The State of Employee Well-being 2023
Ensure holistic well-being of employees today and tomorrow

Organizations still need to improve well-being, and the right initiatives can help

Most HR pros believe their organization’s well-being programs are at least moderately effective but there’s much room for improvement.

45% agree or strongly agree that negative stress is prevalent in their organization.

Over half of organizations strive to increase the following types of well-being through specific initiatives:

- Mental/emotional well-being: 72%
- Work environment well-being: 64%
- Physical well-being: 63%
- Financial well-being: 54%

The vast majority of organizations say their employees have dealt with mental health issues, with stress being the most widely cited.

The top stressors for employees are:

- Overwhelming workload: 62%
- Difficulty balancing work and personal life: 58%
- Financial stress: 45%

The most widely cited mental-health-related issues employees have coped with over the last year are:

- Stress: 93%
- Anxiety: 80%
- Depression: 59%
- Uncertainty: 62%
- Loss of control: 59%

The most common work-related well-being challenges organizations currently face are:

- Dealing with employee stress in the workplace: 73%
- Inflation and economic uncertainties: 58%
- Managing the dynamics of a hybrid workforce: 40%

Employee well-being initiatives are key to increasing organizational wellness.

Respondents say employee well-being initiatives can lead to improved:

- Employee engagement
- Employee experience
- Employee retention
- Employee performance
The most common initiatives to support mental health are:
- 79% providing Employee Assistance Program (EAP) services
- 57% offering flexible work arrangements

The most common initiatives to support physical well-being are:
- 85% healthcare benefits
- 58% telemedicine/virtual healthcare

The most common initiatives to support financial well-being are:
- financial education
- retail discounts

Over the last two years, organizations have offered the following initiatives to secure employee well-being:
- 60% Allowed more employees to work remotely at times
- 59% Provided more information sources to help employees cope with stressors
- 56% Ensured employees had the resources and support to do their jobs

Compared to less successful organizations**, organizations that are more successful* in implementing well-being programs are more likely to:
- have provided more informational sources to help employees cope with stressors in the last 2 years
- say employees’ mental health is the top priority for HR
- agree or strongly agree that their organization is excellent in helping employees address stress issues
- benefit from a number of well-being-related outcomes such as increased employee retention and engagement

Consider these strategies
- Redesign work to reduce negative employee stress
- Train managers to support employee well-being
- Encourage employee participation in well-being programs
- Reduce stigma around seeking well-being support

The Future of Employee Well-being survey ran from February 2023 to March 2023. We gathered 304 complete and partial responses from HR professionals in virtually every industry vertical. Respondents are located all over the world, but most of them reside in North America, especially the United States.

*Well-being leaders: These represent respondents who answered the question, “Overall, to what degree are the programs that promote employee well-being effective in your organization?” Note: effective refers to improvements in employee well-being levels” as “High degree” or “Very high degree.”

**Well-being laggards: Those who answered the same question as “Low degree” or “Very low degree.”

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