



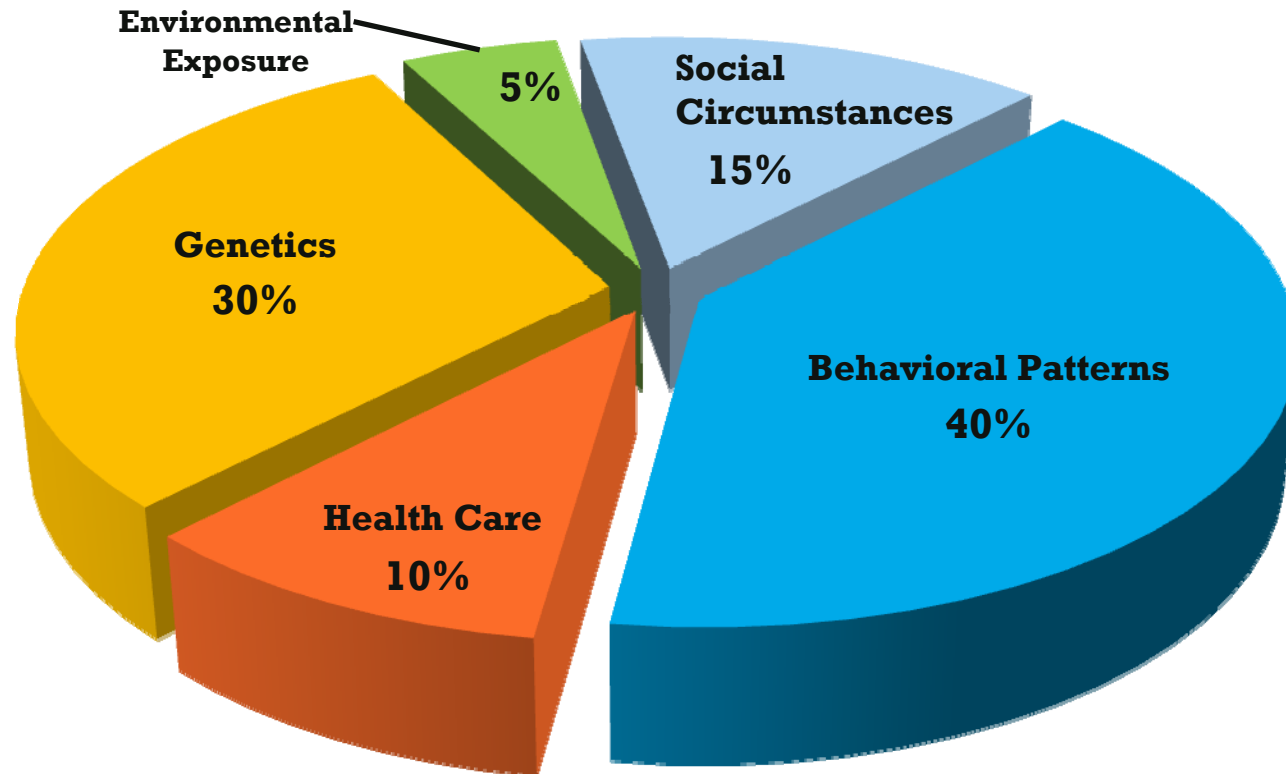
# A Broader View of Total Population Health: Accelerating Change Towards A Better Healthcare System

Jim Pope  
SVP & Chief Science Officer, Healthways

March 8, 2016

# What is Making Us Sick?

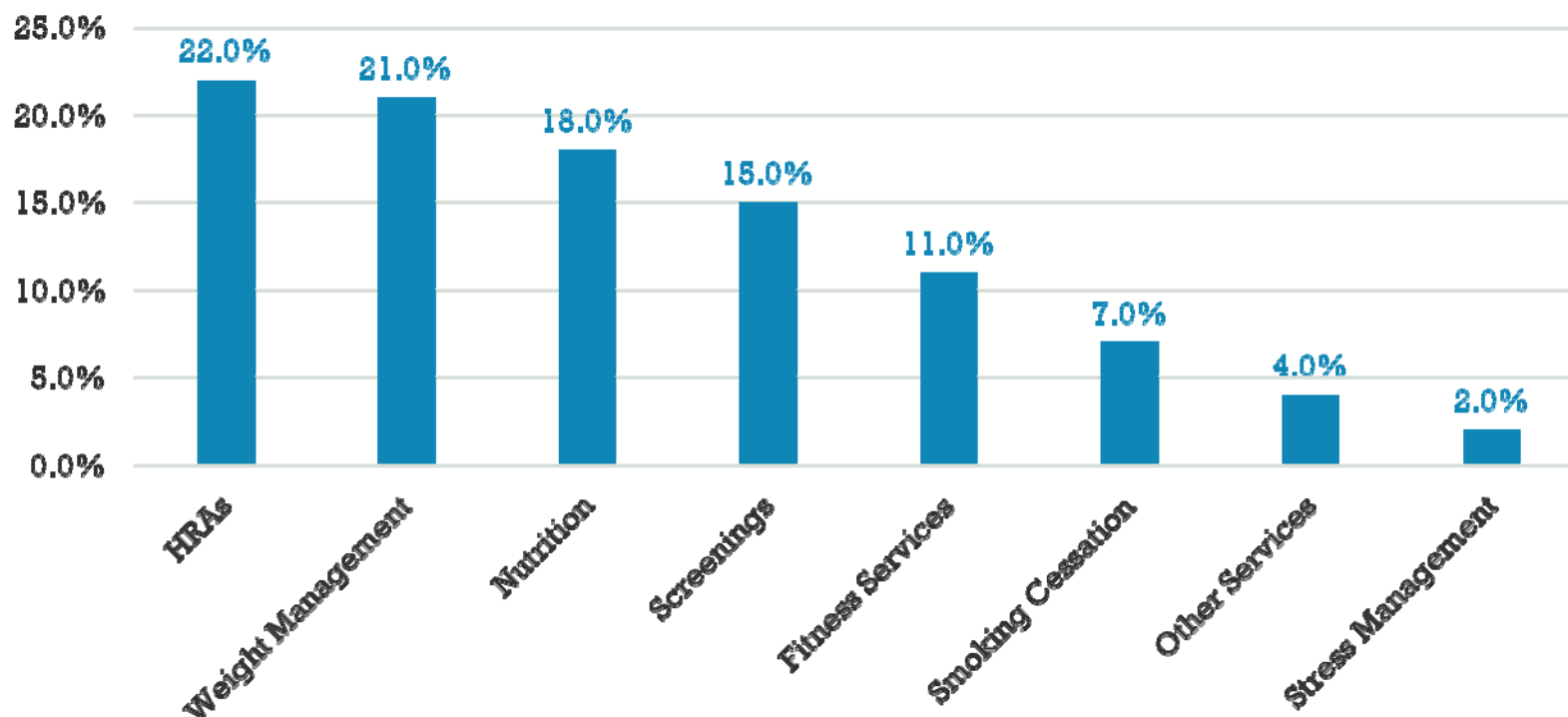
## Factors Influencing our Health



**Personal Behaviors Provides the Greatest Opportunity to Improve Health and Reduce Premature Death**

# Help Is On The Way...

85% of Large (1,000+) Employers Offer Some Form of Wellness Programs,  
The Majority of Programs Focus on Physical Wellness

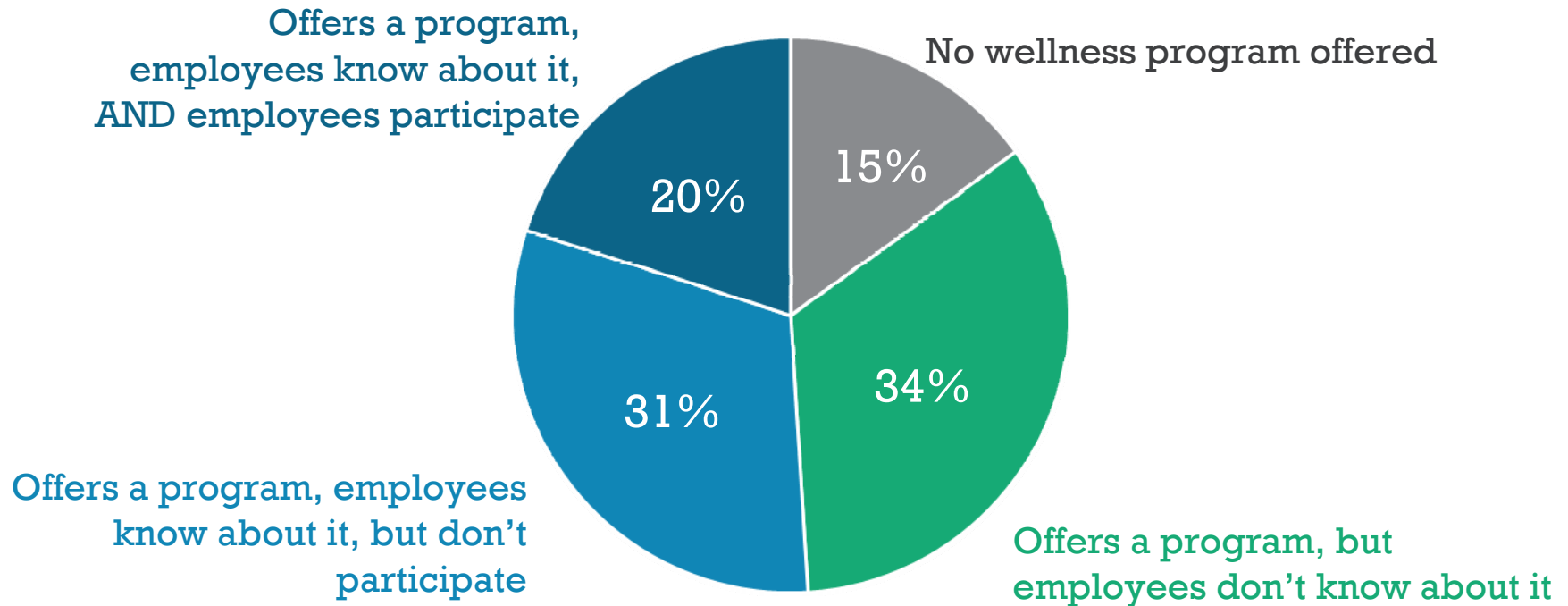


After RAND Health: Workplace Wellness Programs Study 2012. Gallup Panel of Households, 2013

# Frequently Offered...

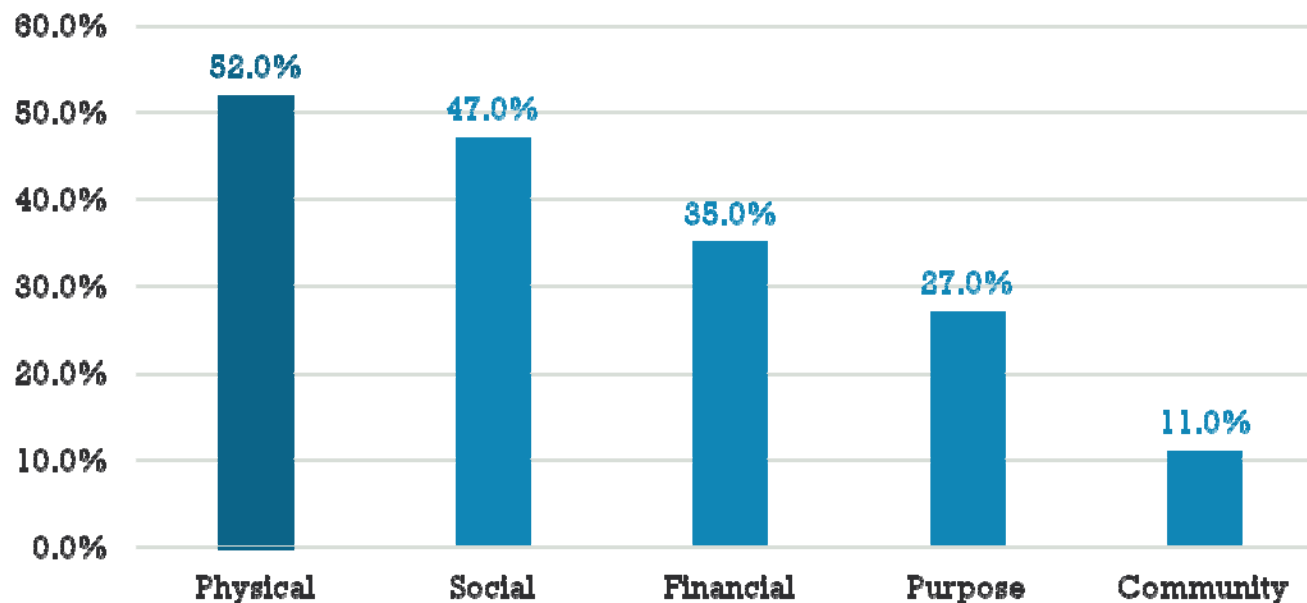
# But Infrequently Used

Typically, only 20% of Employees Participate



# Physical Health is Important but There's More

“Now, please think about your overall life, and what is most important to you. You have 100 total points to assign to each of the following five areas of your life, depending on how important each is to you.”



# What is Well-Being?

High well-being means a life well-lived—all the things that are important to each of us, what we think about, and how we experience our lives.

Well-being is comprised of five elements – and all five are **interrelated** and **interdependent**.



- **Purpose:** Liking what you do each day and being motivated to achieve goals
- **Social:** Having supportive relationships and love in your life
- **Financial:** Managing your economic life to reduce stress and increase security
- **Community:** Liking where you live, feeling safe, and having pride in your community
- **Physical:** Having good health and enough energy to get things done daily

# The Gallup-Healthways Well-Being Index®

## 2.3 Million Conversations (and counting) with People About their Perceptions of their Well-Being

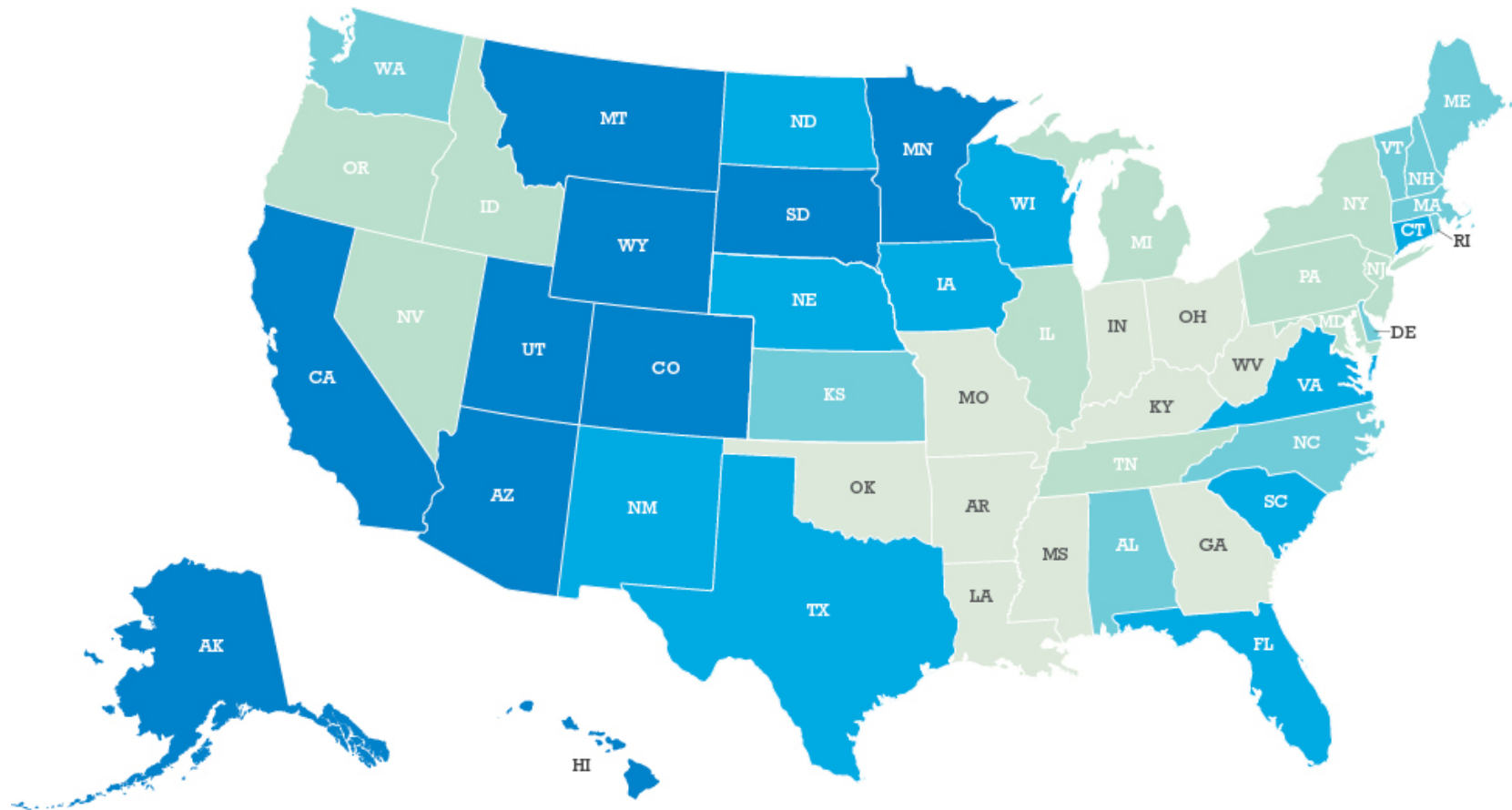
- Launched January 2, 2008
- 350 days of data collection per year
- Measured in 150 countries globally
- 95%+ coverage of U.S. adult population
- Largest and most comprehensive data set on well-being in the world

# Well-Being in America

## 2015 Overview & Trends



# There is Range in Well-Being in America, and it is Consistently Regionalized



Highest Quintile

## 2<sup>nd</sup> Quintile

### 3<sup>rd</sup> Quintile

5<sup>th</sup> Quintile

# Overall Well-Being Among the 50 States

1	Hawaii
2	Alaska
3	Montana
4	Colorado
5	Wyoming
6	South Dakota
7	Minnesota
8	Utah
9	Arizona
10	California
11	Texas
12	Florida
13	Wisconsin
14	Iowa
15	North Dakota
16	New Mexico
17	Virginia

18	Connecticut
19	South Carolina
20	Nebraska
21	New Hampshire
22	Maine
23	North Carolina
24	Washington
25	Kansas
26	Rhode Island
27	Delaware
28	Alabama
29	Vermont
30	Massachusetts
31	Oregon
32	New Jersey
33	Pennsylvania
34	Maryland

35	Illinois
36	Idaho
37	Tennessee
38	Nevada
39	Michigan
40	New York
41	Georgia
42	Louisiana
43	Mississippi
44	Arkansas
45	Missouri
46	Indiana
47	Ohio
48	Oklahoma
49	Kentucky
50	West Virginia

# The Well-Being Index Across States, 2008-2015: The Elite 5 and the Lowest 5

## The Elite 5

1. Hawaii
2. Minnesota
3. Colorado
4. Utah
5. Montana

## The Lowest 5

1. West Virginia
2. Kentucky
3. Mississippi
4. Ohio
5. Arkansas

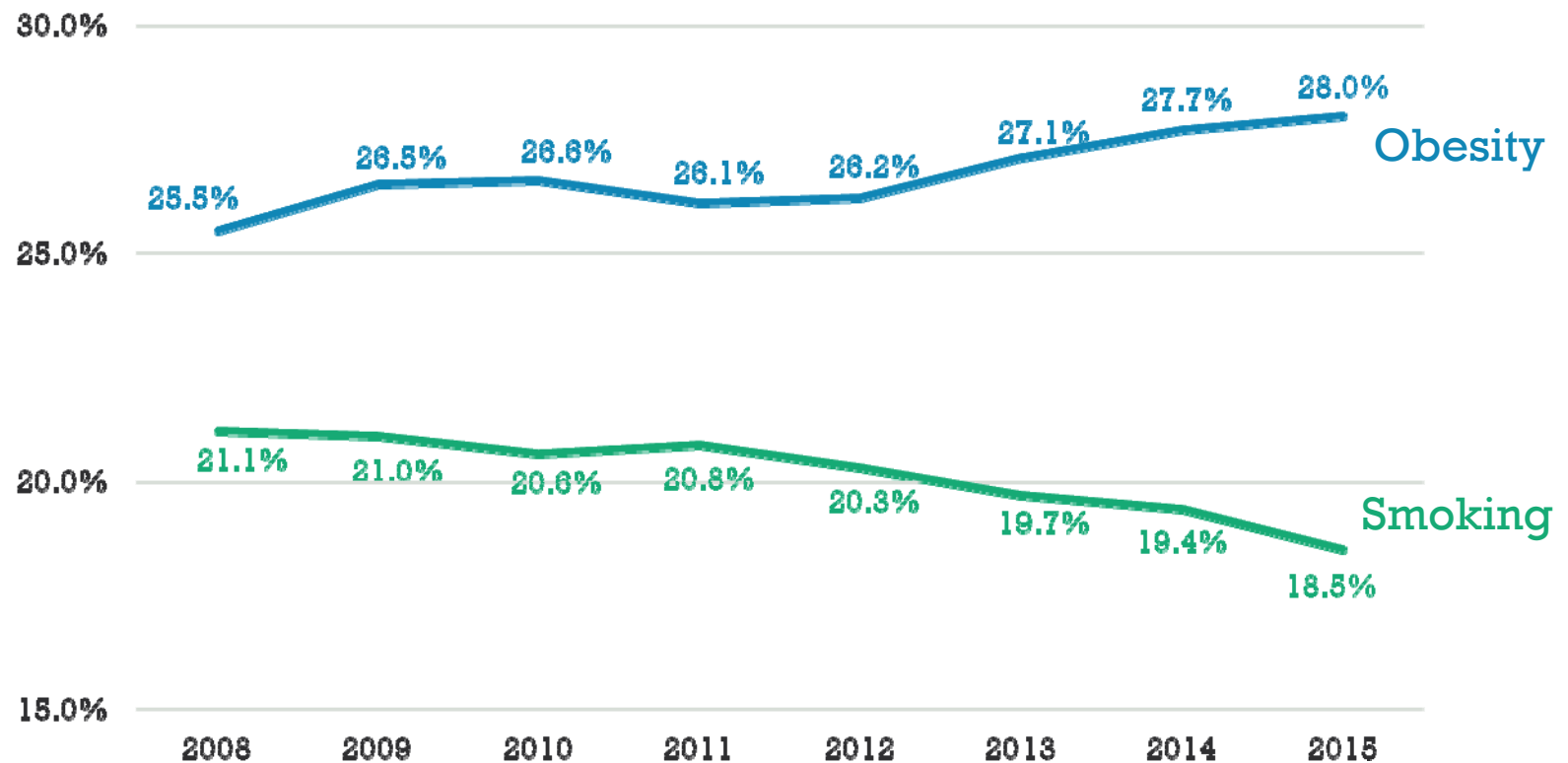
# The Elite 5:

## Key Ways that Their Residents are Different

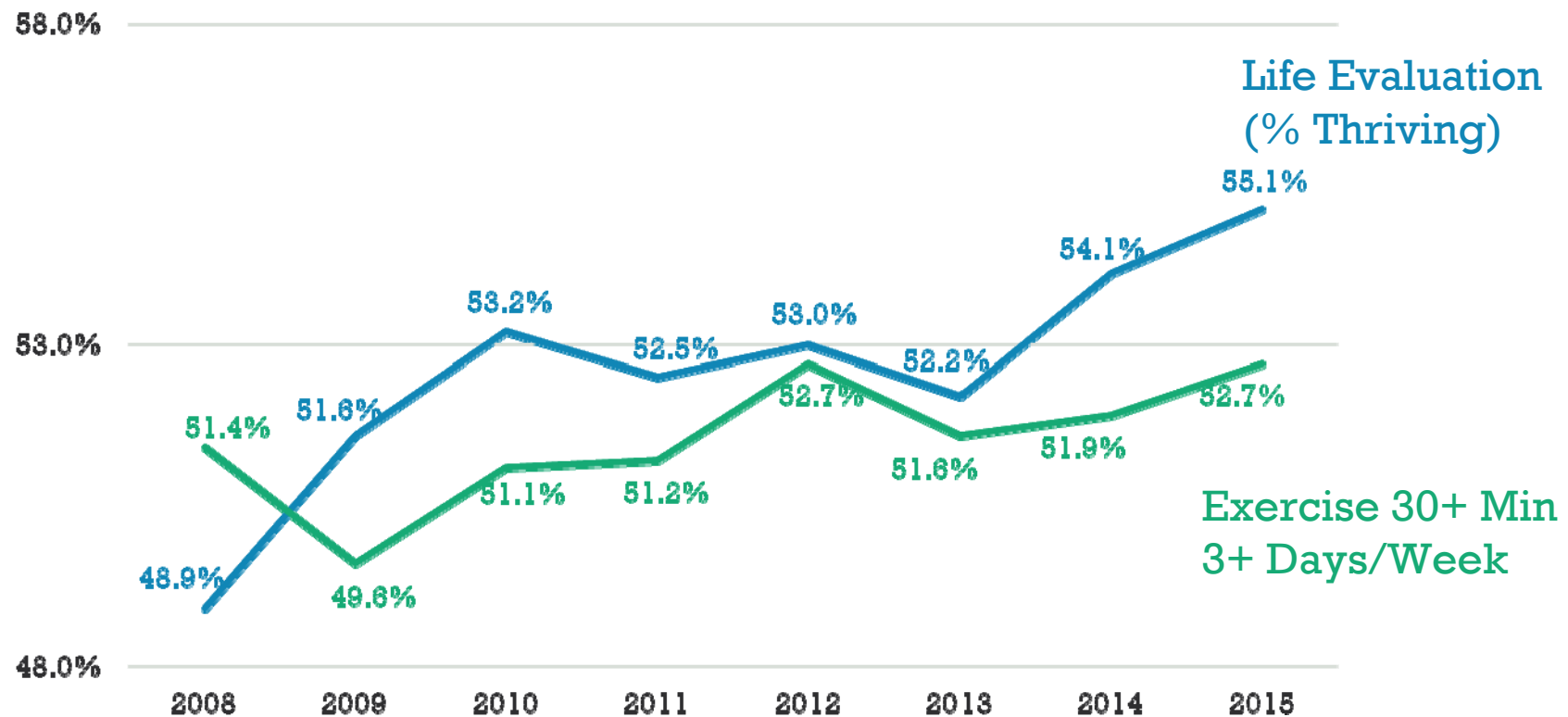
Compared to residents of low well-being states, residents of *elite* well-being states:

- Rate their lives much better, today and in the future.
- Have better emotional health, including much lower clinically diagnosed depression and daily sadness.
- Have much lower obesity.
- Carry substantially reduced chronic disease burden
- Have much lower food and healthcare insecurity.
- Are more likely to have health insurance.

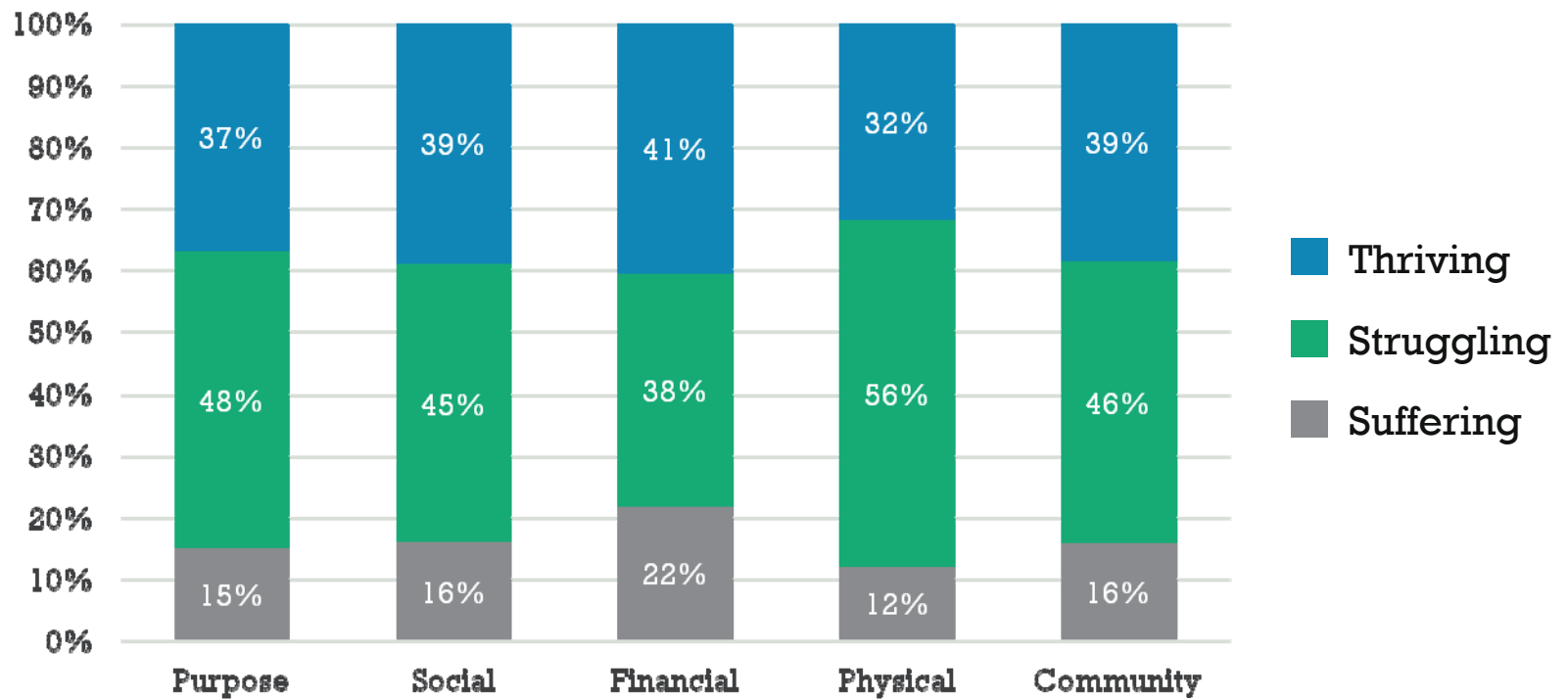
# Obesity and Smoking Moving in Opposite Directions in the United States



# Exercise Mostly Flat but General Evaluation of Life Never Better in U.S.

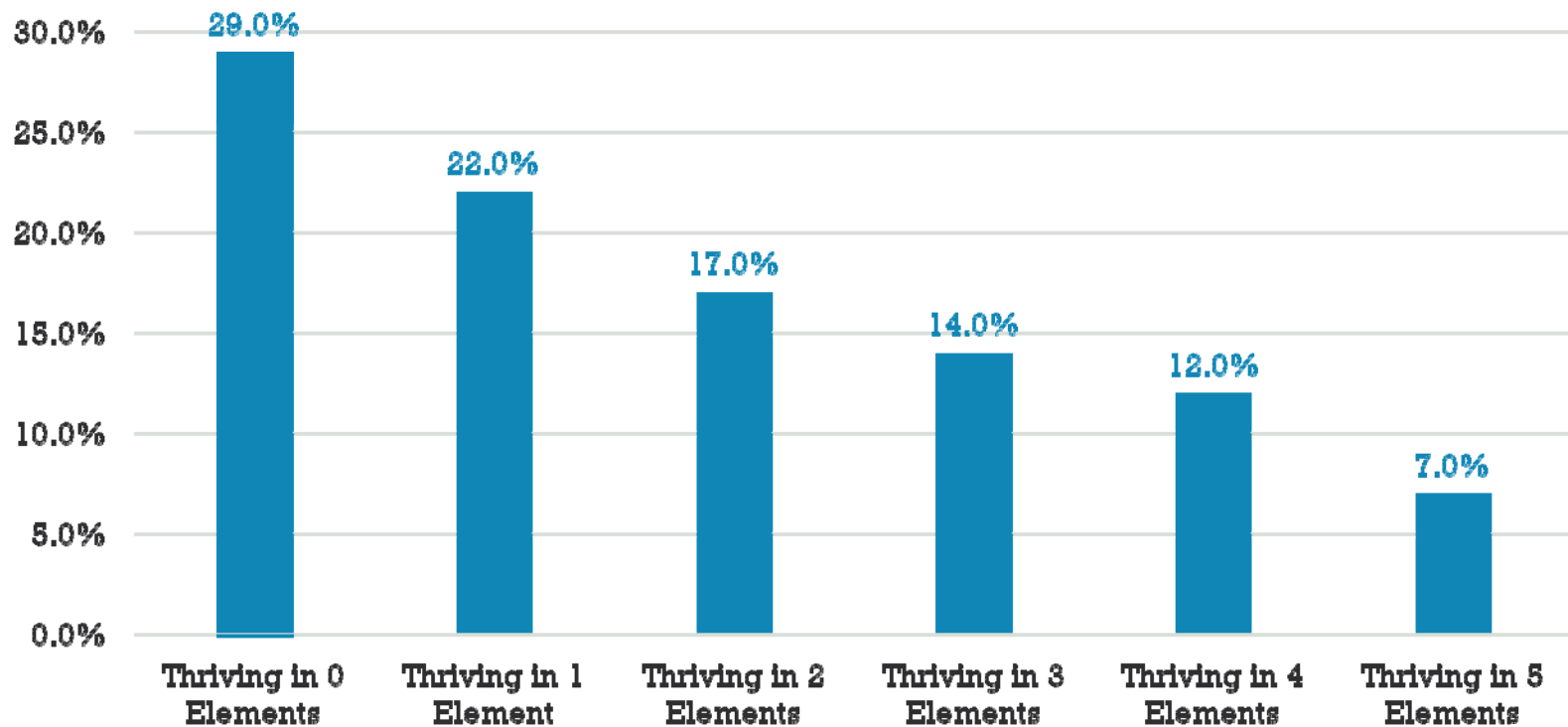


# Well-Being Across Elements in the U.S. (2015)



Gallup-Healthways Well-Being Index: Results are based on telephone interviews conducted January 2 – December 30, 2015 with a random sample of 177,281 adults, aged 18 and older, living in all 50 U.S. states and the District of Columbia.

# One-Fourth of U.S. Adults are Not Thriving in Any Element, While Only 7% Are Thriving in All Five



Study of 16,373 Gallup U.S. Panel Members (Weighted to U.S. Census Statistics); December 2013



When we compare workers who are thriving across all five elements to those who are thriving in physical alone, we find big differences in outcomes...

# Compared to Employees Who Are Thriving Across All Five Elements, Employees Thriving in Physical Alone...

...Missed 68% more work due to poor health in the last year

...Were almost three times more likely to file for workers' compensation claims in the last year

...Are five times more likely to seek out a new employer in the next 12 months

# In Workplaces, Well-Being and Employee Engagement Influence Each Other, and Have Additive Benefits

Compared with employees who have high engagement but otherwise exhibit low levels of well-being, those who are engaged *and* who have high well-being in at least four of the five elements are;

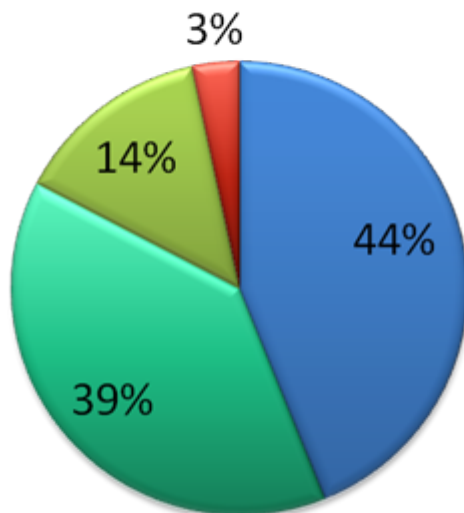
- 30% more likely not to miss any workdays because of poor health in any given month.
- Miss 70% fewer workdays because of poor health over the course of a year.
- Are 27% more likely to report "excellent" performance in their own job at work
- Are 59% less likely to look for a job with a different organization in the next 12 months
- Are 18% less likely to change employers in a 12-month period
- Are 45% more likely to report high levels of adaptability in the presence of change

# Compounding Effects of Well-Being Risks

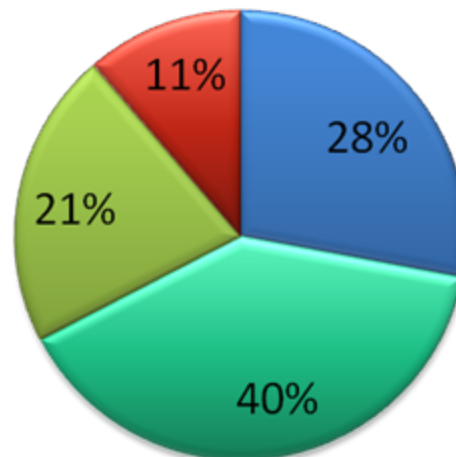
For individuals with chronic disease, the probability of having very high medical costs is more than **5 times greater** when low physical well-being is combined with **Financial** and **Social** Well-Being

■ Low (<\$1500)   ■ Medium (<=\$6000)   ■ High (<=\$18000)   ■ Very High (>\$18000)

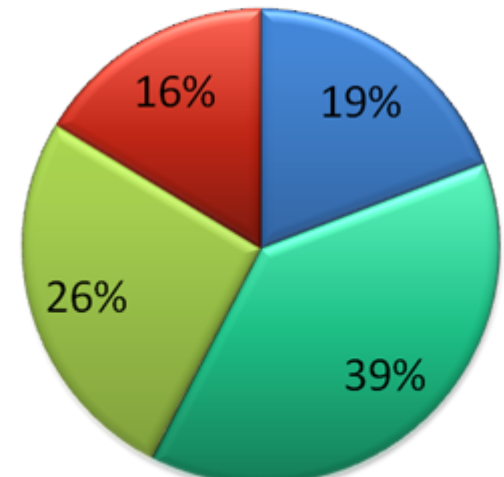
No Well-Being Risks



Physical Well-Being Risk



Physical, Financial, and Social Well-Being Risk



# When Well-Being is High, Performance is Up and Costs are Down

On average, an individual with a 10% higher well-being score will have:

**5%** fewer unscheduled absences

**24%** lower presenteeism

**5%** higher reported job performance

**6%** more days of “best work” in a 28-day period

For every point increase in well-being, individuals will have:

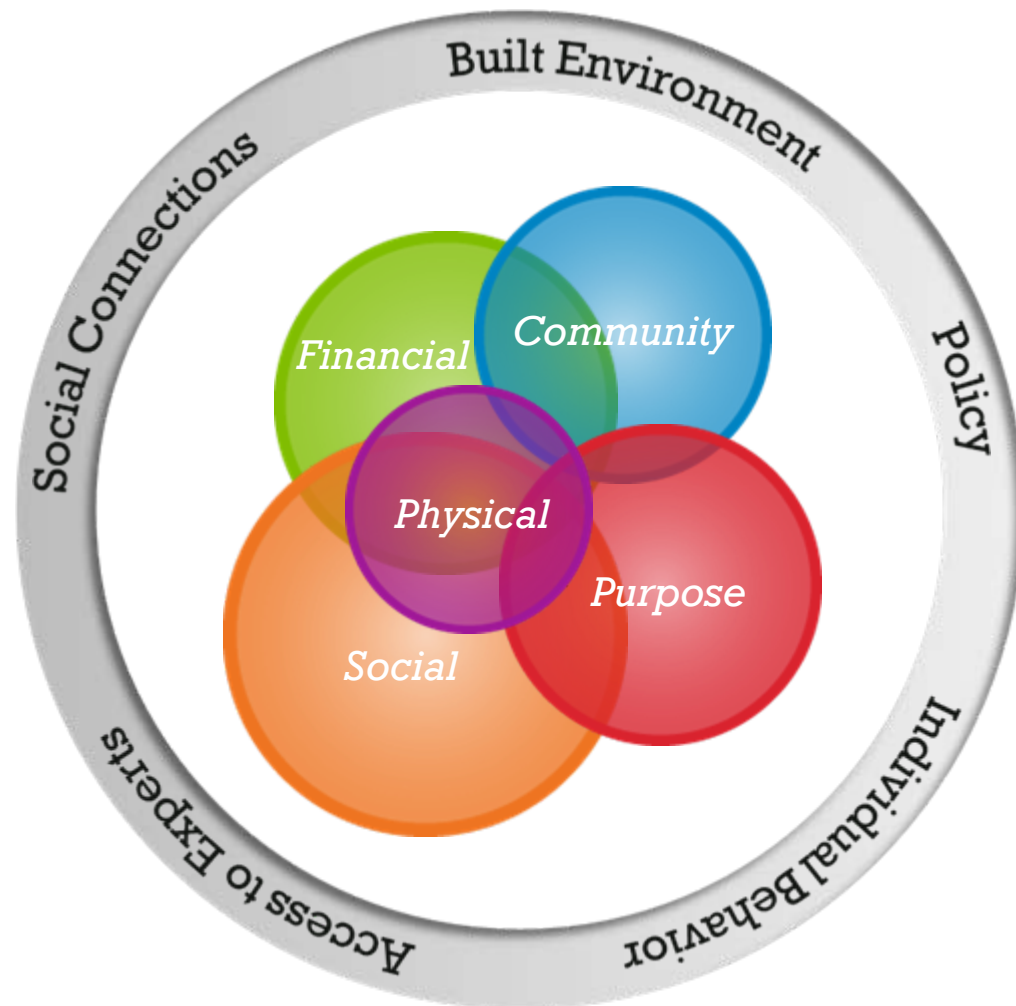
**2.2%** reduced likelihood of hospital admission

**1.7%** reduced likelihood of emergency room visit

**1%** reduced likelihood of incurring healthcare costs

Is physical wellness really  
all we should be concerning  
ourselves with?

# Insight into What Drives Improved Well-Being Should Inform Total Population Health Solutions





Thank You!