

Employee Benefit Research Institute

Key Learnings for Employers from the Gallup Healthways Well-Being Index

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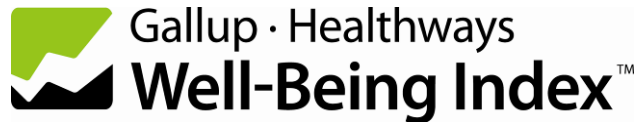
The Current Landscape



- Worksite wellness has been in existence for about 40 years
- There is evidence that wellness programs can generate an ROI
- However, penetration and sustained engagement have been lacking
- Result:
 - 67% of American adults overweight or obese
 - 60% do not exercise
 - 83% report high to moderate levels of stress
 - 21% still smoke
 - 56% have at least one chronic illness

Insanity: doing the same thing over and over again and expecting different results - Albert Einstein

Measuring Well-Being



- **25-year commitment, initiated January 2, 2008**
- **1,000 completed surveys per day, 7 days/week**
- **1,000,000 completed surveys as of October 25, 2010**
 - **For results based on this sample of respondents, the maximum 95% margin of sampling error is ± 0.3 percentage points**
- **Science-based design, support and oversight:**
 - **Behavioral economists**
 - **Psychologists**
 - **Experts in psychometric statistical analysis**

Six Domains:

1. **Life Evaluation**
2. **Emotional Health**
3. **Physical Health**
4. **Healthy Behavior**
5. **Work Environment**
6. **Basic Access**

Life Evaluation Predicts Cost

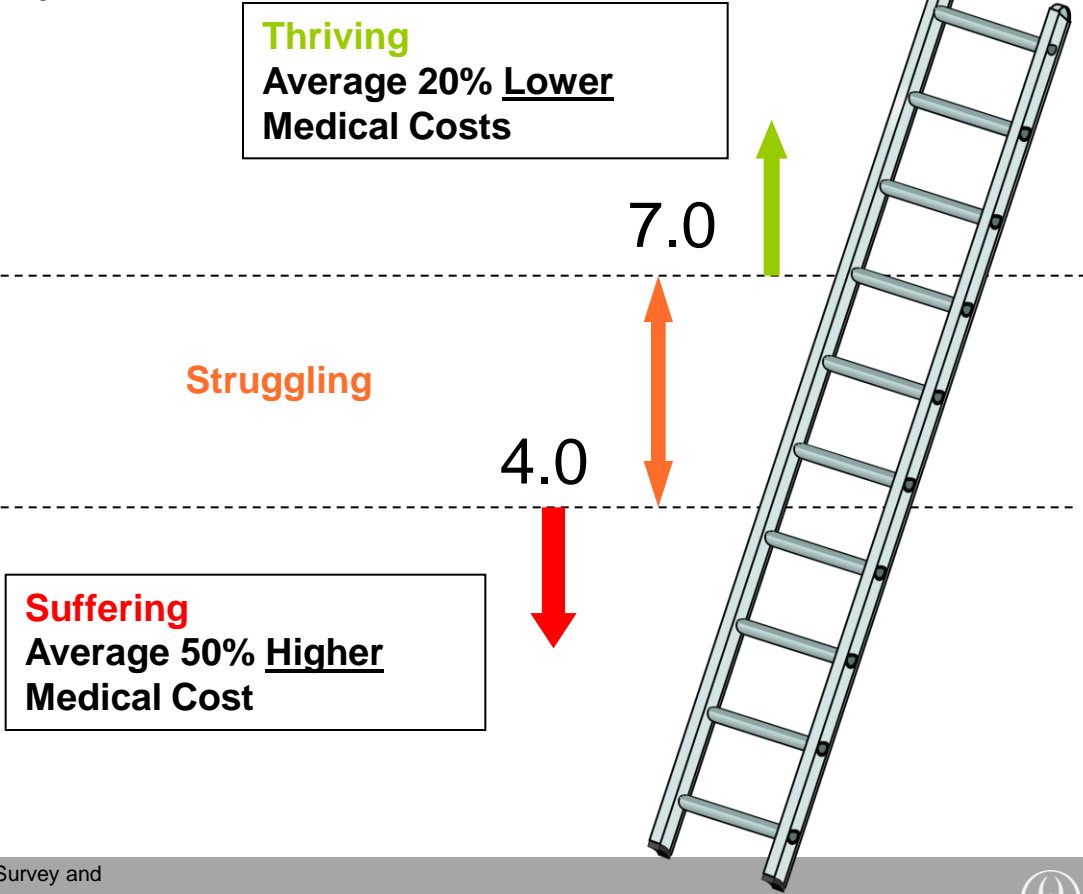


Six well-being domains

- 1. Life Evaluation
- 2. Work Quality
- 3. Basic Access
- 4. Healthy Behavior
- 5. Physical Health
- 6. Emotional Health

“Please imagine a ladder with steps numbered from zero at the bottom to ten at the top. The top of the ladder represents the best possible life for you and the bottom of the ladder represents the worst possible life for you.

On which step of the ladder would you say you personally feel you stand at this time?”

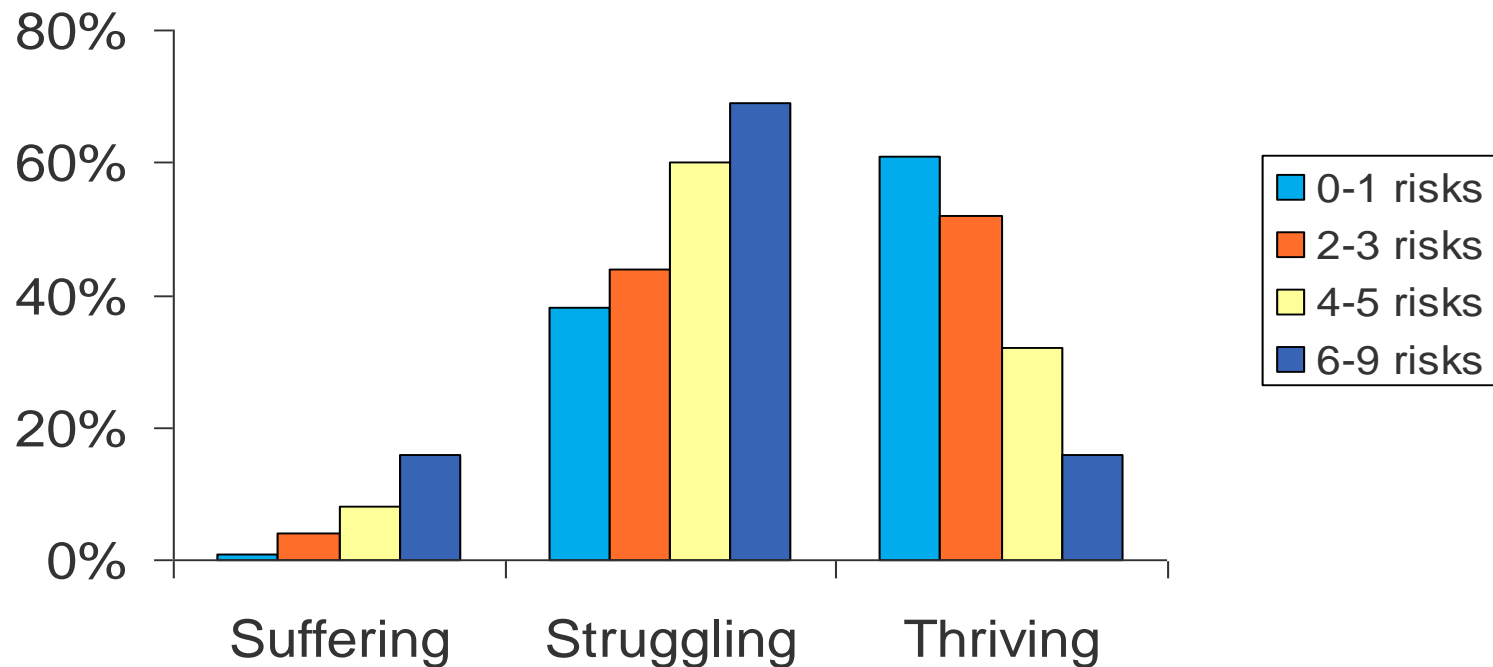


Source: Gallup-Healthways Well-Being Index Community Survey and Wellmark Corporate Survey 2008

There is a Relationship Between Health Risk Factors, LE, and \$



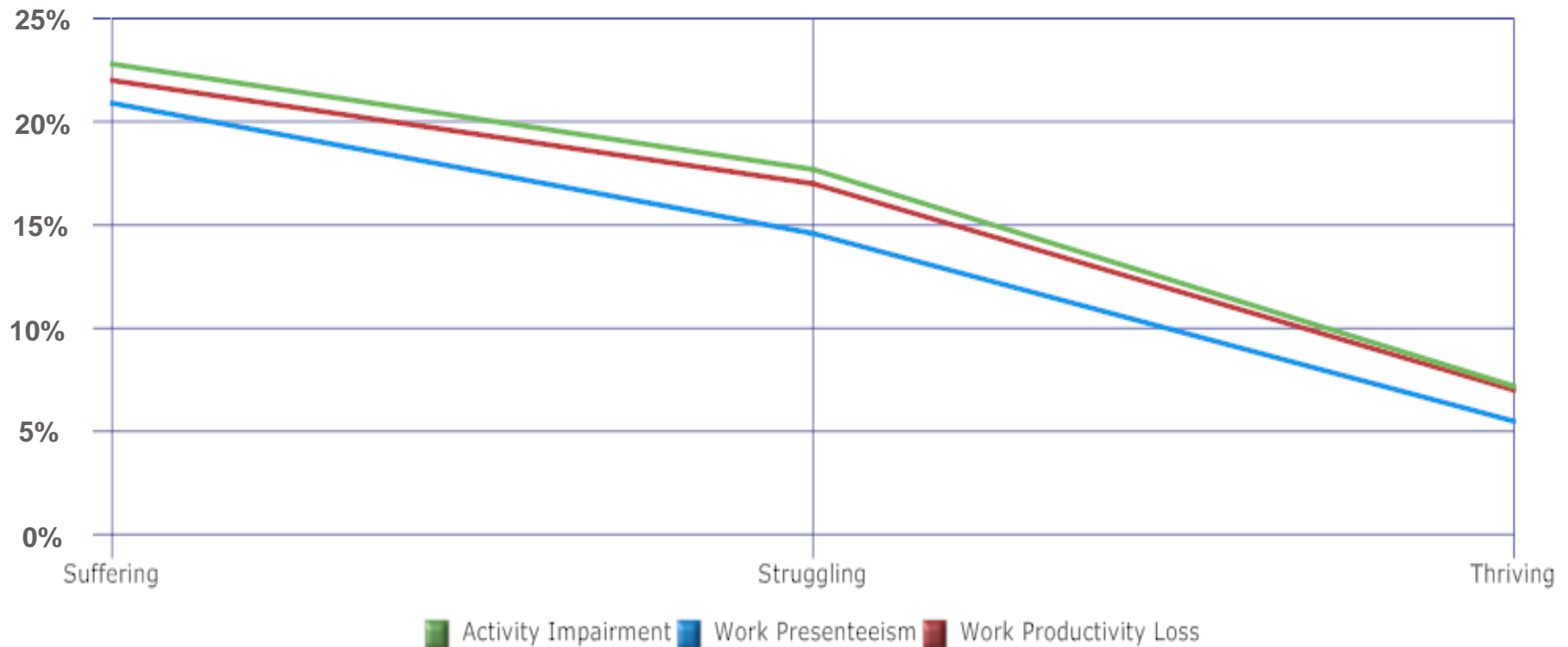
Risk Category by Life Evaluation



There is a Relationship Between LE and Work Impact



Activity Impairment, Work Presenteeism and Work Productivity Loss by Life Evaluation



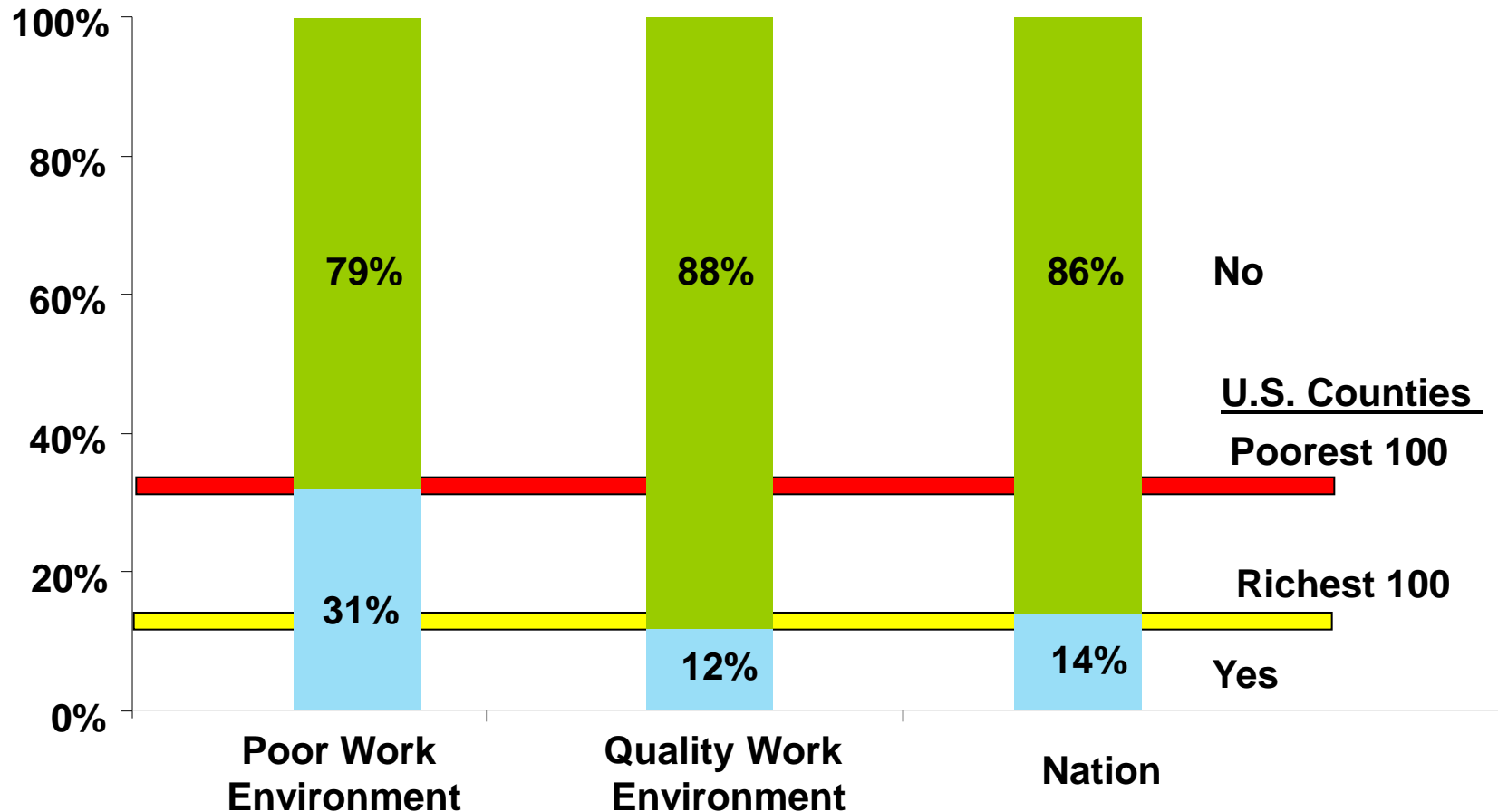
■ Activity Impairment ■ Work Presenteeism ■ Work Productivity Loss

Work Environment and Culture are Huge:



Anger in the Workplace: Wellness Inhibitor?

“Did you experience the following feelings during A LOT OF THE DAY yesterday: Anger?”



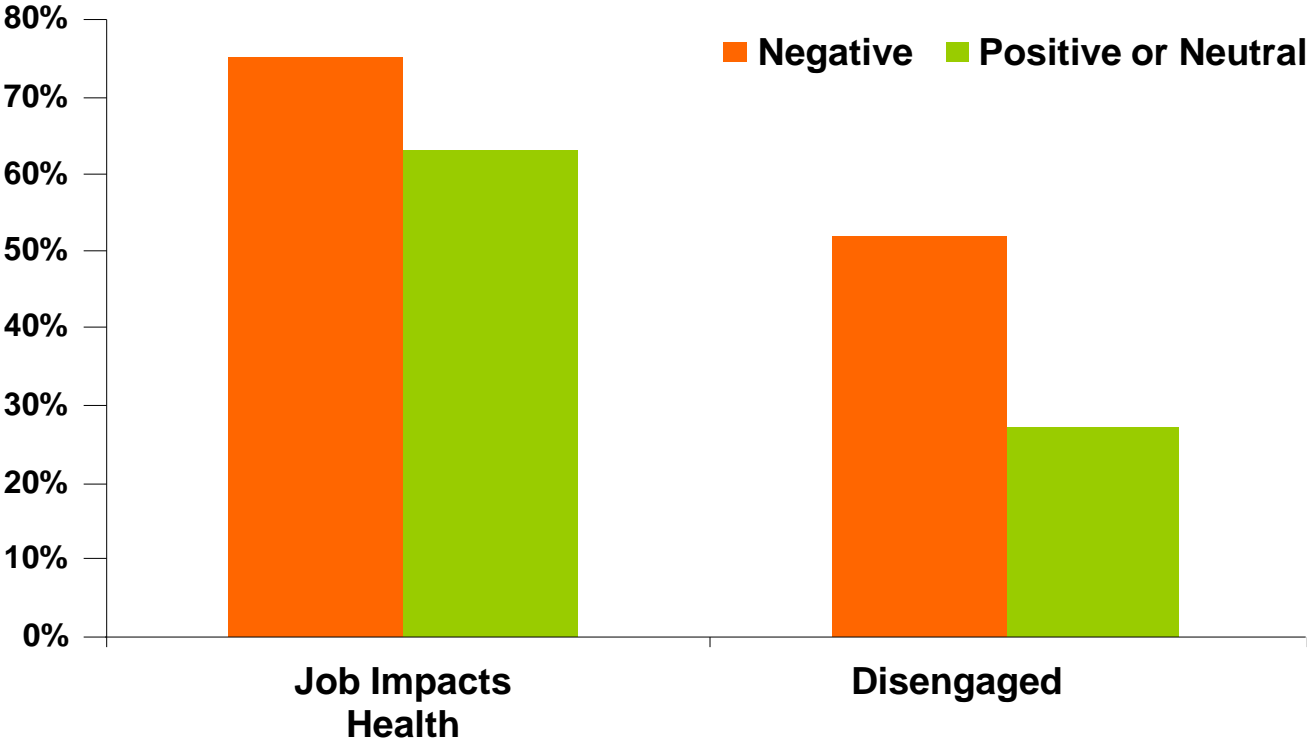
Source: Gallup World Poll, Gallup-Healthways Well-Being Index Community Survey 2008

Work Environment Affects Health and Engagement of a Workforce



Impact of Negative Work Environment

More Disengaged Employees / Higher Productivity Losses

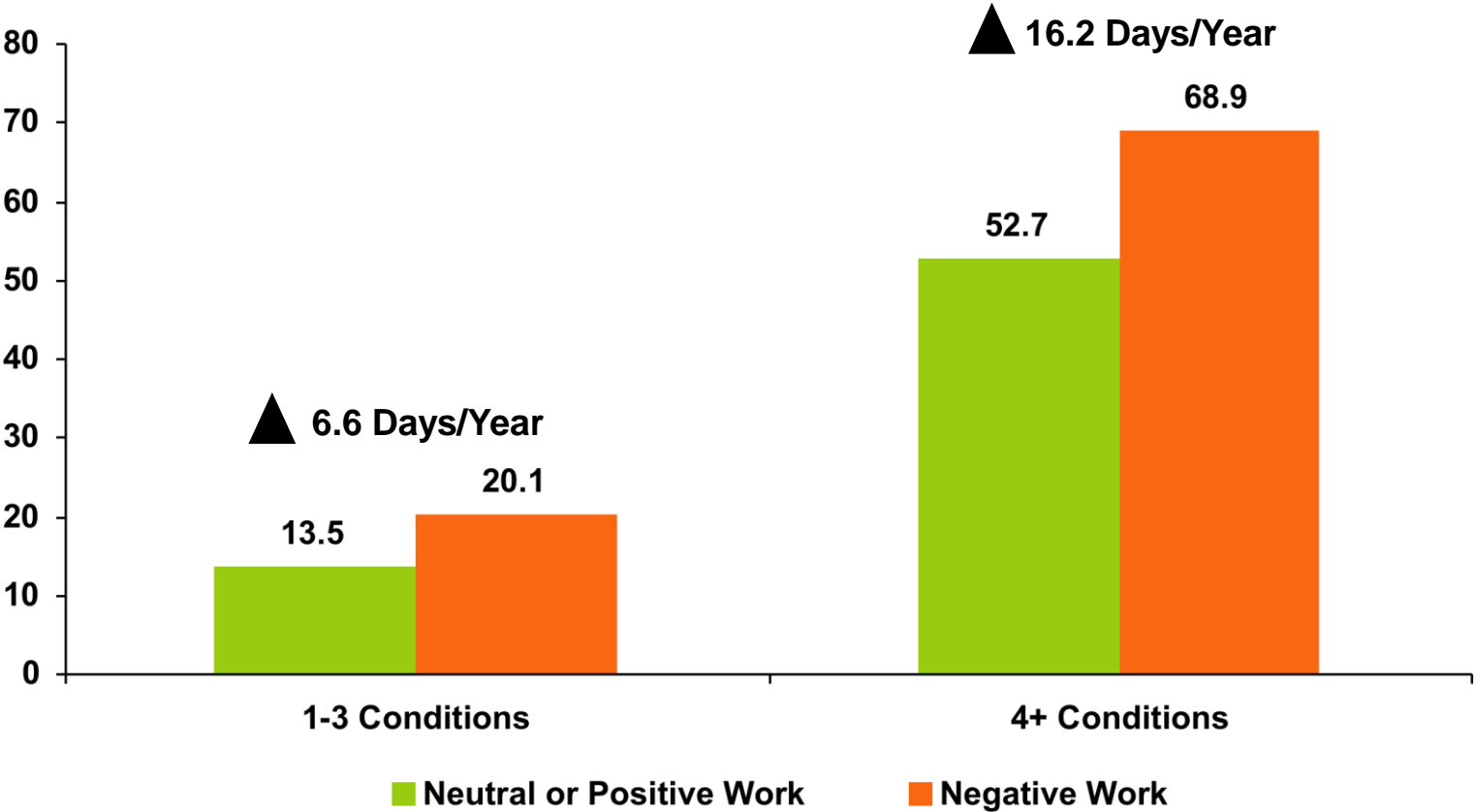


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Work Environment Impact on Employees With Chronic Conditions



Days Unable to Carry Out Usual Activities Per Year

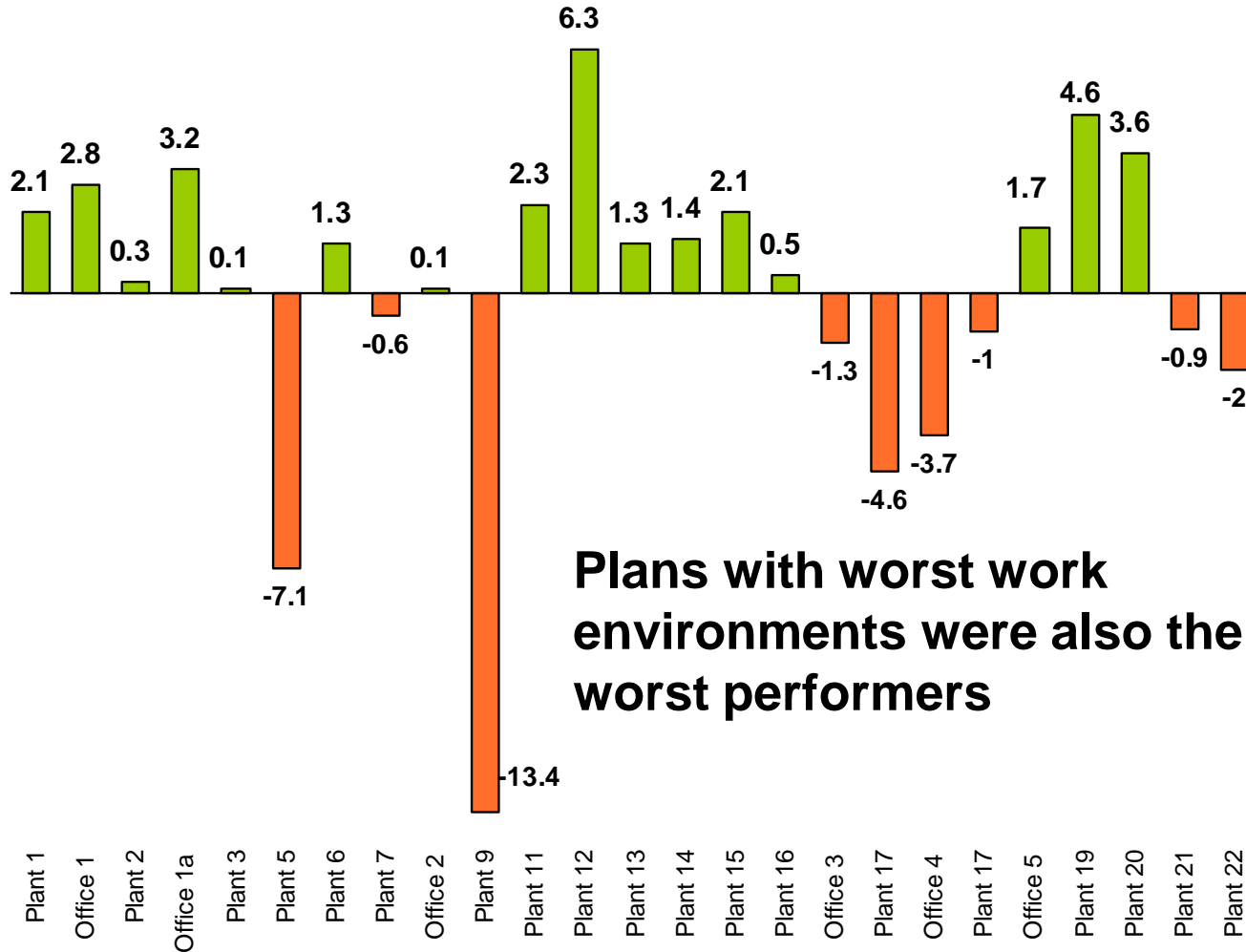


There is Intra-Employer Disparity: Work Environment



Variance from National Score (points) for Congressional Districts of Top 25 Company Locations (ordered by # team members)

Work Environment Score (2008) = 51.4



Plans with worst work environments were also the worst performers

Work Environment: Examples

Job satisfaction and engagement

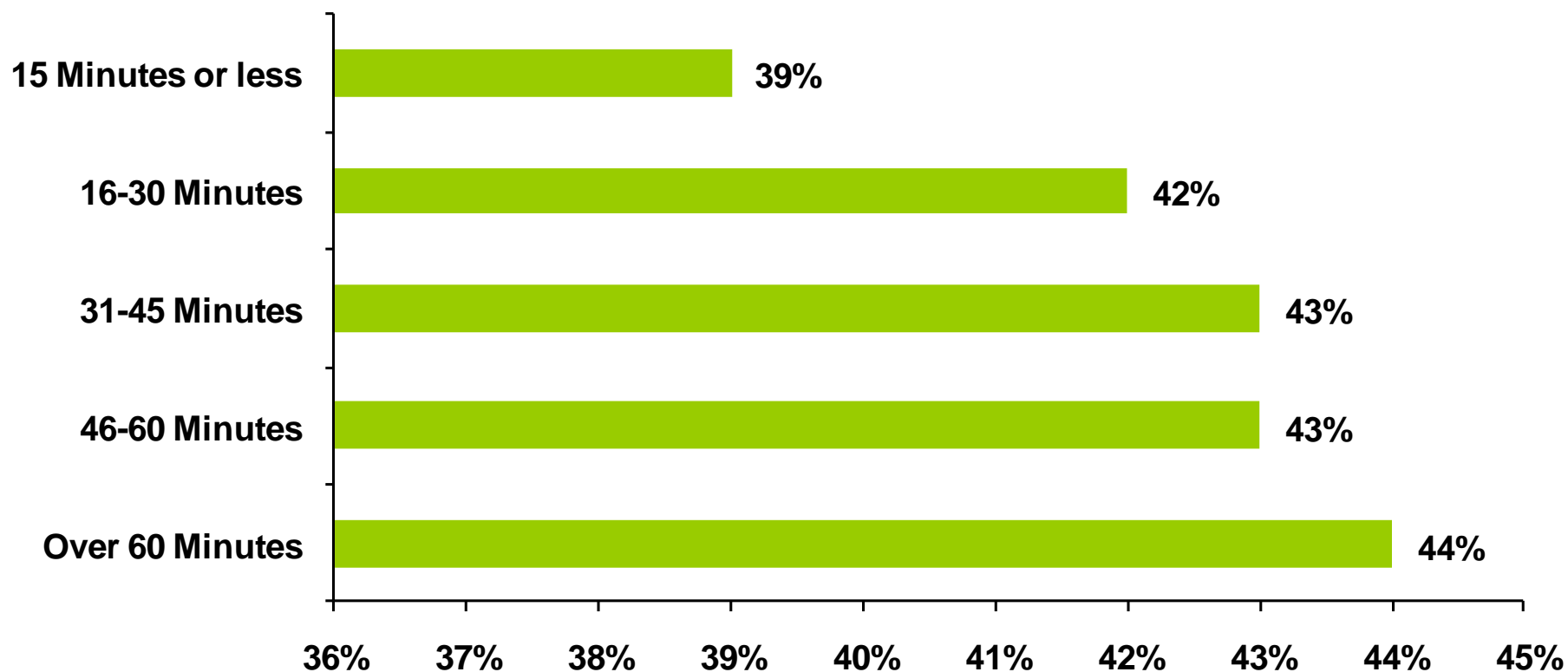
- Satisfaction with community
- Are you satisfied or dissatisfied with your job or the work you do?
- At work, do you get to use your strengths to do what you do best every day?
- Does your supervisor at work treat you more like he or she is your boss or your partner?
- Does your supervisor always create an environment that is trusting and open?

Social Factors and Wellness

Commute Time and Well-Being



% Reporting Stress



Emotional Factors and Wellness



The Impact of Care-Giving

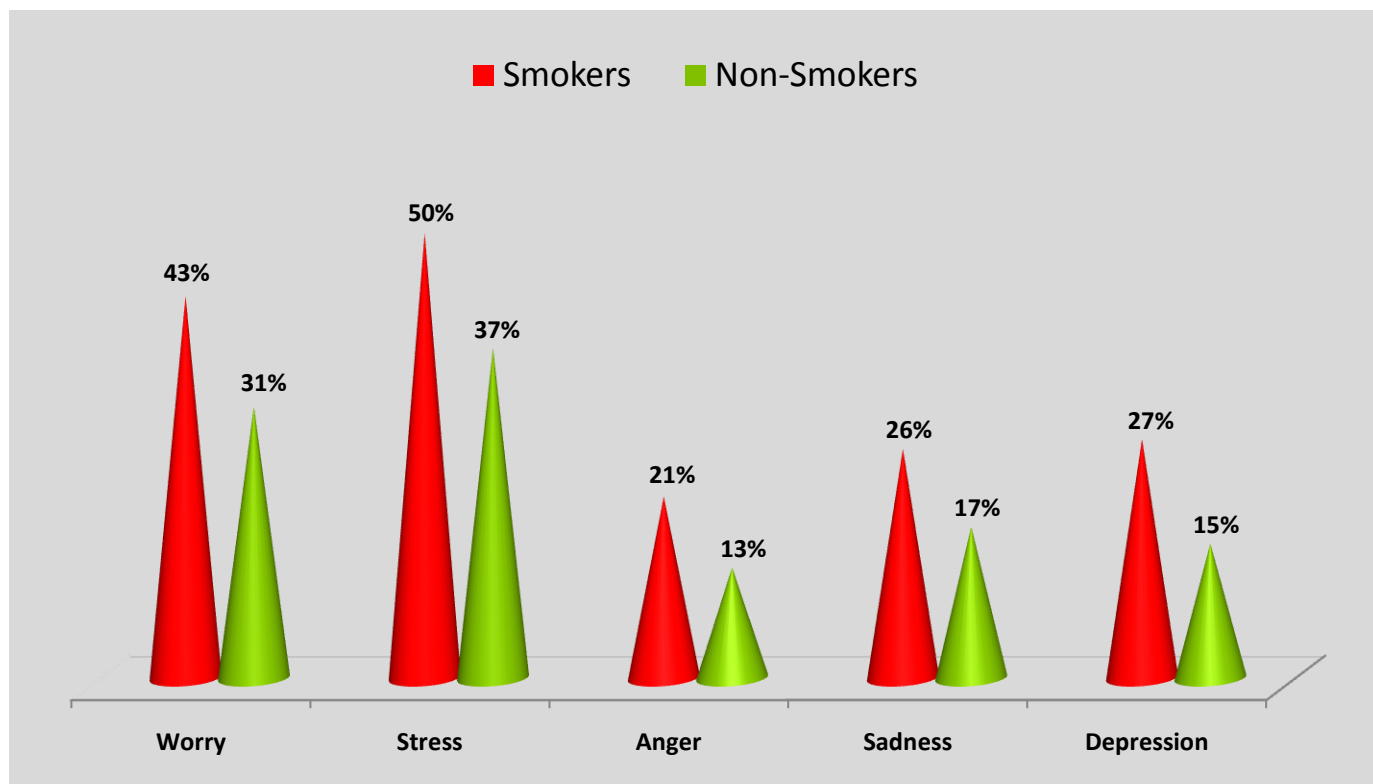
| | Caregiver | | Non-Caregiver | |
|-------------------------------|--------------------|------------------------|------------------------|----------------------------|
| | Caregiver Employed | Caregiver Non-Employed | Non-Caregiver Employed | Non-Caregiver Non-Employed |
| Composite Score | 64.39 | 57.15 | 68.00 | 62.14 |
| Life Evaluation Index | 39.50 | 25.26 | 47.29 | 32.77 |
| Emotional Health Index | 77.35 | 67.24 | 81.00 | 72.62 |
| Physical Health Index | 76.74 | 61.16 | 82.26 | 67.92 |
| Healthy Behavior Index | 62.43 | 60.38 | 61.34 | 60.77 |
| Work Environment Index | 49.47 | n/a | 51.19 | n/a |
| Basic Access Index | 80.83 | 71.71 | 84.95 | 76.62 |

Emotional Health

Smokers vs. Non-Smokers



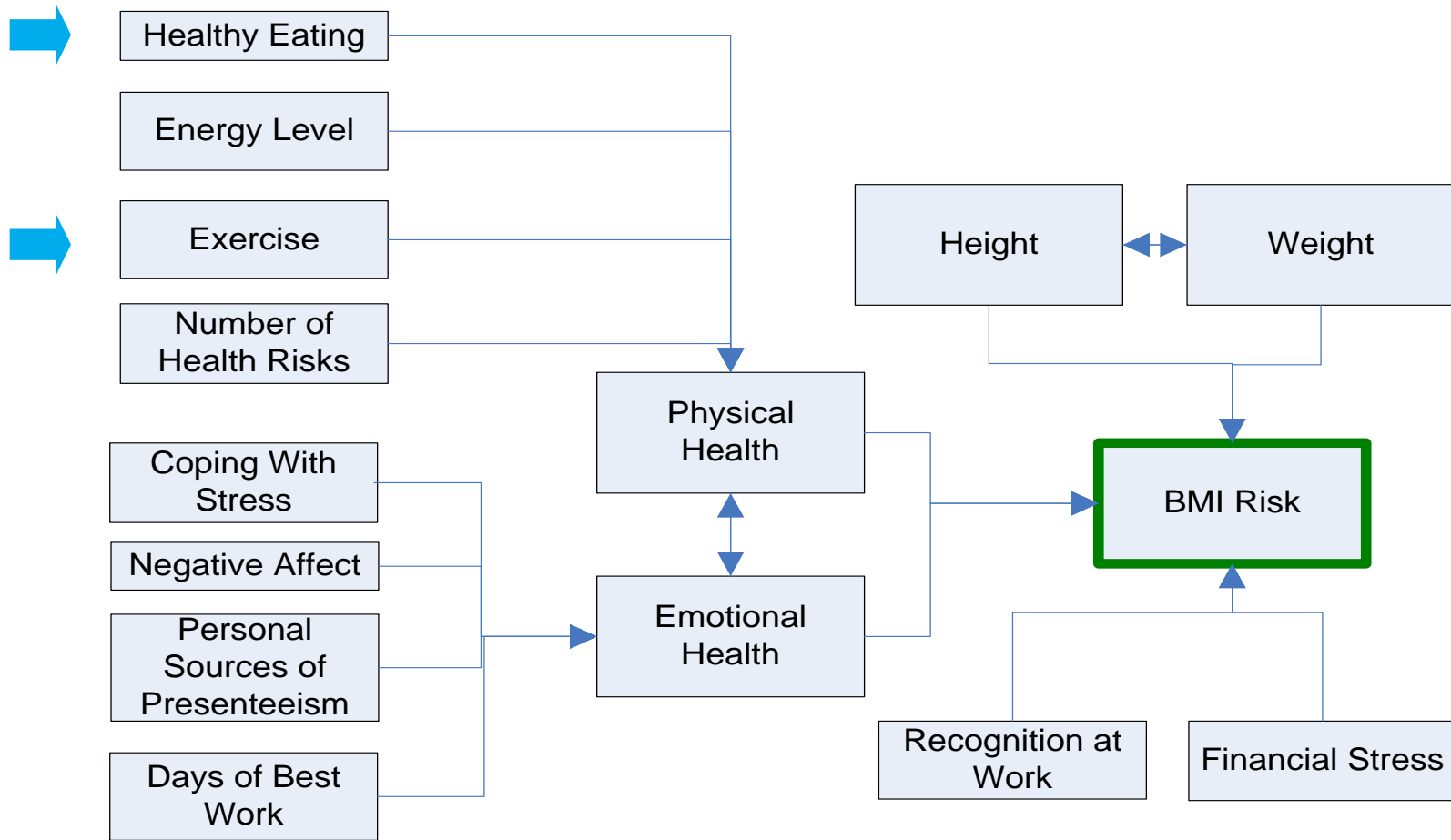
“Did you experience the following feelings during A LOT OF THE DAY yesterday?”
% of Respondents Who Answered “Yes”



There is a Bigger Story to be Understood



Drivers of BMI Risk

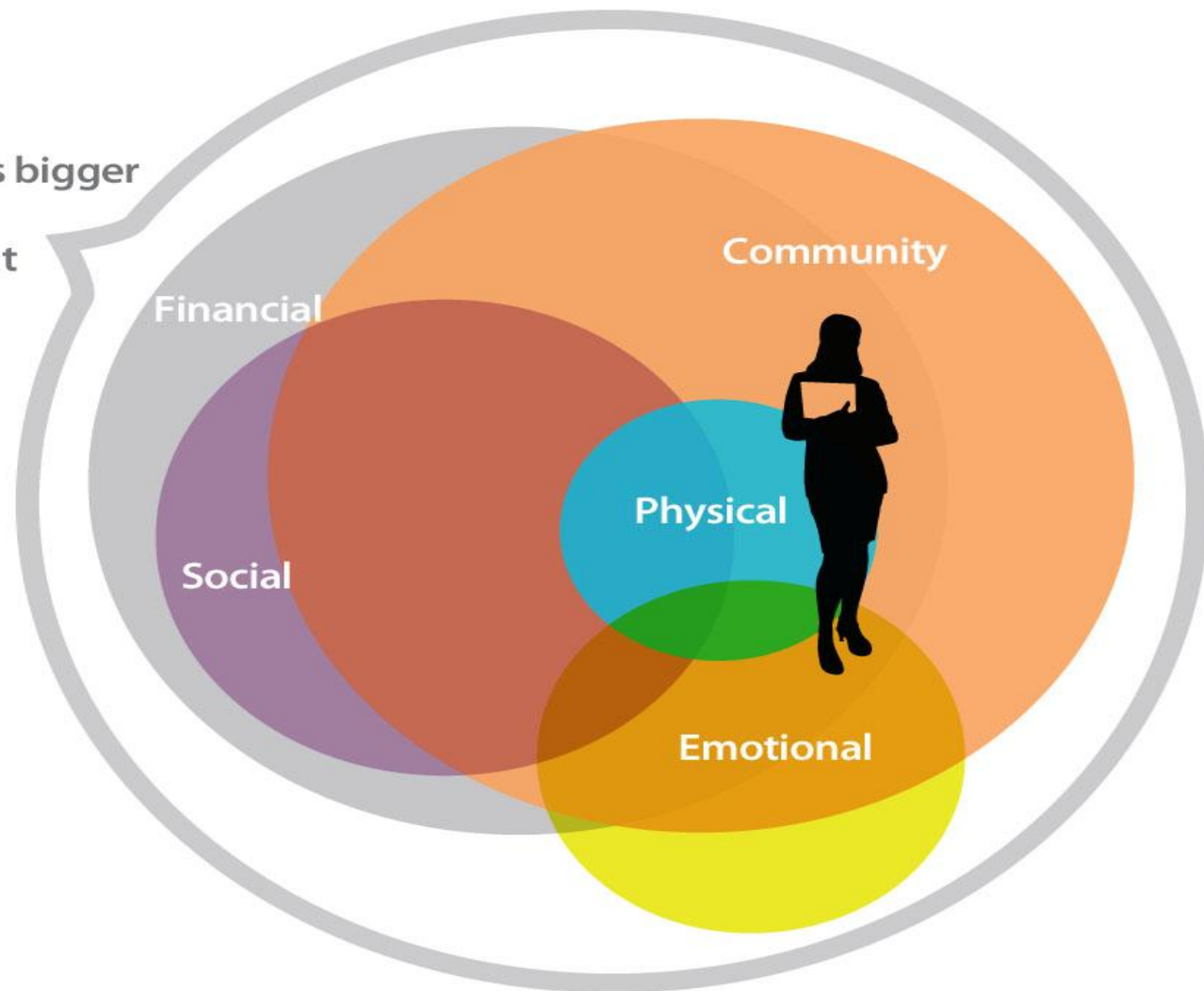


➔ The only things we focused on in the “old days”

Making the Transition from Health to Well-Being

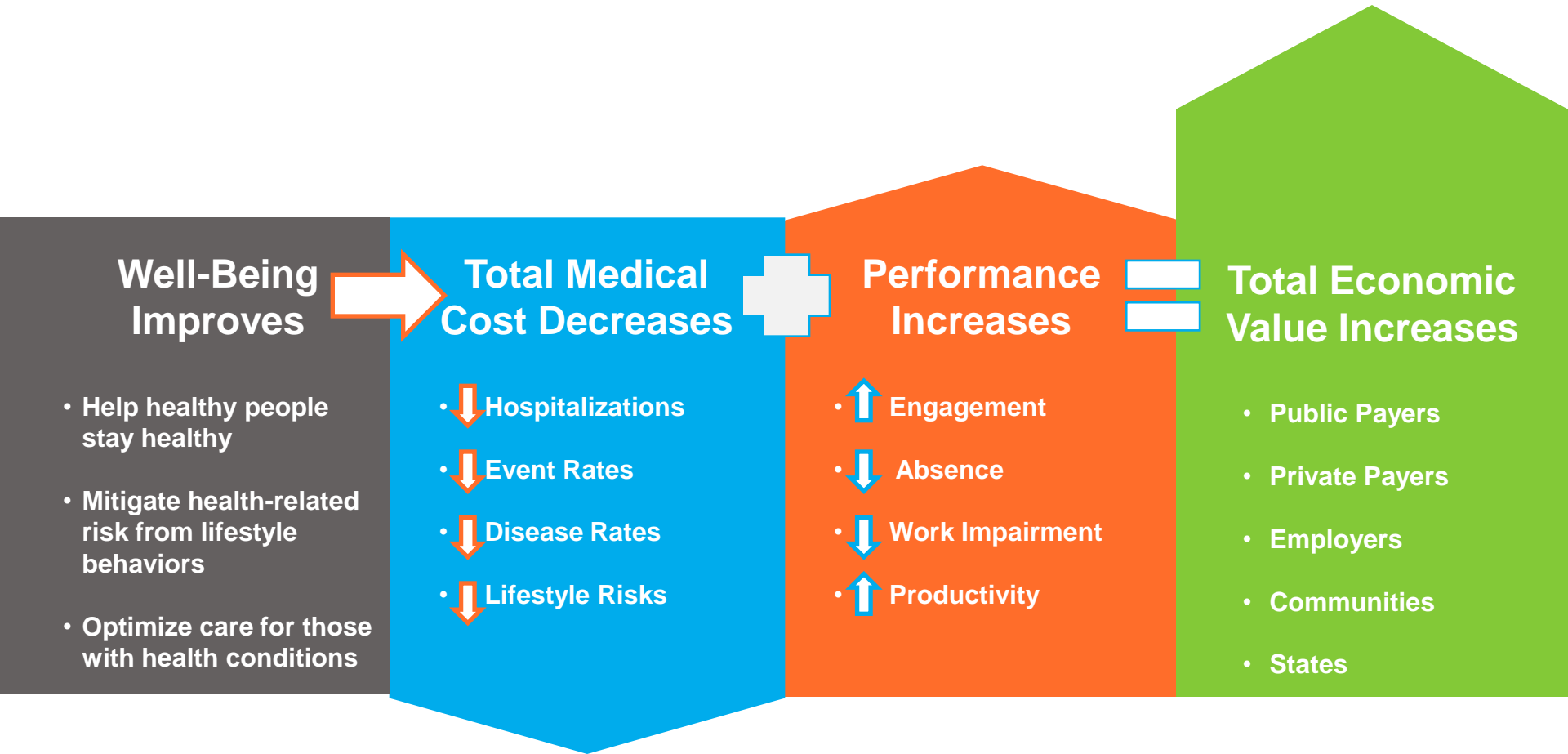


Well-being is bigger than Health Management



Why It Matters:

The Economic Case for Well-Being



Organizations With Higher Well-Being =



- Measurably healthier and happier people
- Longer life expectancy and productive life years
- Higher workforce productivity (*employed*)
- Increased independence rate (*seniors*)
- National recognition as a community/ employer of choice
- Measurable accountability to shareholders
- Improved sense of purpose and pride
- And hence, improved economic performance and social vitality



For More Information



www.well-beingindex.com