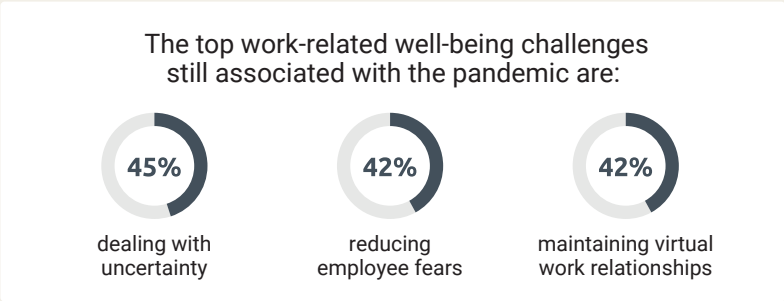


The State of Employee Well-being 2022-2023

Improve employee well-being through effective initiatives



The vast majority say their organizations are still dealing with well-being challenges related to the pandemic



The importance of mental wellness has become increasingly prevalent



Most organizations have specific initiatives to enhance all types of well-being

Respondents say their organization strives to enhance a wide variety of areas of well-being through specific initiatives





Organizations are most likely to have the following in place to promote physical well-being:



healthcare benefits



telemedicine/virtual healthcare

Employee well-being initiatives are key to employee engagement

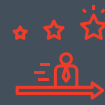
Respondents say employee well-being initiatives can lead to:



improved employee experience



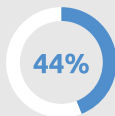
improved employee performance



increased attraction for new or potential employees

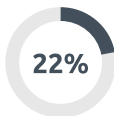
How effective are well-being programs?

Most HR pros believe their organizations well-being programs are at least reasonably effective but there's still room for improvement



say the programs that promote employee well-being are effective to a moderate degree

Just



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



Compared to less successful organizations**, organizations that are more successful* in implementing well-being programs are more likely to:



successfully maintain employees' well-being



be more confident that employees who work from home operate in a safe work environment that meets the standards of occupational safety and health laws



offer financial education initiatives to employees



successfully address employee stress issues

Consider these strategies

- ♥ **Focus** on mental health and well-being of employees
- ♥ **Ensure** employees are aware of the well-being benefits available to them
- ♥ **Measure** well-being initiative outcomes
- ♥ **Develop** strong communication channels
- ♥ **Plan** for the future



About the Survey



The survey, called "The State of Learner Experience, Engagement and Solutions, 2022" ran in the first quarter of 2022. There were responses from 246 participants with 185 responding to every question. The participants represent a broad cross-section of employers by industry and number of employees, ranging from small businesses with under 50 employees to enterprises with 20,000 or more employees.

***Well-being leaders:** These represent respondents who indicate that their organization's programs that promote employee well-being are effective to a high or very high degree.

****Well-being laggards:** These represent respondents who indicate that their organization's programs that promote employee well-being are effective to a low or very low degree.



State of the Industry Research

Read the full research report
The State of Employee Well-being 2022-2023

[Read Full Report](#)