

# The State of Employee Well-being 2023

Ensure holistic well-being of employees today and tomorrow



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## 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**



Just **23%** say the programs that promote employee well-being are effective to a **high or very high degree**



However, a further **61%** say their programs are effective to a **moderate degree**



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

**72%** mental/emotional well-being

**64%** work environment well-being

**63%** physical well-being

**54%** financial well-being

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

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

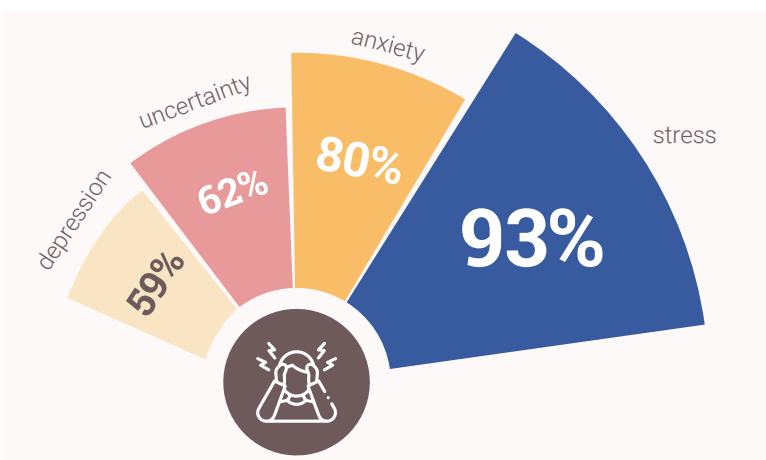
The top stressors for employees are:

**62%** overwhelming workload

**58%** difficulty balancing work and personal life

**45%** financial stress

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



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



dealing with **employee stress** in the workplace



**inflation and economic** uncertainties



managing the **dynamics** of a hybrid workforce

## 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**



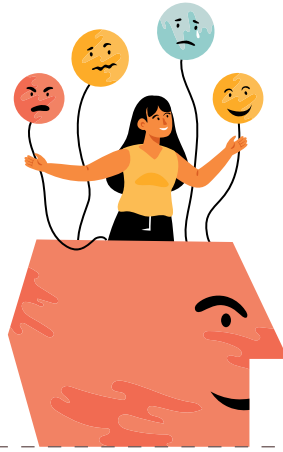
employee **performance**

# So, how can organizations help employees **improve** their well-being?

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

## About the Survey



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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