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

Gallup · Healthways
Well-Being Index™

- 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
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?”

Thriving
Average 20% Lower Medical Costs

Struggling
7.0

Suffering
Average 50% Higher Medical Cost

4.0

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

- Suffering
- Struggling
- Thriving

0-1 risks
2-3 risks
4-5 risks
6-9 risks

Toward Integration to Enhance Health and Well-Being by Evers, KE, Prochaska, JO, Castle, P. & Prochaska, JM. 2009 (under review)
There is a Relationship Between LE and Work Impact

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

- Negative
- Positive or Neutral

Job Impacts Health
Disengaged

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Work Environment Impact on Employees With Chronic Conditions

Days Unable to Carry Out Usual Activities Per Year

<table>
<thead>
<tr>
<th>Conditions</th>
<th>Neutral or Positive Work</th>
<th>Negative Work</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-3 Conditions</td>
<td>13.5</td>
<td>20.1</td>
</tr>
<tr>
<td>4+ Conditions</td>
<td>52.7</td>
<td>68.9</td>
</tr>
</tbody>
</table>

6.6 Days/Year

16.2 Days/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

Plants with worst work environments were also the worst performers

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

- 15 Minutes or less: 39%
- 16-30 Minutes: 42%
- 31-45 Minutes: 43%
- 46-60 Minutes: 43%
- Over 60 Minutes: 44%
# Emotional Factors and Wellness

## The Impact of Care-Giving

<table>
<thead>
<tr>
<th></th>
<th>Caregiver Employed</th>
<th>Caregiver Non-Employed</th>
<th>Non-Caregiver Employed</th>
<th>Non-Caregiver Non-Employed</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Composite Score</strong></td>
<td>64.39</td>
<td>57.15</td>
<td>68.00</td>
<td>62.14</td>
</tr>
<tr>
<td><strong>Life Evaluation Index</strong></td>
<td>39.50</td>
<td>25.26</td>
<td>47.29</td>
<td>32.77</td>
</tr>
<tr>
<td><strong>Emotional Health Index</strong></td>
<td>77.35</td>
<td>67.24</td>
<td>81.00</td>
<td>72.62</td>
</tr>
<tr>
<td><strong>Physical Health Index</strong></td>
<td>76.74</td>
<td>61.16</td>
<td>82.26</td>
<td>67.92</td>
</tr>
<tr>
<td><strong>Healthy Behavior Index</strong></td>
<td>62.43</td>
<td>60.38</td>
<td>61.34</td>
<td>60.77</td>
</tr>
<tr>
<td><strong>Work Environment Index</strong></td>
<td>49.47</td>
<td>n/a</td>
<td>51.19</td>
<td>n/a</td>
</tr>
<tr>
<td><strong>Basic Access Index</strong></td>
<td>80.83</td>
<td>71.71</td>
<td>84.95</td>
<td>76.62</td>
</tr>
</tbody>
</table>
Emotional Health
Smokers vs. Non-Smokers

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

% of Respondents Who Answered “Yes”

<table>
<thead>
<tr>
<th>Feeling</th>
<th>Smokers</th>
<th>Non-Smokers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Worry</td>
<td>43%</td>
<td>31%</td>
</tr>
<tr>
<td>Stress</td>
<td>50%</td>
<td>37%</td>
</tr>
<tr>
<td>Anger</td>
<td>21%</td>
<td>13%</td>
</tr>
<tr>
<td>Sadness</td>
<td>26%</td>
<td>17%</td>
</tr>
<tr>
<td>Depression</td>
<td>27%</td>
<td>15%</td>
</tr>
</tbody>
</table>

Source: Gallup-Healthways Well-Being Index Community Survey 2009, n=353,849
There is a Bigger Story to be Understood

Drivers of BMI Risk

- Healthy Eating
- Energy Level
- Exercise
- Number of Health Risks
- Coping With Stress
- Negative Affect
- Personal Sources of Presenteeism
- Days of Best Work
- Height
- Weight
- BMI Risk
- Recognition at Work
- Financial Stress

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

- Community
- Physical
- Emotional
- Social
- Financial
Why It Matters: The Economic Case for Well-Being

Well-Being Improves

- Help healthy people stay healthy
- Mitigate health-related risk from lifestyle behaviors
- Optimize care for those with health conditions

Total Medical Cost Decreases

- Hospitalizations
- Event Rates
- Disease Rates
- Lifestyle Risks

Performance Increases

- Engagement
- Absence
- Work Impairment
- Productivity

Total Economic Value Increases

- Public Payers
- Private Payers
- Employers
- Communities
- States
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

Health Costs
Productivity
Turnover
Economic Vitality
Corporate Pride
Business Performance
For More Information

www.well-beingindex.com