

RESOURCE CENTER FOR HEALTH & WELL-BEING

Why do employers struggle to sustain a culture of health in the workplace?

A culture of health in the workplace encourages employees to perform at their best professionally and enables healthy choices throughout the workday. While the majority of large employers say this culture is important, not nearly as many are realizing it. The Optum® “7th Annual Wellness in the Workplace Study” focuses on this culture of health chasm and strategies for bridging the void.

**ABOUT THE SURVEY**

- The online survey of **554** employers was conducted in December 2015.
- Of the firms surveyed,
 - 38%** had 10,000 or more employees
 - 22%** had 3,000 to 9,999 employees
 - 20%** had 100 to 2,999 employees
 - 20%** had two to 99 employees

A WAY FORWARD

The research revealed several key insights into why employers struggle to achieve a sustained culture of health.

Key insights:

1 Diverging perceptions



Human Resource professionals and business leaders could be better aligned in their quest for a culture of health and employee well-being.



CALL TO ACTION: Business leaders are focused on performance metrics. Establish a connection between employee well-being and job performance to gain buy-in. Work towards a common definition of organizational well-being — create a quarterly well-being dashboard that is shared across the organization.

2 Navigating the unknown



Employees continue to struggle with navigating the health care system — health advocacy services can help, but they are underleveraged.

Just **20%** of employers strongly agree with this statement: “My employees know how to navigate the health care system.”



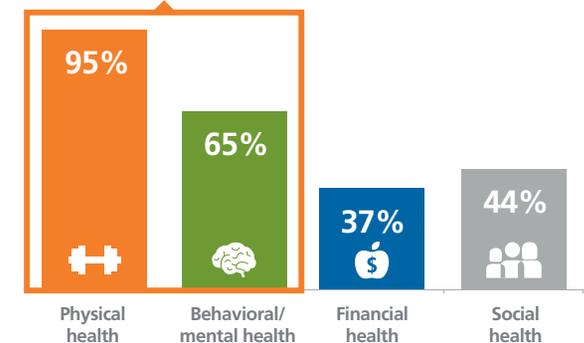
CALL TO ACTION: Expand your advocacy portfolio and leverage a single point of contact to drive engagement in your total population health management program.

3 Focusing on physical



Employers strive for total well-being, but investment in physical health is still king.

Physical health programs are nearly universal, followed by behavioral/mental health.



CALL TO ACTION: We need to introduce new behavioral, social and financial health solutions in the workplace while reimagining physical health interventions so they reflect a broader definition of well-being and leverage the power of social connections.

Key insights (cont.):

4 **Overlooking the environment**



The on-site health environment is an often overlooked influencer of behavior change.



Only **40%** of companies have recently made changes to the physical work environment to help employees make healthy decisions at work.

Additionally, only **8%** of health and wellness budgets are allocated to the environment (on average).

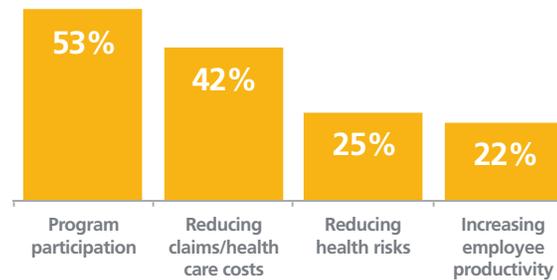
CALL TO ACTION: An environment that makes healthy choices the path of least resistance optimizes outcomes from biometric screenings, wellness coaching and condition management programs. Create a partnership between HR and real estate services teams to foster mutual support for the built environment.

5 **Valuing the investment**



Vendors need to do a better job helping employers quantify their value of investment.

Percentage of employers who quantitatively track the following metrics:



CALL TO ACTION: Vendors need to help employers connect the dots between health and wellness program outcomes and a broader, quantitative set of metrics that demonstrate overall value of investment.

THE BOTTOM LINE

To create a culture of health, we must bridge the chasm that currently exists. The research reveals several key insights that — if addressed — will help create workplace environments where employee health is fully encouraged and supported. Optum is eager to help employers realize a culture of health at work.



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