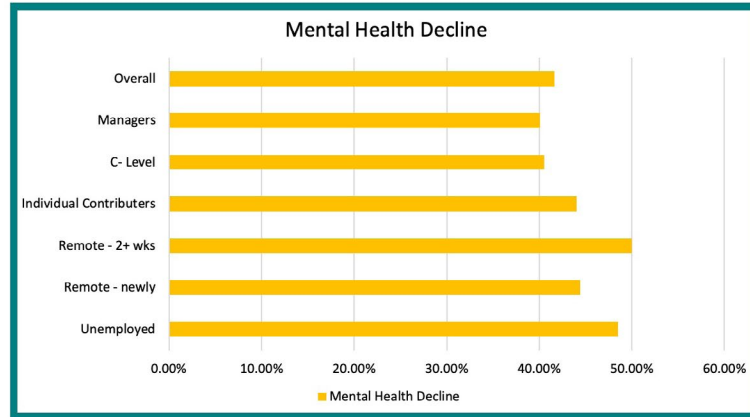


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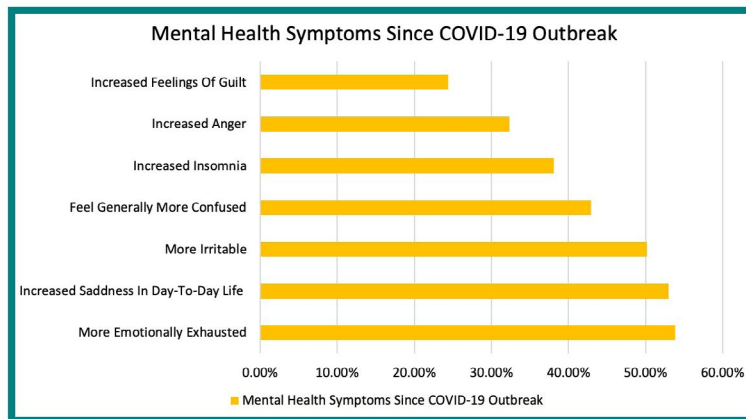
Mental Health Stats



National Council For Behavioral Health

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Mental Health Stats



Qualtrics XM 2020, The Other COVID Crisis: Mental Health

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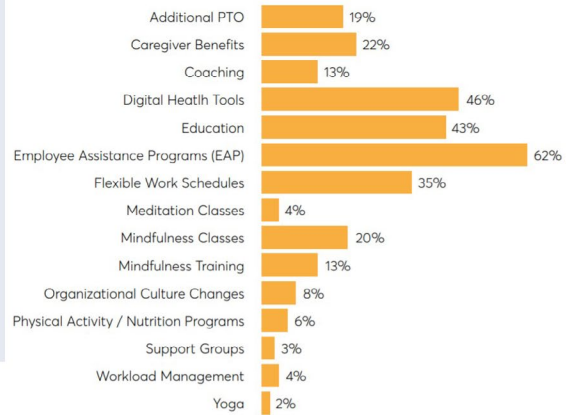
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Mental Health: Strategies

- 1 Employee Assistance Programs
- 2 Digital Health Tools
- 3 Education (Webinars, Content)
- 4 Flexible Work Schedules



What new offerings are your clients using to promote mental health in the workplace (choose top 3)?



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Financial Wellness Benefits



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Financial Wellness Strategies

What new offering are your clients using to promote financial wellness in the workplace (choose top 3)?



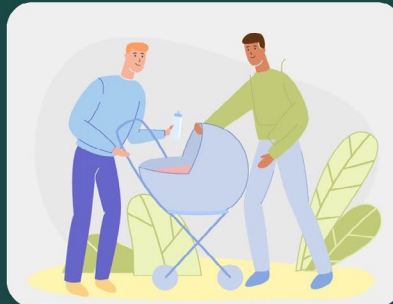
1 Education (Webinars & Content)

2 Digital Financial Tools

3 Retirement Planning



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Caregiver Benefits

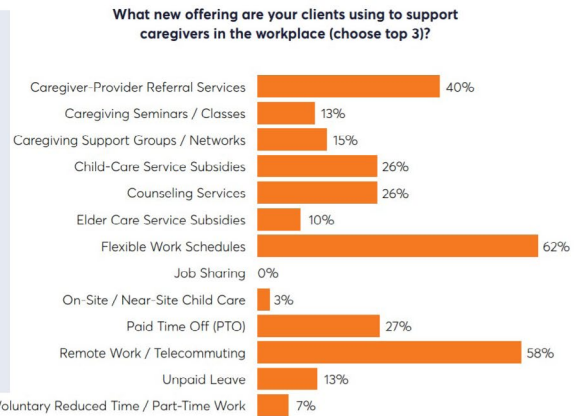
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Caregiver Strategies

- 1 Flexible Work Schedules
- 2 Remote Work / Telecommuting
- 3 Caregiver-Provider Referral Services
- 4 Paid Time Off (PTO)



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Decision Influencers



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Factors Impacting Benefits Decisions:

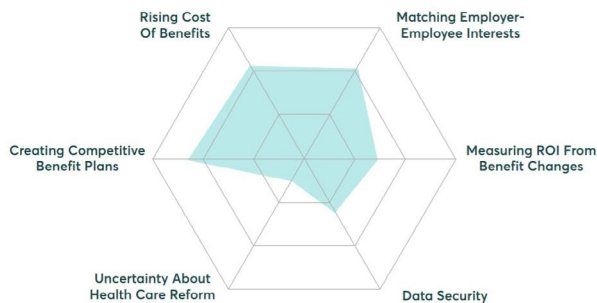
How much are your clients' decisions influenced by the factors listed below?

Respondents chose on a scale of 1 to 5



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Factors Impacting Benefits Decisions



77% of employers are significantly influenced by **creating competitive benefits plan**

72% of employers are significantly influenced by **the rising cost of benefits**

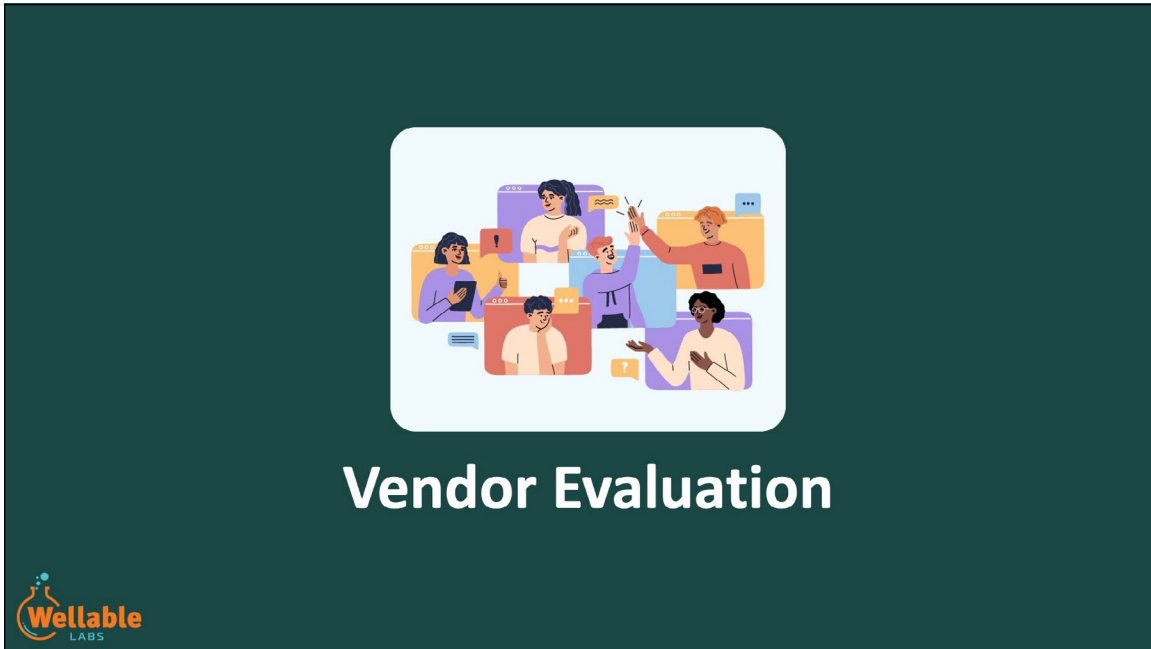
81% of **large employers** are somewhat or significantly influenced by **matching employer-employee interests**



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Criteria For Vendor Consideration

What are your top criteria when evaluating wellness vendors?
Respondents chose top 3

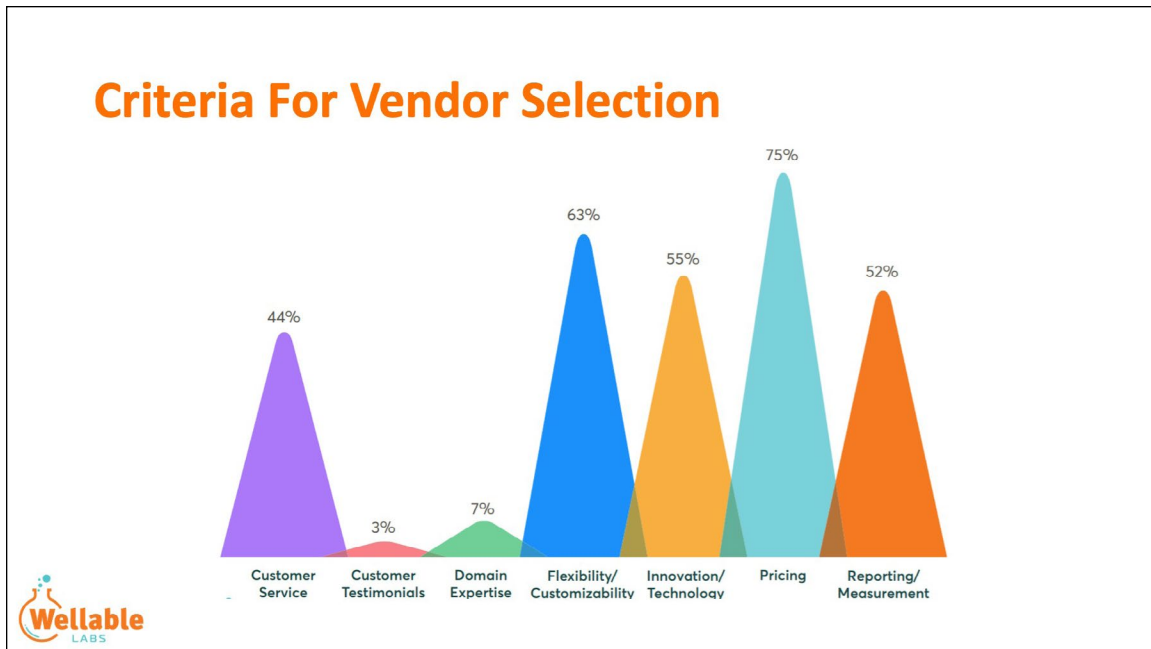
Customer Service	Customer Testimonials
Domain Expertise	Flexibility/Customizability
Innovation/Technology	Pricing
Reporting/Measurement	



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Key Takeaways

Wellable LABS

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What can you do with this report?

- 1** Download the full report by visiting www.wellablelabs.com
- 2** Find the data that aligns with the areas that your organization is focusing on in 2022.
- 3** Make note, of the specific demographic information that aligns and use this to make data driven decisions.
- 4** Pull together a short extract including stats and graphs to share with your key stake holders. This could include leadership, HR and benefits staff, wellness committee members, or vendor partners.
- 5** Use any remaining data to help leadership and management understand the changing needs of employees.



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Q&A




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Contact Information

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