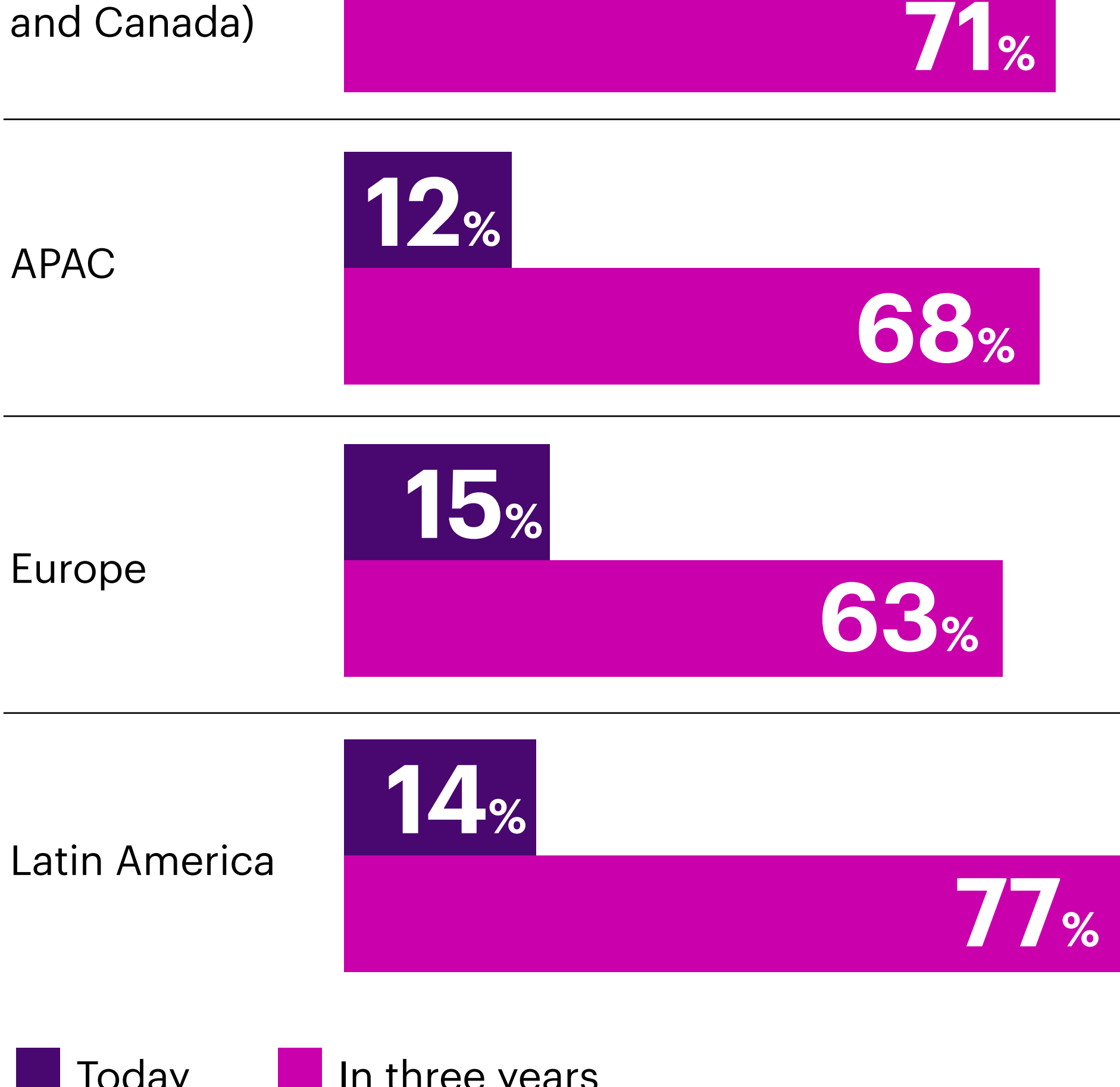


Wellbeing is a global priority



Percentage of organizations with unique wellbeing strategies:



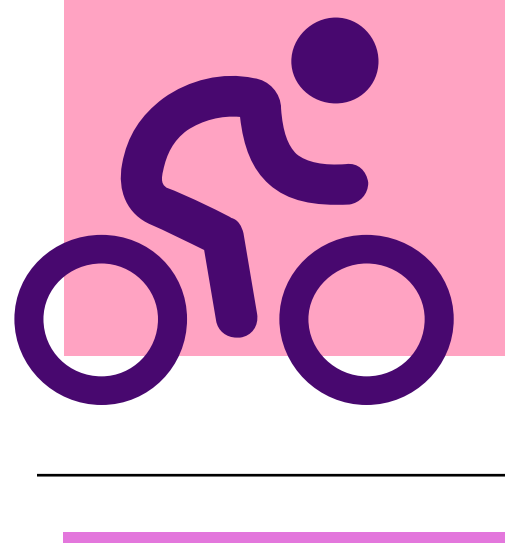
■ Today
 ■ In three years

Survey findings

Top areas of focus for employers today



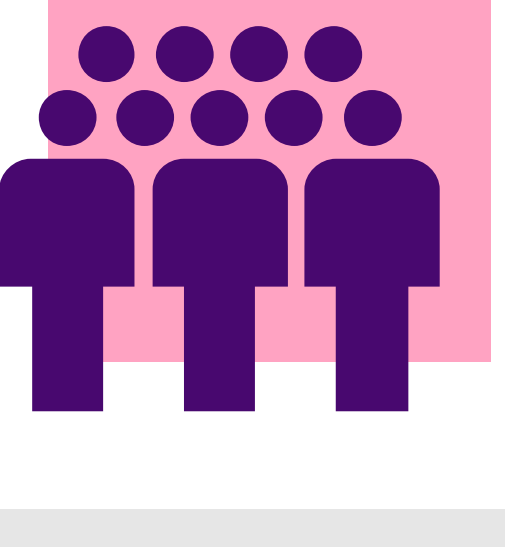
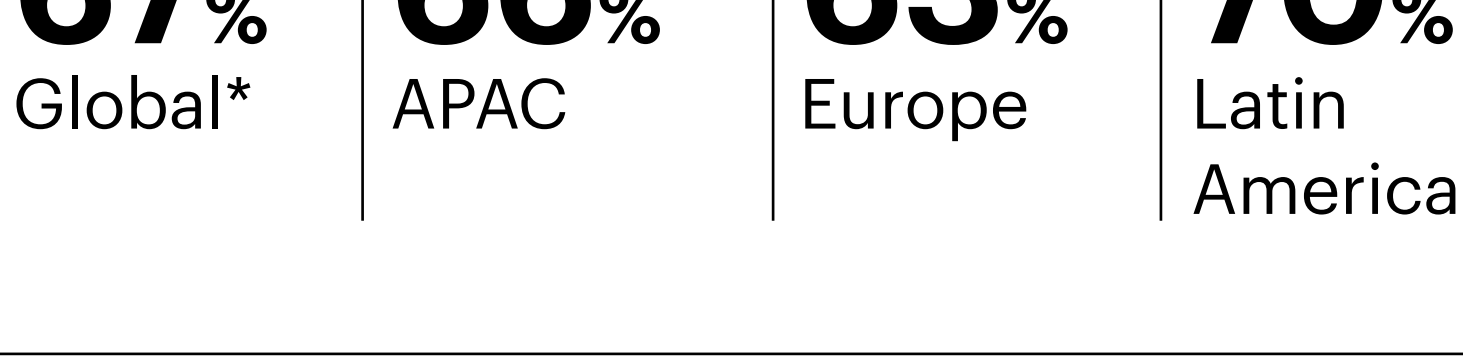
Emotional



Physical



Financial

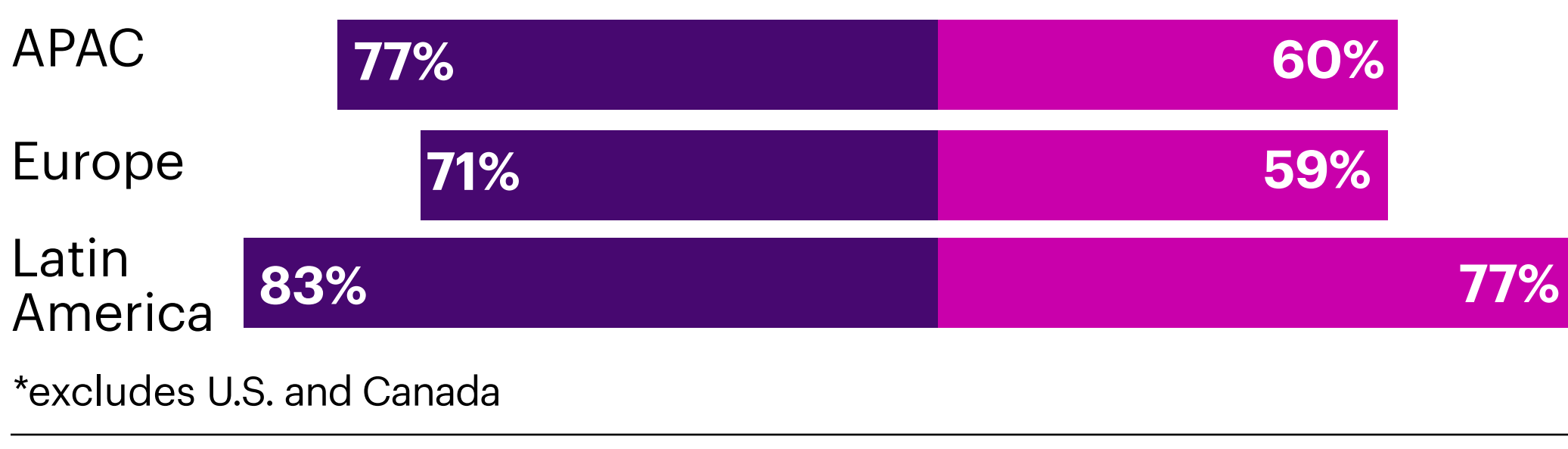


Social



*excludes U.S. and Canada

Top emotional wellbeing concerns



*excludes U.S. and Canada

48% of employers are promoting or implementing virtual care solutions for mental health conditions.

Top emerging strategies include measuring the stress of the workforce and the leading causes (**44%**) and implementing or redesigning employee assistance programs (**40%**). Strategies vary by region.

Top physical wellbeing concerns

Lack of exercise



Global (excludes U.S. and Canada):

58%

APAC:

57%

Europe:

47%

Latin America:

66%

Chronic conditions

Global (excludes U.S. and Canada):

48%

APAC:

53%



Poor nutrition/access to healthful foods

Europe:

39%

Latin America:

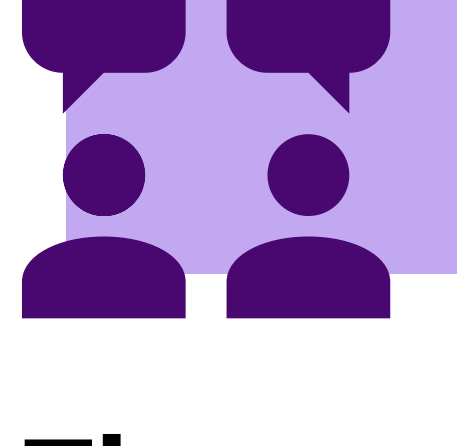
54%



62% of employers are offering health risk screenings or assessments and 59% are offering recommended vaccinations.

Top emerging strategies include sponsoring programs that target specific cases or chronic conditions (**34%**) and offering lifestyle risk management programs (**33%**). Strategies vary by region.

Begin by

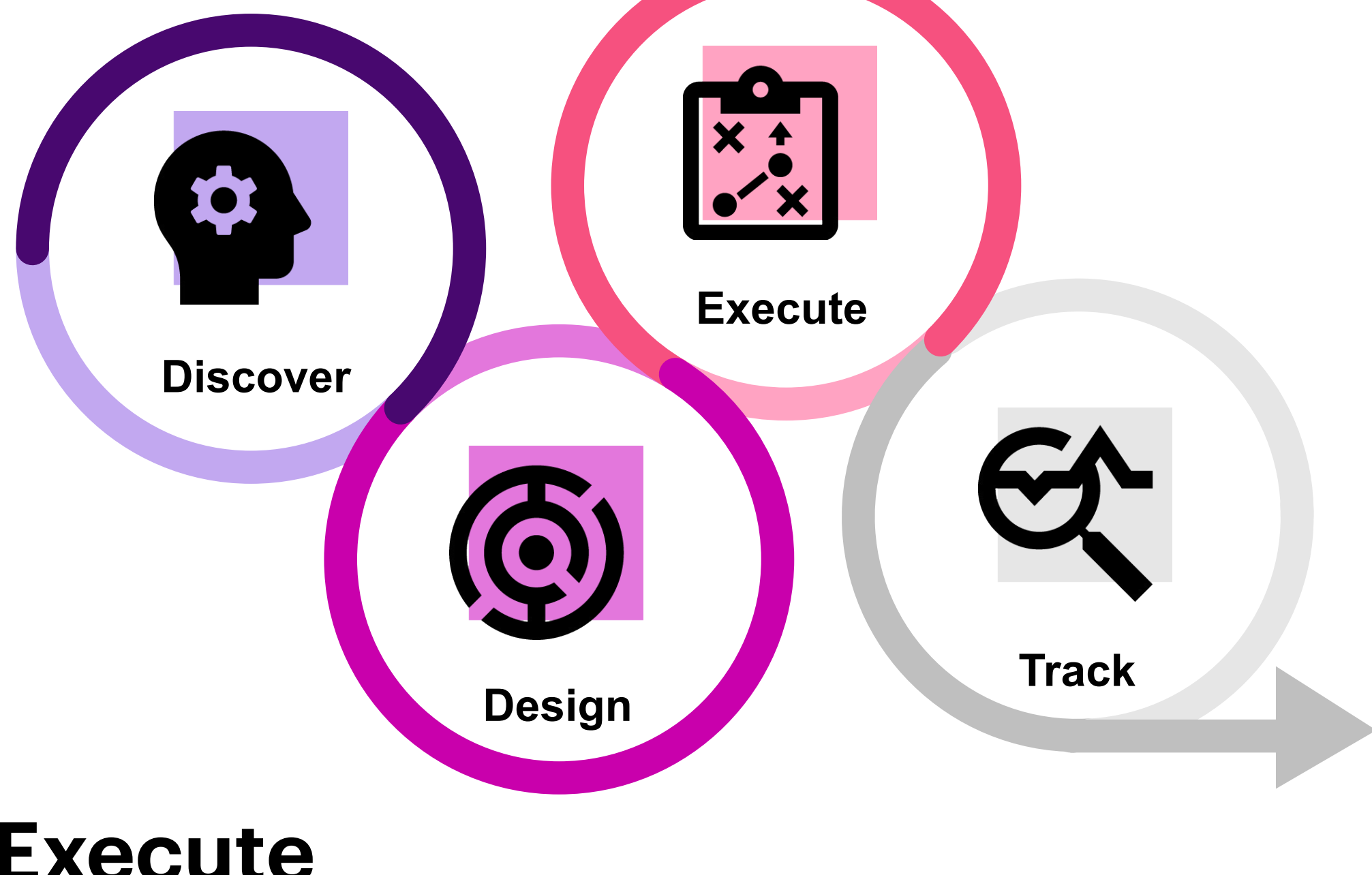


Listening: Understand your employees' needs and preferences.

Employing analytics: Assess availability and effectiveness of employee programs.

Then

- **Discover** the gaps and opportunities and plan to address them
- **Design your strategy** to include all aspects of wellbeing
 - Physical, emotional, social and financial
 - Cost and management of wellbeing programs



Execute

- Embed wellbeing into the employee experience
- Ensure efficient and effective administration

Track

- Continuous listening and tracking value metrics to keep your strategy fresh and meeting employee needs

For help in developing a wellbeing strategy or refreshing your current approach, contact WTW.