

What Your Wellness Programs Aren't Telling You

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Today's Topics

1. Public Opinion and Well-Being
2. U.S. Employers and Well-Being Programs
3. The New Well-Being 5 (Well-Being Index 2014)
4. Three Classifications of Well-Being:
Thriving, Struggling, and Suffering
5. Physical Well-Being vs. Well-Being Across All 5 Elements
 - Among adults: Adaptability, Resiliency, Charitable Giving, and Volunteerism
 - Among workers: Workers' Compensation Claims, Likelihood to Leave, and Absenteeism
6. Partial Well-Being vs. Full Well-being
 - Disease Burden and Turnover

A Quick Note on the Data Sources

1. Gallup's Panel of Households

- Over 50,000 recruited, non-paid Panelists nationwide
- Data weighted to Census Bureau statistics
- Typically 15,000-25,000 respondents per sample
- Allows longitudinal measurement

2. Gallup-Healthways Well-Being Index

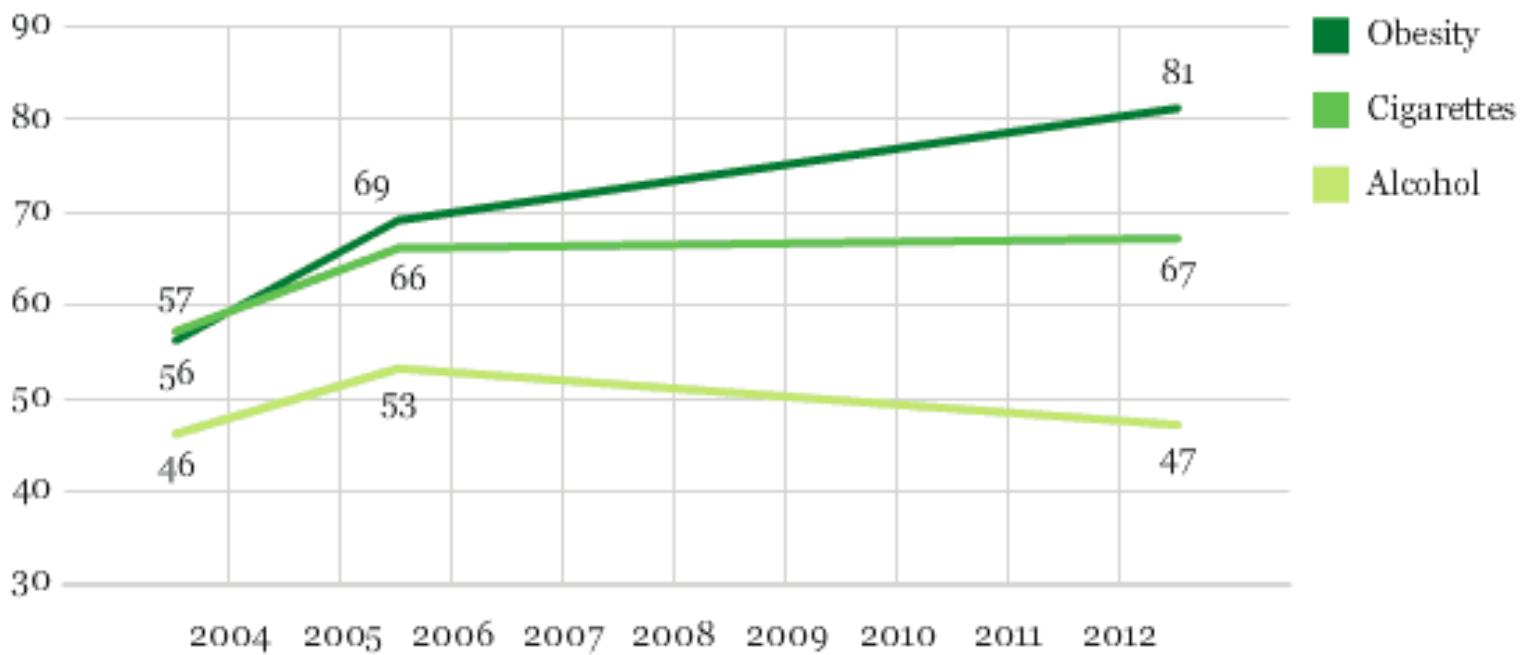
- N=500 randomly selected American adults nightly
- English/Spanish; Landline/Cell
- Data weighted to Census Bureau statistics

3. The Gallup Poll

Americans' Concerns About Obesity Soar, Surpass Smoking

How serious a problem do you think _____ is/are to society -- extremely serious, very serious, somewhat serious, or not serious?

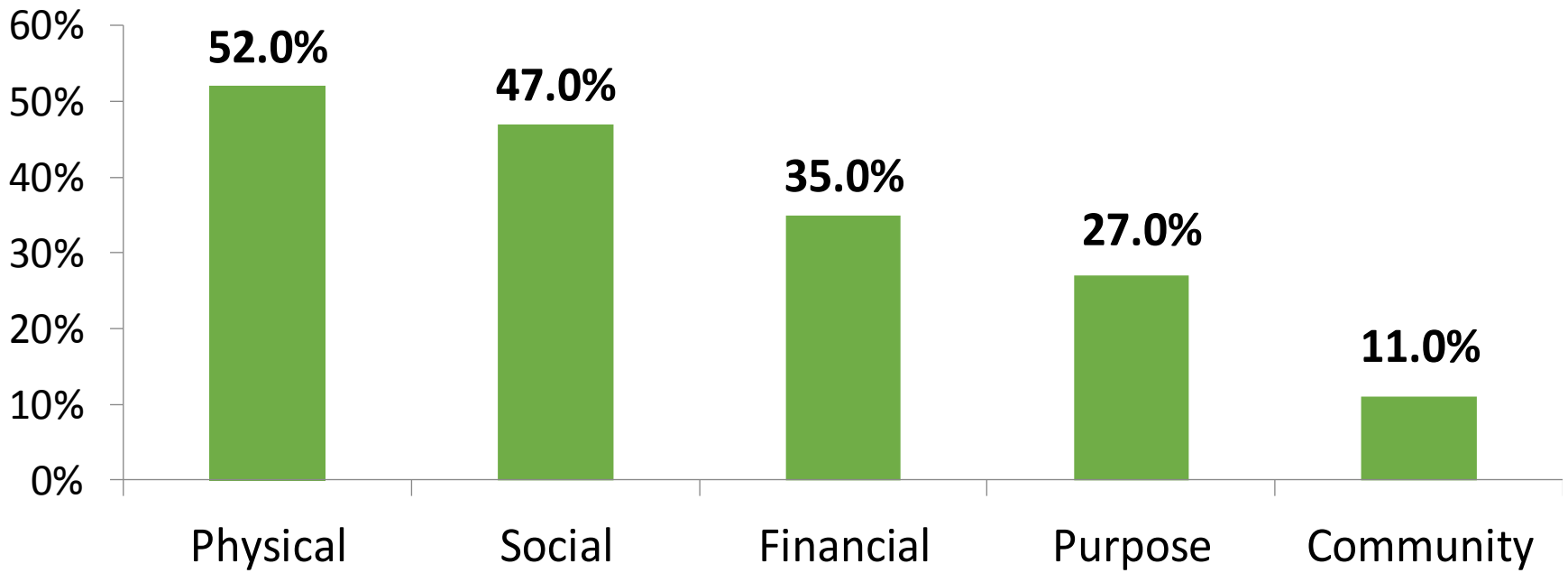
% Extremely/Very serious



Results for this Gallup poll are based on telephone interviews conducted July 9-12, 2012, with a random sample of 1,014 adults, aged 18 and older, living in all 50 U.S. states and the District of Columbia.

Physical Well-Being Ranked as Most Important by American Adults

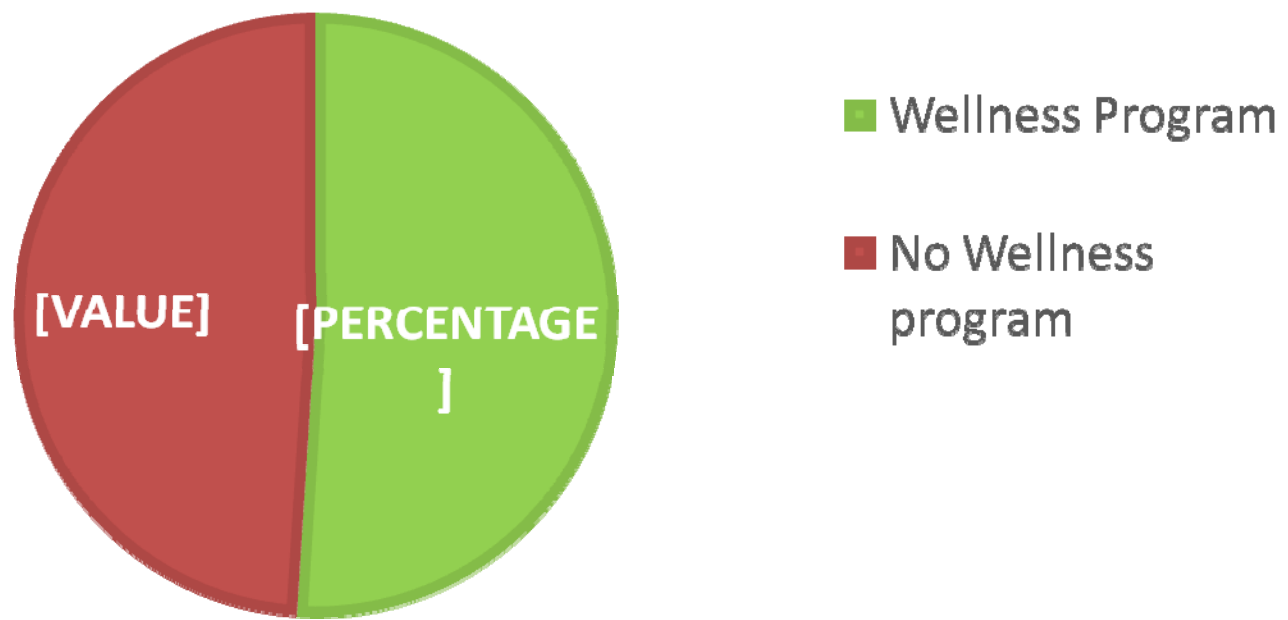
"Now, please think about your overall life, and what is most important to you. You have 100 total points to assign to each of the following five areas of your life, depending on how important each is to you."



Study of 21,556 Gallup U.S. Panel Members (Weighted to U.S. Census Statistics)

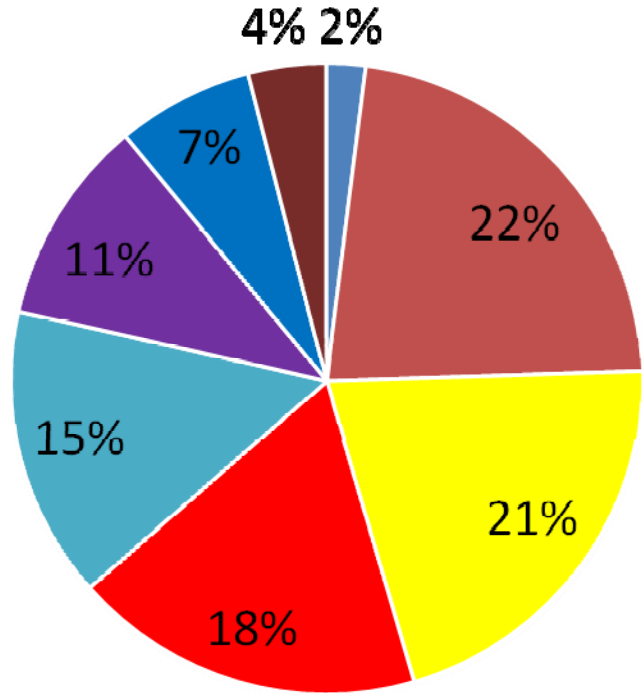
Half of U.S. Employers Execute Some Form of Wellness Programs

EMPLOYER PARTICIPATION IN WELLNESS PROGRAMS



*RAND Health: Workplace Wellness Programs Study 2012

The Overwhelming Majority of Employer Well-Being Programs Only Address Physical Wellness



*RAND Health: Workplace Wellness Programs Study 2012

- Stress Management
- Weight Management
- Screenings
- Smoking Cessation
- HRAs
- Nutrition
- Fitness Services
- Other Services

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

The Gallup-Healthways Well-Being Index: Two Million Interviews with U.S. Adults and Counting Since 2008

WBI 2008-2013:

Life Evaluation: Ranking one's life today and in the future

Emotional Health: Daily feelings; Clinical depression

Physical Health: Chronic conditions, obesity, physical pain, cold/flu

Healthy Behaviors: Smoking, healthy eating, exercise

Work Environment: Using strengths, supervisor relationships

Basic Access: Healthcare, community satisfaction, money for basics

Well-Being 5 (WBI 2014):

Purpose: Liking what you do each day and being motivated to achieve your goals.

Social: Having supportive relationships and love in your life.

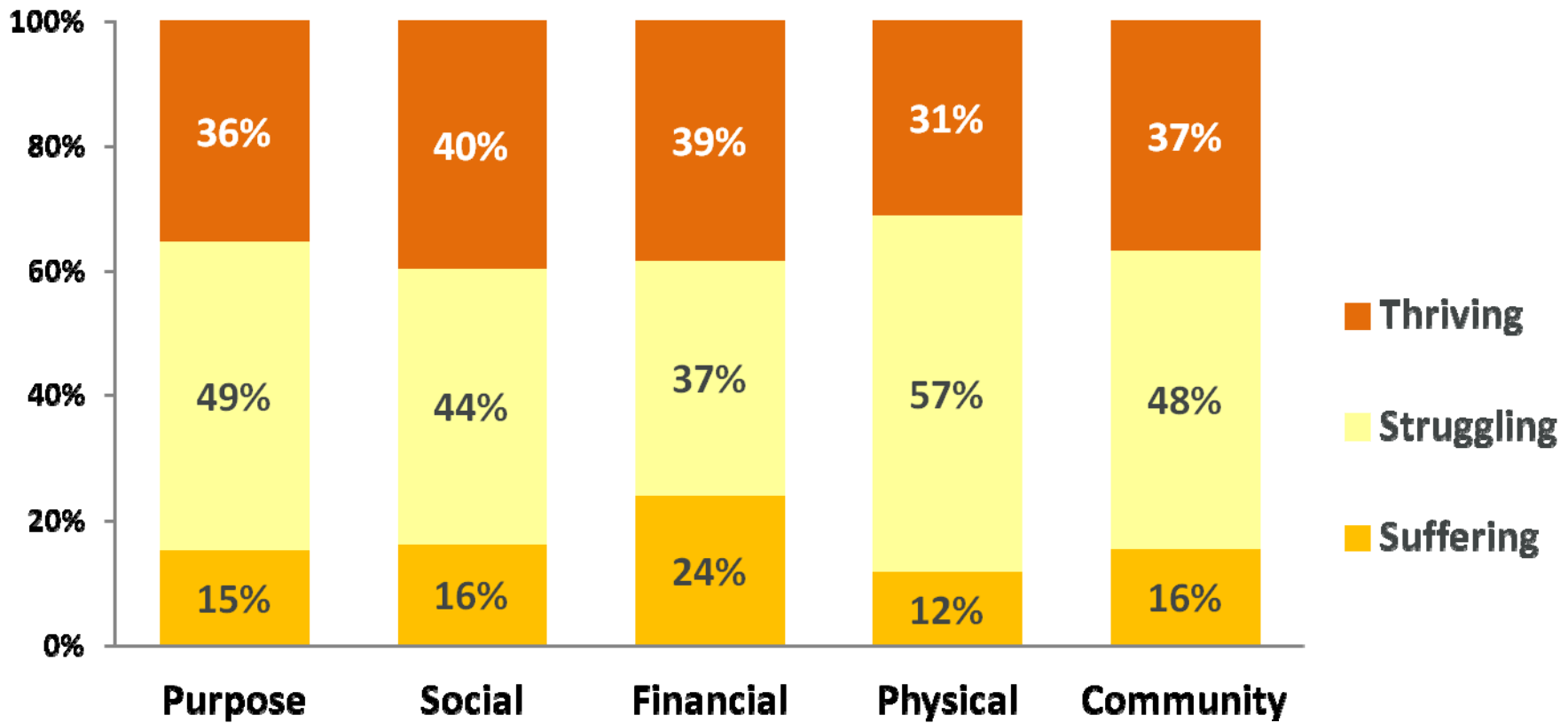
Financial: Managing your economic life to reduce stress and increase security.

Physical: Having good health and enough energy to get things done daily.

Community: Liking where you live, feeling safe and having pride in your community.

Overall/Outcomes: Life Evaluation and Daily Affect

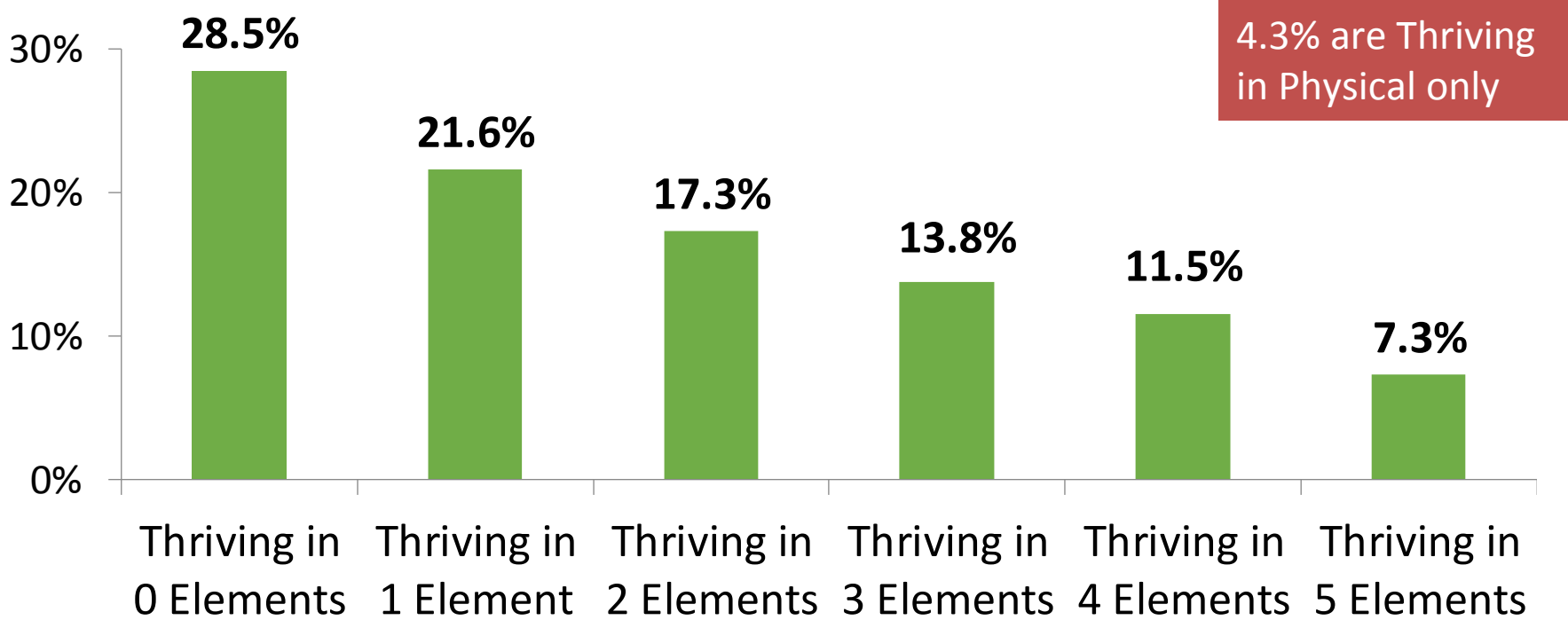
Well-Being in the U.S.: Thriving, Struggling, and Suffering



Gallup-Healthways Well-Being Index: Results are based on telephone interviews conducted February 1-28, 2014 with a random sample of 13,156 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; Less than 1 in 12 are Thriving Across All Five Elements

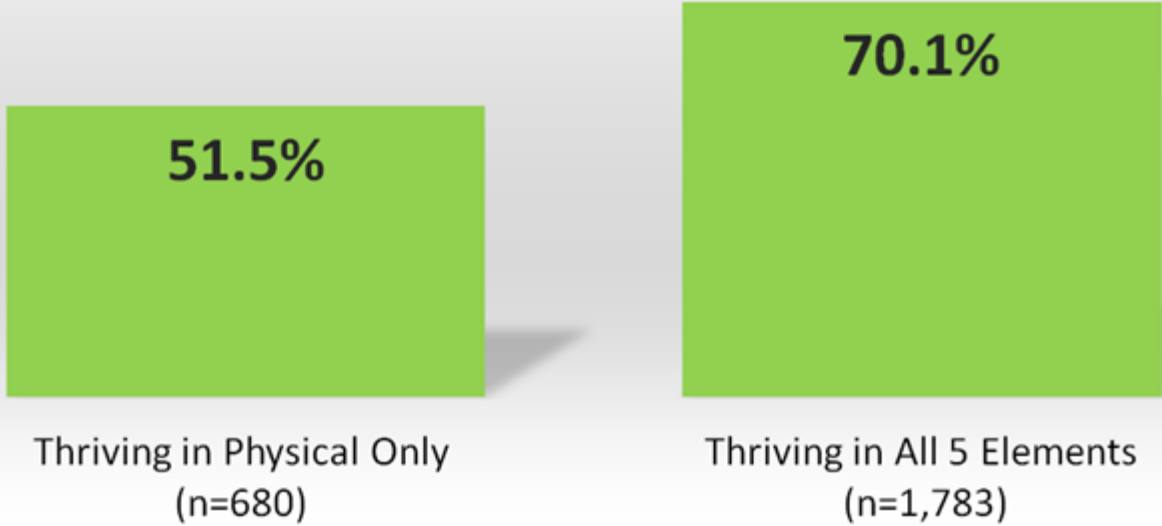
Percent of U.S. Adults Thriving in 0-5 Elements



Study of 21,556 Gallup U.S. Panel Members (Weighted to U.S. Census Statistics), Dec. 2013

Adults Thriving in all Five Elements Are 36% More Likely to Report Full Recovery After Hardship Than Those Thriving in Physical Only

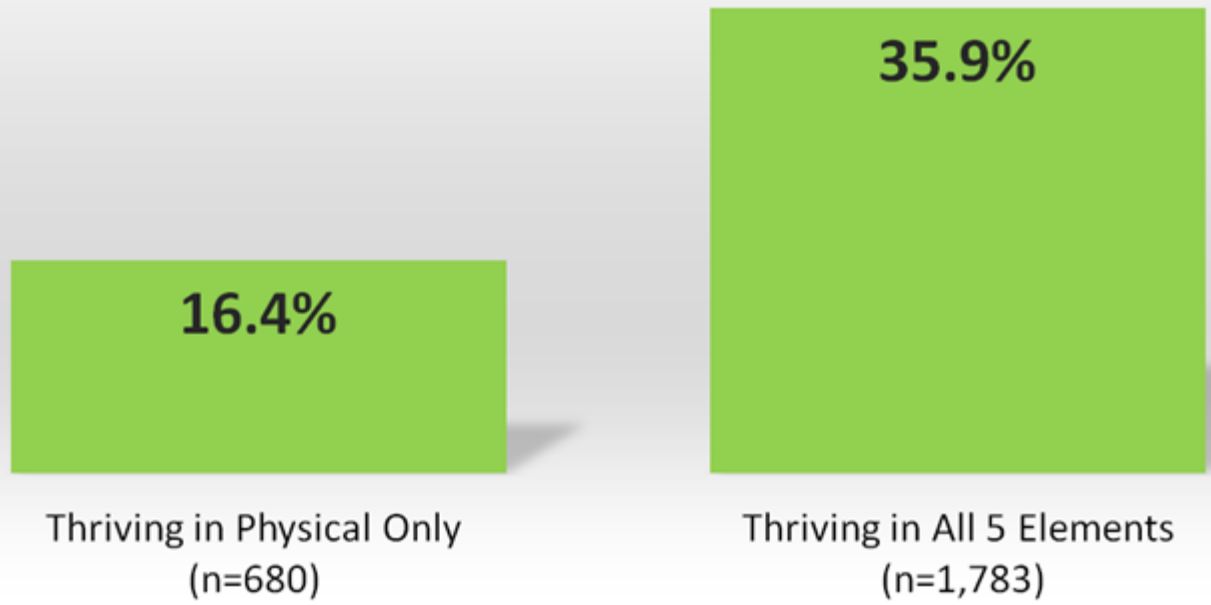
“Thinking generally, are you always, usually, sometimes, rarely, or never able to bounce back fully after illness, injury, or hardship?”
(% Always)



Study of 16,373 Gallup U.S. Panel Members (Weighted to U.S. Census Statistics); December 2013
Controlling for Age, Gender, Income, Education, Region, and Marital Status

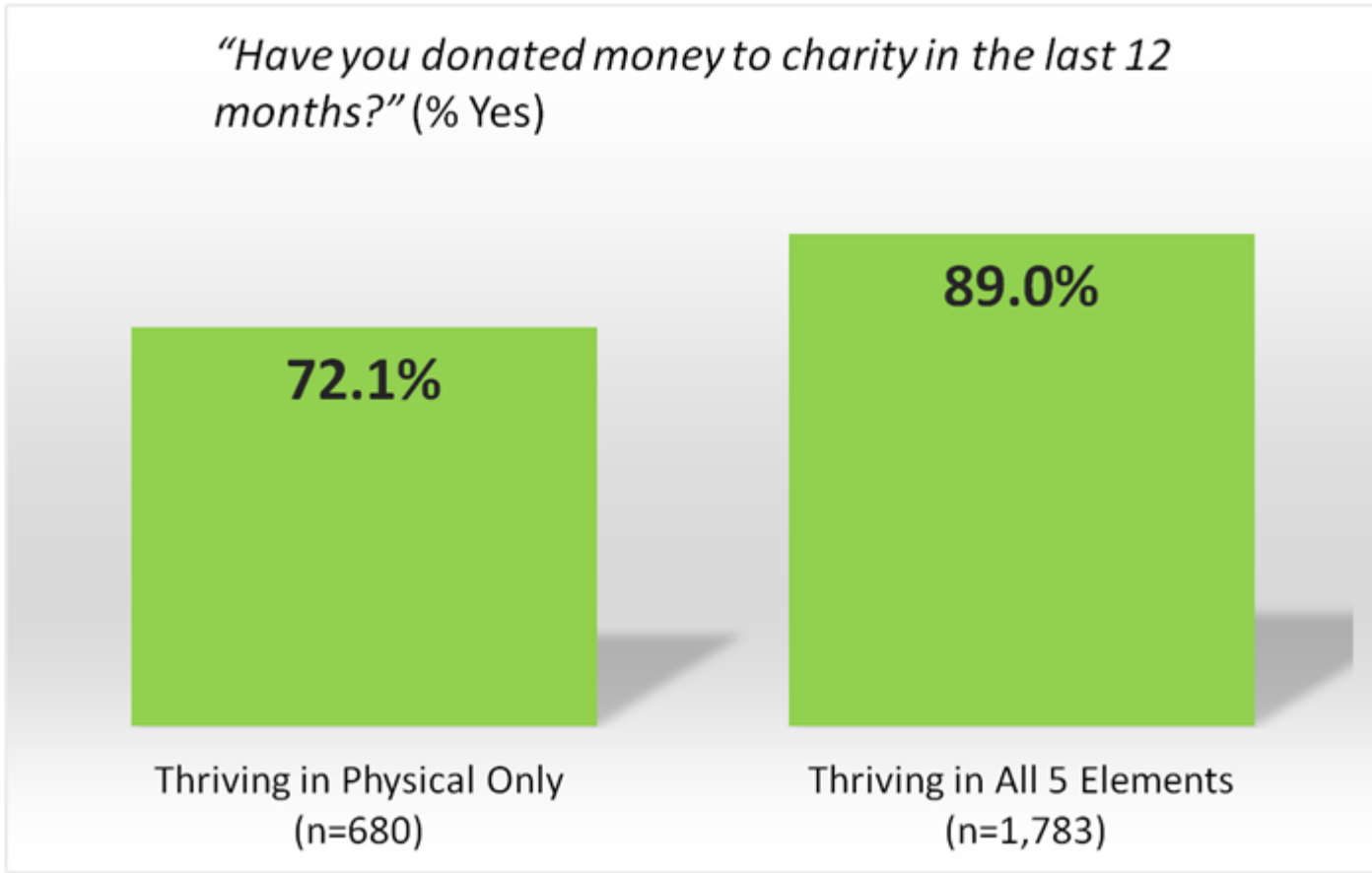
Adults Thriving in all Five Elements Are 2x More Likely to Exhibit Adaptability Than Those Thriving in Physical Only

“Thinking generally, are you always, usually, sometimes, rarely, or never able to adapt well to change?”
(% Always)



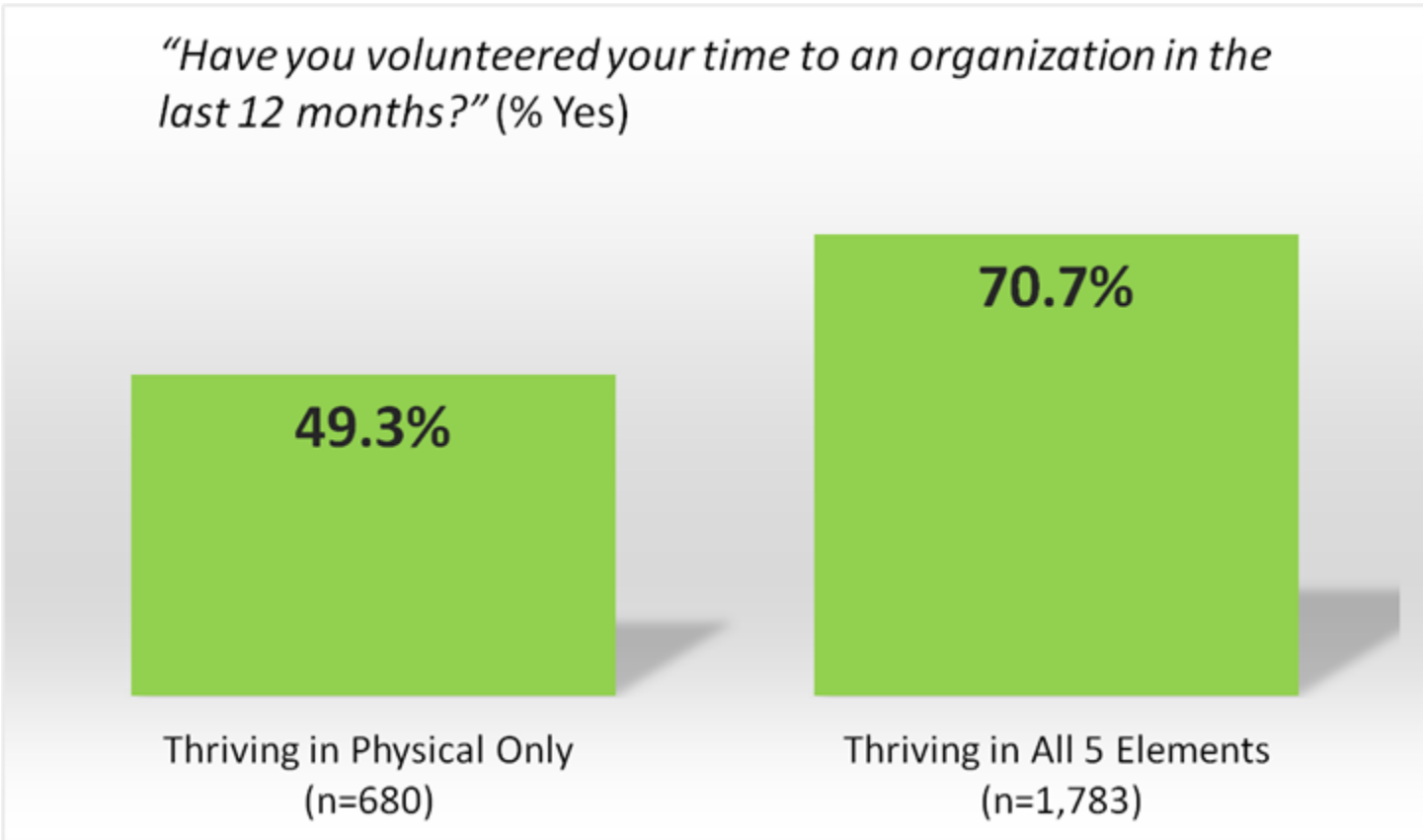
Study of 16,373 Gallup U.S. Panel Members (Weighted to U.S. Census Statistics); December 2013
Controlling for Age, Gender, Income, Education, Region, and Marital Status

Adults Thriving in all Five Elements Are 23% More Likely to Have Donated to Charity Than Those Thriving in Physical Only



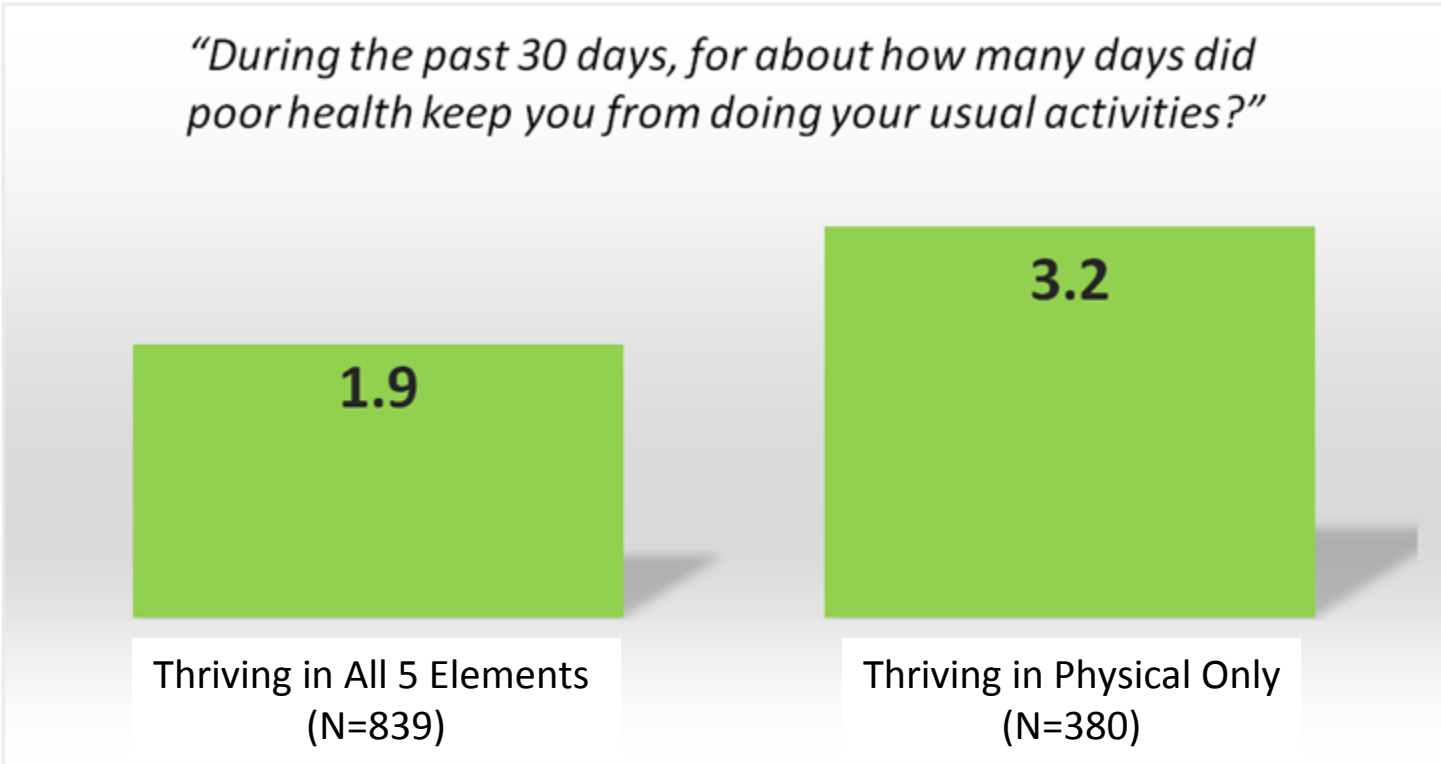
Study of 16,373 Gallup U.S. Panel Members (Weighted to U.S. Census Statistics); December 2013
Controlling for Age, Gender, Income, Education, Region, and Marital Status

Adults Thriving in all Five Elements Are 43% More Likely to Have Volunteered in Last Year Than Those Thriving in Physical Only



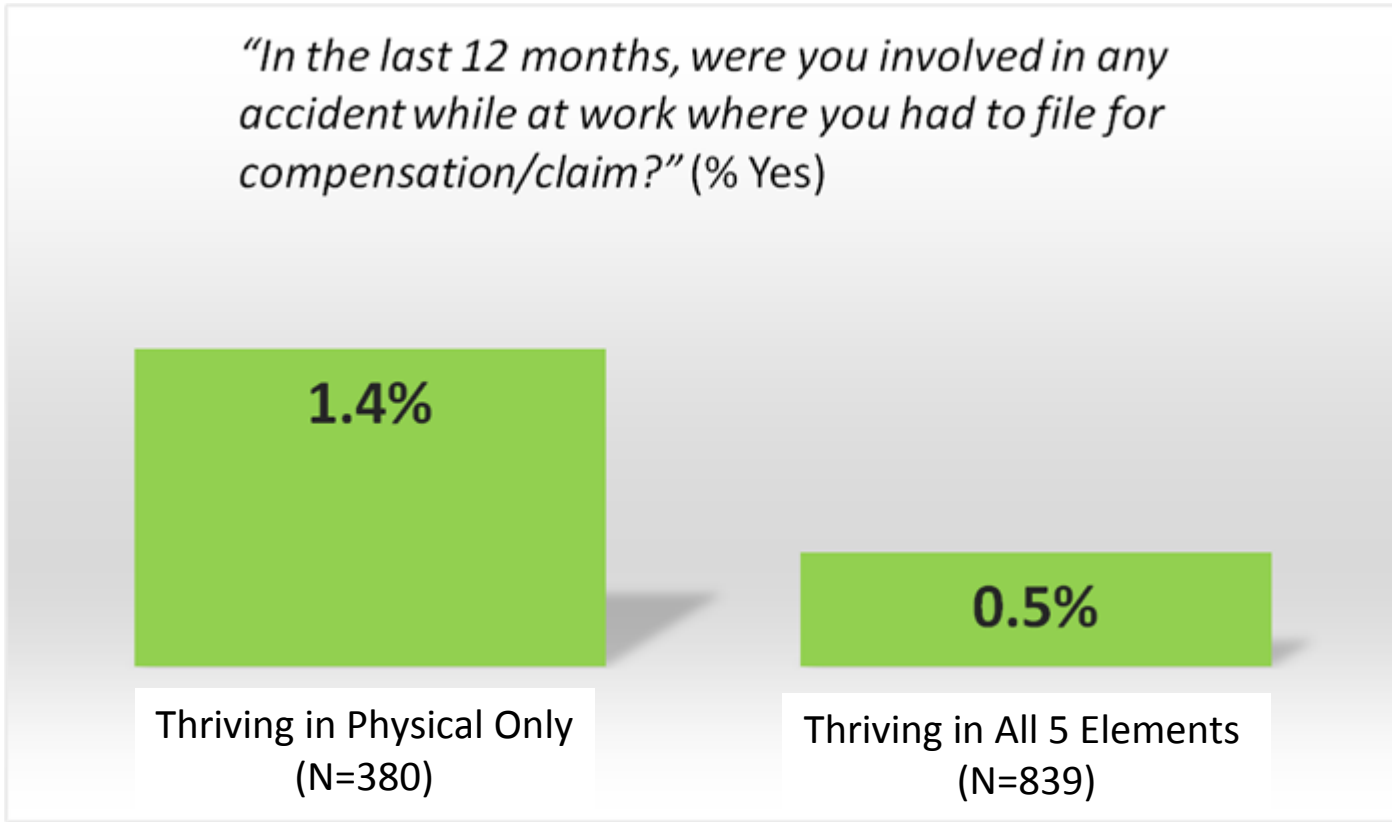
Study of 16,373 Gallup U.S. Panel Members (Weighted to U.S. Census Statistics); December 2013
Controlling for Age, Gender, Income, Education, Region, and Marital Status

Employees Thriving in Physical Alone Missed 68% More Work Due to Poor Health in Last Year Than Those Thriving Across All 5 Elements
This estimates to \$443k in lost productivity per year per 1,000 employees



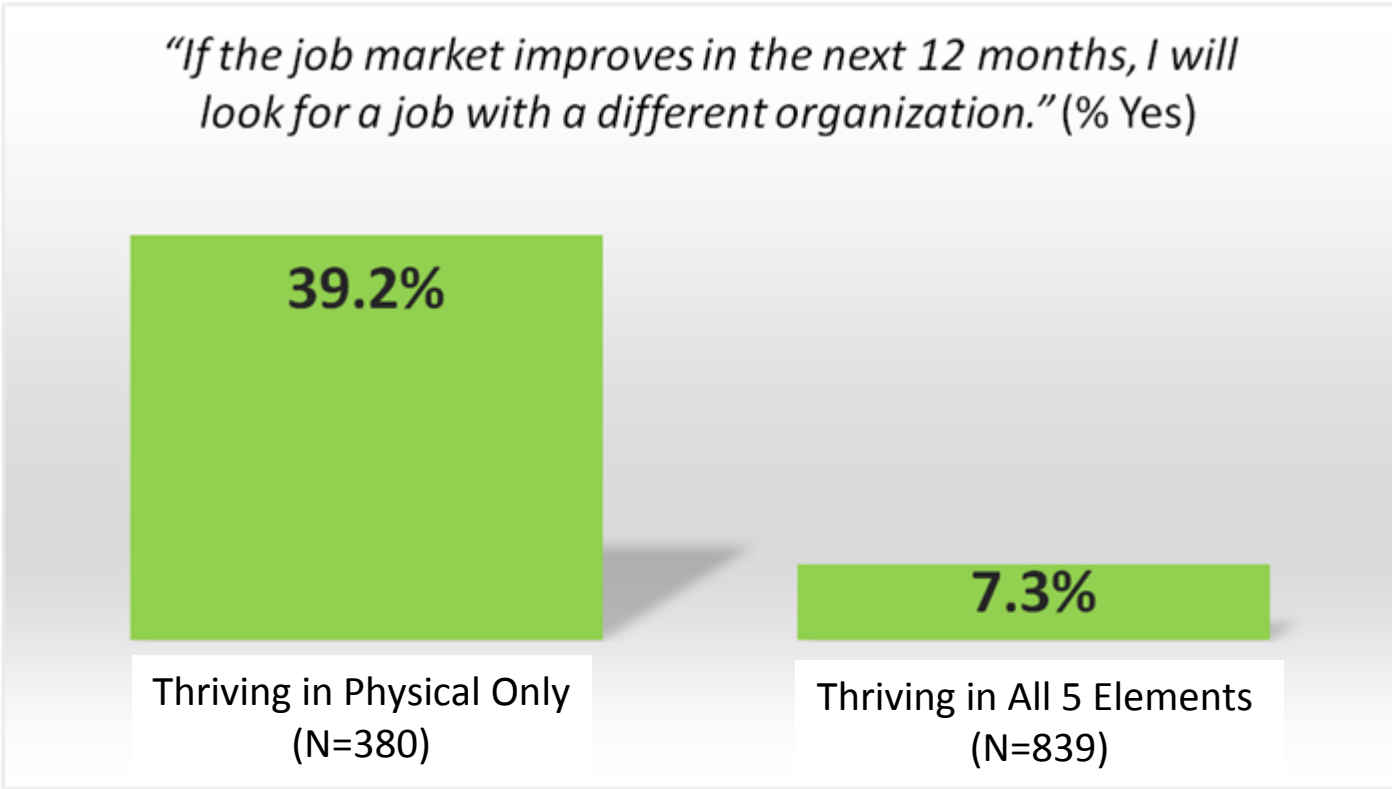
Study of 16,373 Gallup U.S. Panel Members (Weighted to U.S. Census Statistics); December 2013
Controlling for Age, Gender, Income, Education, Region, and Marital Status
Unhealthy Days converts to .331 missed work days, assuming 21% part time workers

Employees Thriving in all Five Elements Are One Third as Likely to Have Filed a Workers' Compensation Claim in Last Year



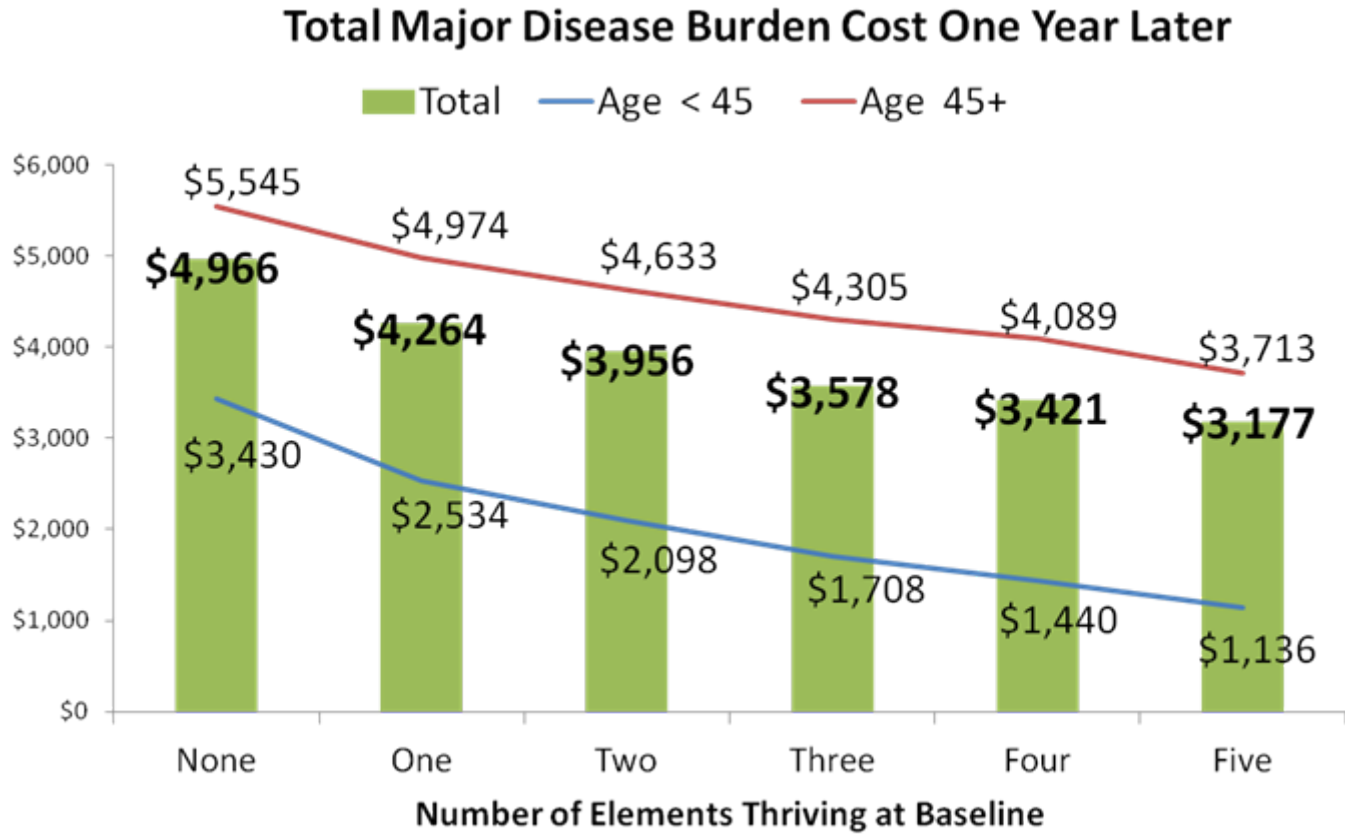
Study of 16,373 Gallup U.S. Panel Members (Weighted to U.S. Census Statistics); December 2013
Controlling for Age, Gender, Income, Education, Region, and Marital Status

Employees Thriving in all Five Elements Are One Fifth as Likely to Seek Out New Employer in the Next 12 Months



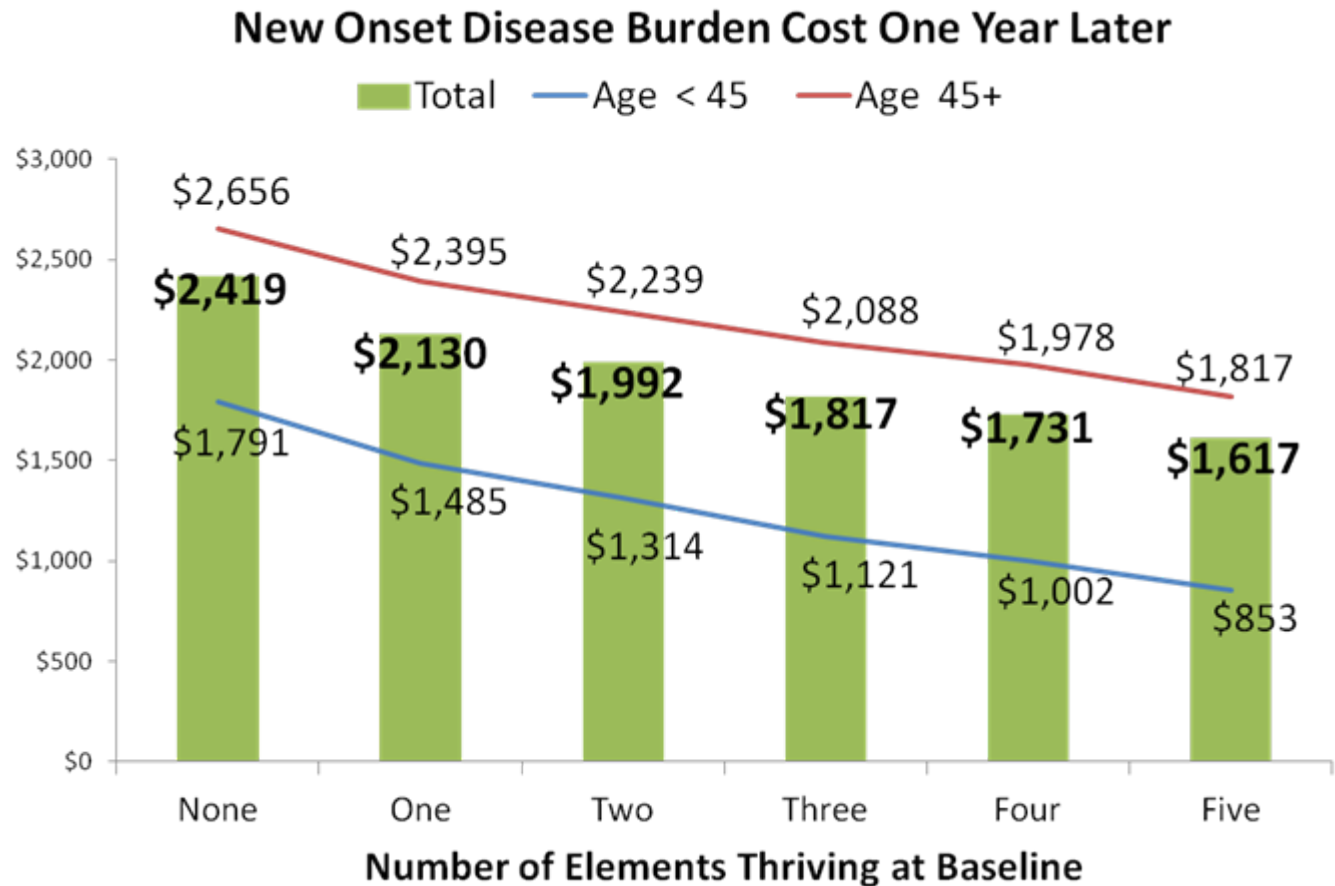
Study of 16,373 Gallup U.S. Panel Members (Weighted to U.S. Census Statistics); Dec. 2013
Controlling for Age, Gender, Income, Education, Region, and Marital Status

Employees Thriving in Multiple Elements Have Substantially Lower Health-Related Costs via Disease Burden One Year Later



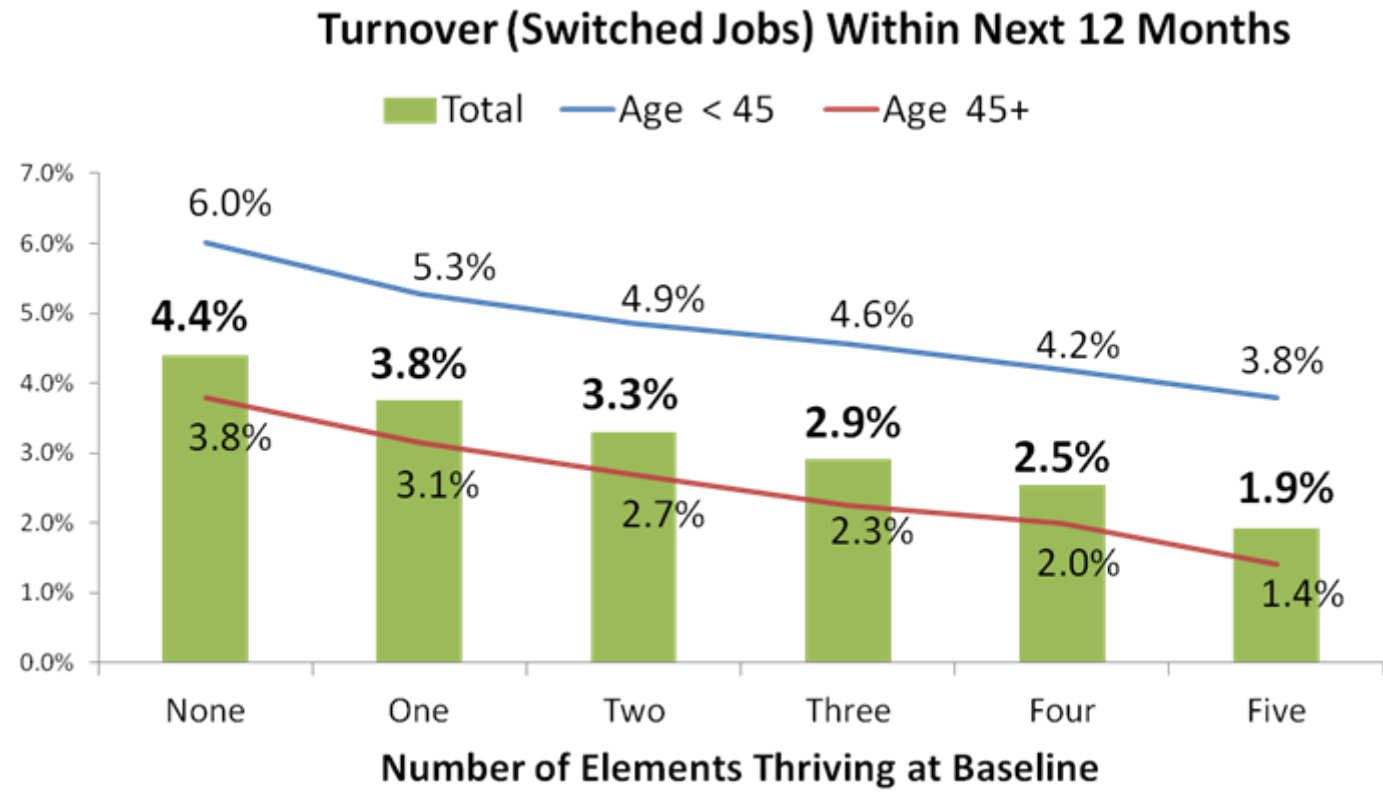
Longitudinal sample of approximately 11,500 Gallup U.S. Panel Members (5,500 employed)
Controlling for Age, Gender, Income, Education, Region, and Marital Status

Employees Thriving in Multiple Elements Have Lower Health-Related Costs via New Onset Disease Burden One Year Later



Longitudinal sample of approximately 11,500 Gallup U.S. Panel Members (5,500 employed)
Controlling for Age, Gender, Income, Education, Region, and Marital Status

Employees Thriving in Multiple Elements Have Substantially Lower Turnover One Year Later Than Those Thriving in No Elements



Longitudinal sample of approximately 11,500 Gallup U.S. Panel Members (5,500 employed)
Controlling for Age, Gender, Income, Education, Region, and Marital Status

Guiding Principles of Successful Well-Being Intervention Programs

- 1. Strong, sustained voice from leadership**
- 2. Shared and consistent definition of what is meant by “well-being”**
- 3. Lead by example – set the agenda, use bully pulpit**
- 4. Employees/Residents must sense that leadership authentically cares about their well-being**
- 5. Establish and execute programs that hit all five Elements of well-being, not just physical wellness**
- 6. Scientifically evaluate the effectiveness of programs as a function of change of well-being over time among employees/residents**

To stay up to date on our
well-being discoveries, visit:
<http://www.healthways.com>

and

<http://www.gallup.com/poll/wellbeing>

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