

# At-A-Glance Shifting from Wellness to Well-Being

## Evolution of wellness



Employee **wellness** focused primarily on physical health.

Employee **well-being** provides a holistic approach to employee health.

## Dimensions of well-being.

<b>Social Connectedness</b>	<ul style="list-style-type: none"> <li>• Make well-being activities and challenges group-based.</li> <li>• Create opportunities for employees to work collaboratively.</li> <li>• Organize activities such as picnics, happy hours or volunteer opportunities.</li> </ul>
<b>Job Satisfaction</b>	<ul style="list-style-type: none"> <li>• Feedback about performance.</li> <li>• Positive supervisor behavior.</li> <li>• Work environment.</li> <li>• Fully understanding one's position and responsibilities.</li> </ul>
<b>Financial Security</b>	<ul style="list-style-type: none"> <li>• Debt counseling.</li> <li>• Financial planning.</li> </ul>
<b>Emotional Health</b>	<ul style="list-style-type: none"> <li>• Offer education and mental health benefits and an Employee Assistance Program.</li> <li>• Stress management classes. Provide mindfulness training.</li> </ul>
<b>Physical Health</b>	<ul style="list-style-type: none"> <li>• Promote physical activity and healthier eating.</li> <li>• Help employees improve their sleep habits.</li> </ul>

## Well-being's workforce impact.

Employees with high well-being tend to be healthier, more productive and higher performers. They may also have lower health care costs and are more likely to stay with their employer longer (have more work satisfaction and work-life balance).<sup>1</sup>



By providing programs and resources that complement the various dimensions of well-being, you can help create an environment for employees to find their own path to wellness.

<sup>1</sup> Employee Wellbeing for Better Business Results – Connecting Wellbeing to Business Performance: An Integrated Approach by the Integrated Benefits Institute, November 2016.