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

- 92% of HR pros say their organization encounters at least one challenge still associated with the pandemic, and most cite more than one.
- The top work-related well-being challenges still associated with the pandemic are:
  - Dealing with uncertainty: 45%
  - Reducing employee fears: 42%
  - Maintaining virtual work relationships: 42%

To better secure employee well-being, organizations most commonly:
- Instituted a mask policy: 74%
- Allowed more employees to work remotely: 72%

The importance of mental wellness has become increasingly prevalent

- 61% of HR professionals agree that negative stress is prevalent in their organization.
- 78% of responding organizations have well-being initiatives that focus on mental/emotional well-being.

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

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.

- 34% of HR pros say that financial stress is one of the most common employee stressors.
  - To relieve this stress organizations are offering:
    - Financial education
    - Easy access to savings planning
    - Retail discounts

The top ways organizations handle employee mental health are through:
- Providing Employee Assistance Program (EAP) services: 73%
- Offering flexible work arrangements: 57%
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.

- 44% say the programs that promote employee well-being are effective to a moderate degree.
- 22% 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

*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.