



CEO Roundtable

*Creating Healthy Companies
and Communities*

EMPLOYEE HEALTH SURVEY 2016

EMBARGOED: October 4, 2016



This research was conducted to raise **awareness** of and **support** the goals of the **CEO Roundtable**, an unprecedented innovation incubator to build a culture of health in the workplace.

In an effort to both promote and measure its initiative, AHA conducted this research with the US workforce to:

- Determine **key indicators which motivate** employees toward **participation and engagement** in workplace health and well-being programs
- Identify the **importance of sleep, stress, mental, and financial health** to a broader concept of health and well-being among U.S. employees
- Evaluate the **impact of senior leadership** in motivating employees to participate in employer-sponsored health promotion programs
- Discover **multi-generational communication and management preferences** that enhance engagement and productivity
- Investigate the **role of technology in health** including concepts of “digital detox” and “unplugged”



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BACKGROUND AND OBJECTIVES

RESULTS ARE CURRENT AND REPRESENTATIVE OF U.S. EMPLOYEES



Who

Representative survey of 2,009 adults currently employed part- or full-time at a company with at least 25 employees that offers a health care plan



When

August 10 - 19, 2016



How

20-minute online survey among participants in Nielsen's online research panel



Weighting

Results were weighted, as needed, to match the profile of adults who are employed part- or full-time in the U.S.

For the purposes of this report, **'Younger Millennials'** refers to employees aged 18-26, **'Older Millennials'** refers to employees aged 27-35, **'Gen Xers'** refers to employees aged 36-50, **'Baby Boomers'** refers to employees aged 51-69, and **'Matures'** refers to employees aged 70+.

Please note: Data for total Matures and Younger Millennials who participate in employee health programs have base sizes of less than 100. Results for these groups are directional in nature.



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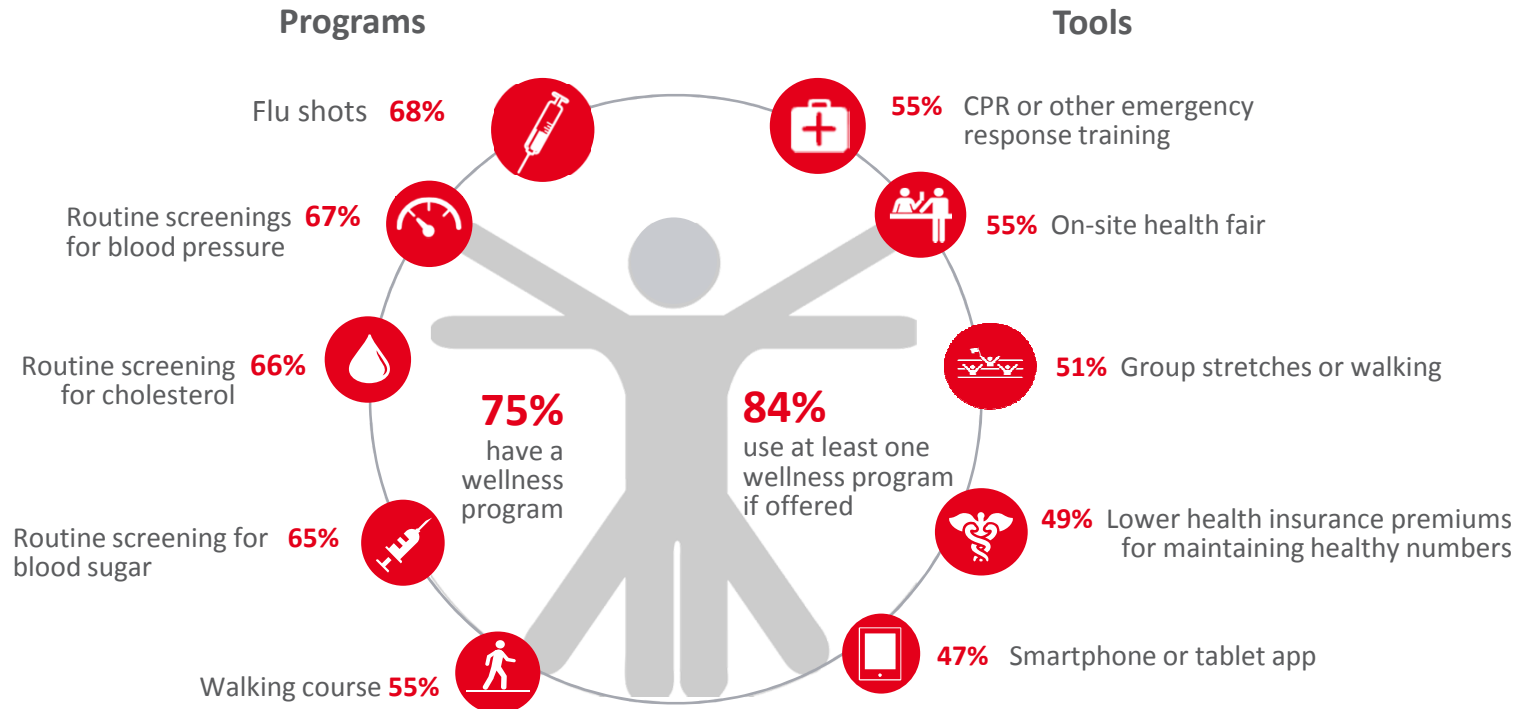


METHODOLOGY

PROGRAMS AND CEO PARTICIPATION ARE IMPORTANT WAYS TO SHOW COMMITMENT TO THE HEALTH OF EMPLOYEES AND POSITIVELY IMPACT ENGAGEMENT



EMPLOYEES HAVE ACCESS TO AND PARTICIPATE IN WELLNESS PROGRAMS



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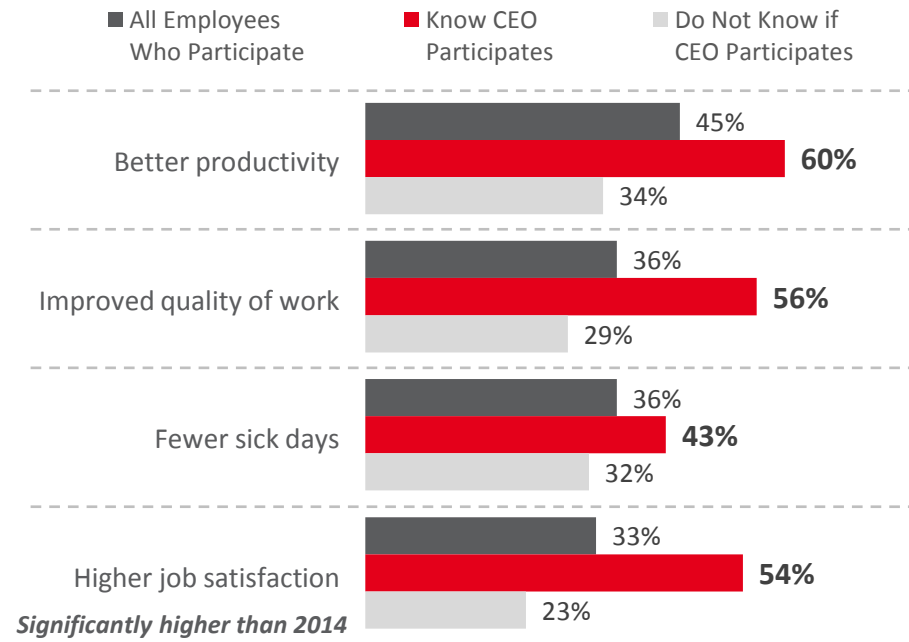


WHAT HEALTH PROGRAMS ARE EMPLOYEES USING?

CEO PARTICIPATION DRIVES IMPACTS BETTER EMPLOYEE OUTCOMES

Work Outcomes of Programs

Employees who know their CEO participates are more likely to **report better productivity, improved work quality, and higher job satisfaction** as a result of their own participation



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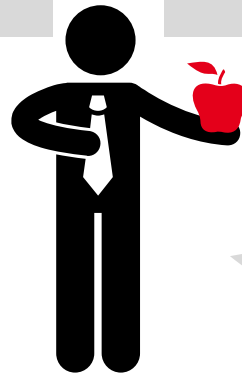
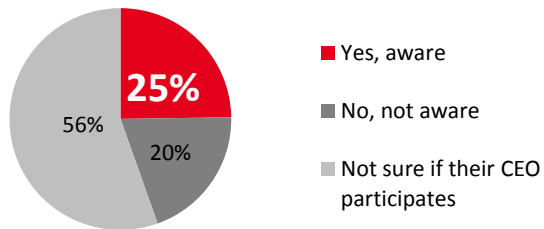


WHAT IS IN IT FOR EMPLOYERS?

CEO PARTICIPATION IS RELATED TO POSITIVE EMPLOYER PERCEPTIONS AND PERSONAL COMMITMENT TO HEALTH

Employees' Awareness of CEO Involvement

Employees awareness of CEO participation in health programs is significantly higher than 2014



Employer's Role in Workplace Health

Employees who know their CEO participates are more likely to say their employer cares and is committed to the health of their employees

All Employees

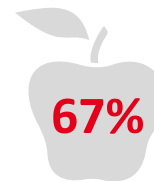


Believe their employer **cares a great deal or a lot** about the health of employees

Know CEO Participates



vs. don't know (12%)



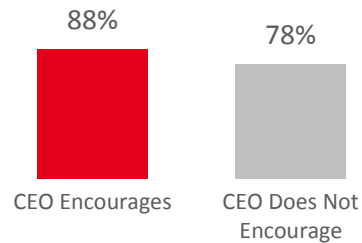
Agree that their employer is **committed to the health** of employees



vs. don't know (55%)

Impact of CEO Encouragement on Participation

Employees who say that their CEO encourages participation in health programs are more likely to participate in them



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WHAT IS THE ROLE OF CEO LEADERSHIP?

EMPLOYEES ARE MAKING EXERCISE AND EATING RIGHT A PRIORITY

Overall Health

More than half report being in excellent or very good health



Of the **55%** who say they are in excellent/very good health **5%** have heart disease or stroke and **33%** are "at-risk"

Average Weekly Exercise



134.4 minutes
Moderate intensity
58.5 minutes
Vigorous intensity

Significantly higher than 2014

Top Health Goals

95% agree they feel better when they eat right and exercise



40%
Lose weight



40%
Be more physically active



37%
Eat more healthy foods



28%
Improve my financial health



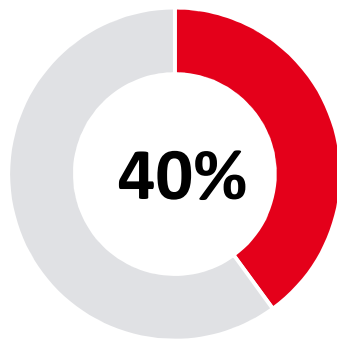
28%
Get more sleep



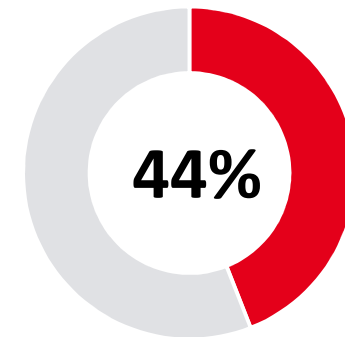
25%
Reduce my stress levels



MANY EMPLOYEES SAY THEIR JOB GETS IN THE WAY OF THEIR HEALTH EVEN AMONG THOSE WHO PARTICIPATE IN PROGRAMS



of employees say their **job gets in the way** of their **health**



of **employees who participate** in employee health programs **say the same**

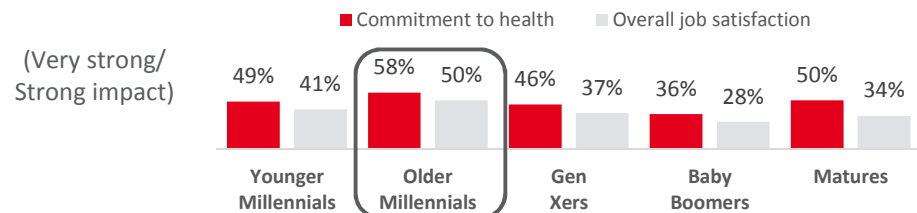
MILLENNIALS ARE MOST LIKELY TO PARTICIPATE IN HEALTH PROGRAMS AND REAP THE POSITIVE EFFECTS



Millennials are most likely to participate in workplace health programs

Impact of Participation

Participation impact on commitment and overall job satisfaction is higher for Older Millennials compared to other generations



Other Effects of Participation



Baby Boomers are least likely to say they feel their company cares a great deal or a lot about their health



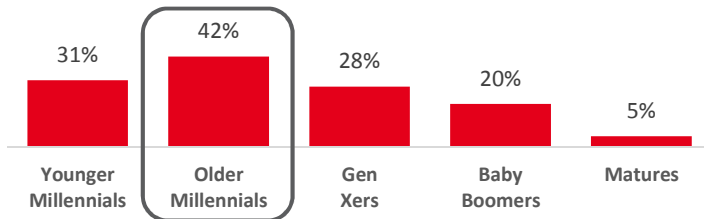
Millennials are more likely to report positive work-related outcomes as a result of their participation in health programs



GENERATIONS DO NOT EXPERIENCE STRESS EQUALLY

Frequency of Experiencing Stress

Older Millennials are the most likely to experience stress as a result of work always, almost always, or very often



Differential Health Goals



Younger and Older Millennials are more likely to be focused on reducing their stress



Older generations are more likely to be focused on weight loss and being more physically active

What Employers Can Do to Reduce Stress



Generations are equally likely to say they would like their employer to recognize the level of stress employees are under

Younger and Older Millennials want more flexibility in when and where they work to help reduce or manage stress



OFFERING HEALTH PROGRAMS CAN POSITIVELY IMPACT EMPLOYEES' VIEWS OF THEIR EMPLOYERS' COMMITMENT TO THEIR HEALTH

What can employers do to help improve employee health and well-being?

- ✓ Offer programs that would help employees meet their health goals
- ✓ Consider generational differences in program offerings & communications
- ✓ Communicate leadership participation

Impact of Participation

Those who participate are more likely to say the availability of health programs have a very strong/strong impact on their commitment to their health



Desired Employer Health Program Offerings

When asked what programs they would like for their employer to offer that would help you meet your health and wellness goals the **top responses** were:

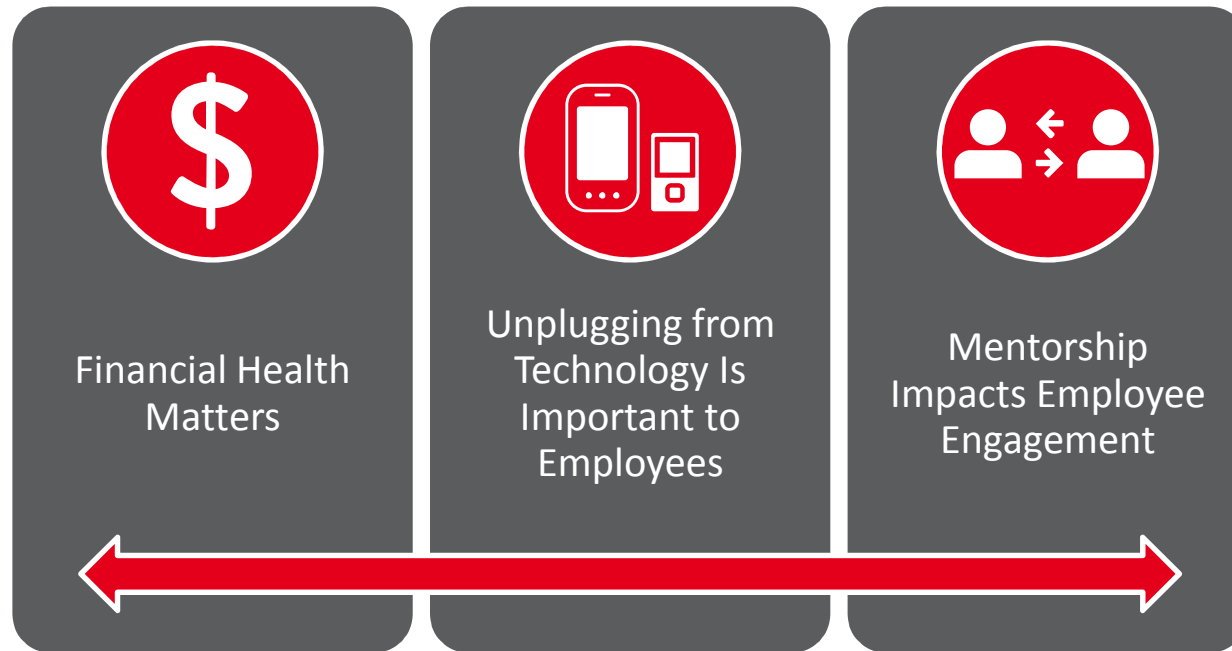


28%
Free or reduced membership to an offsite gym



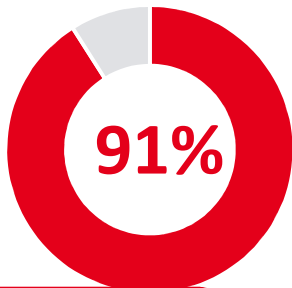
22%
Weight loss programs

FINANCIAL HEALTH, TECHNOLOGY BREAKS, AND MENTORSHIP MATTERS TO EMPLOYEES

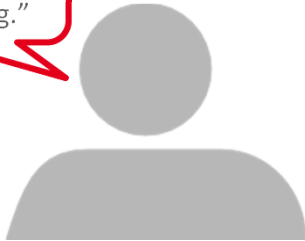


FINANCIAL HEALTH IS IMPORTANT TO OVERALL WELL-BEING

Financial Health & Well-Being



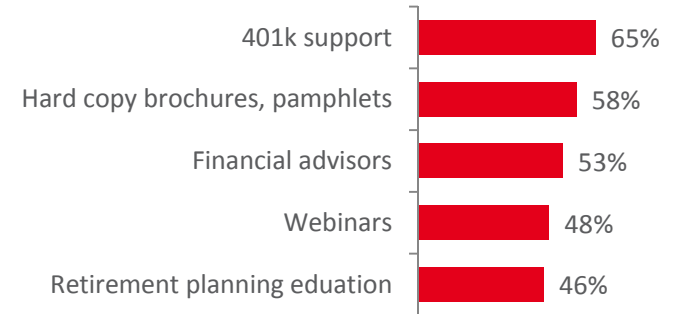
“My **financial health** is important to my overall well-being.”



Financial Program Utilization

71%
have a
financial program

72%
use at least one
financial program
if offered



Impact of Financial Program on Financial Health

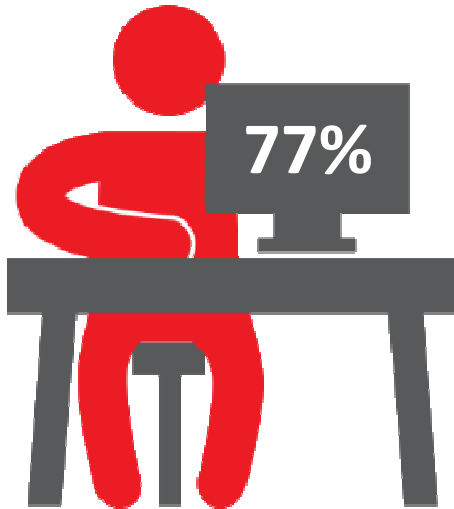
43% say their financial health has improved a **great deal/a fair amount** because of their participation in financial programs offered through their employer



TECHNOLOGY BREAKS IMPORTANT TO HEALTH, BUT NOT ENCOURAGED

Impact of Unplugging on Health

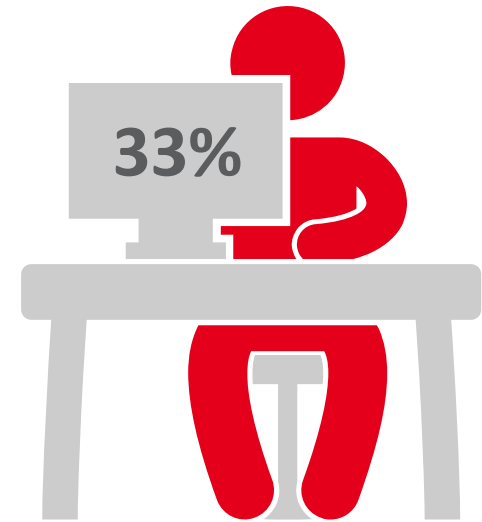
3 in 4 agree that unplugging or disconnecting from technology is important to their health



Employer Encouragement

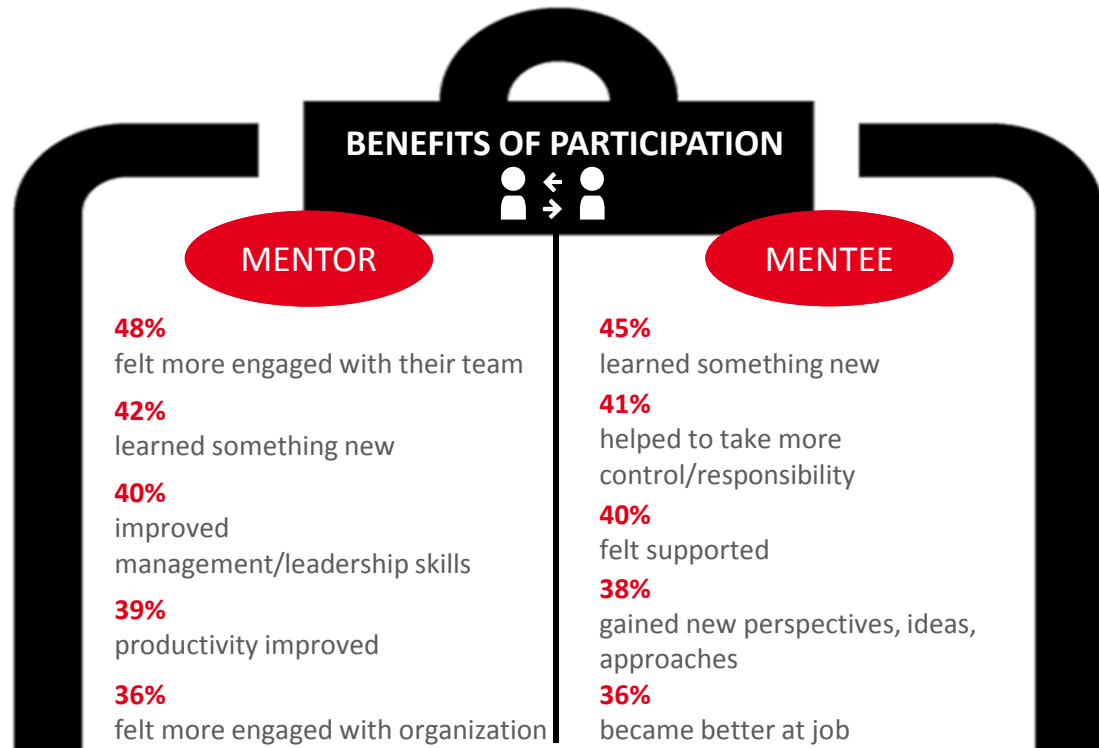
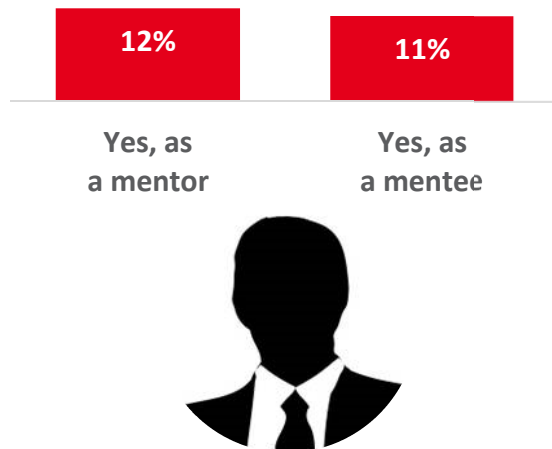
1 in 3 agree that their employer encourages employees to occasionally unplug from technology

82%
Those who say that their employer encourages unplugging are **more likely to say that their employer is committed to the health of their employees**



THOSE WHO PARTICIPATE IN MENTORSHIP PROGRAMS REPORT INCREASED ENGAGEMENT

Participation in Mentor Programs



Q&A



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