

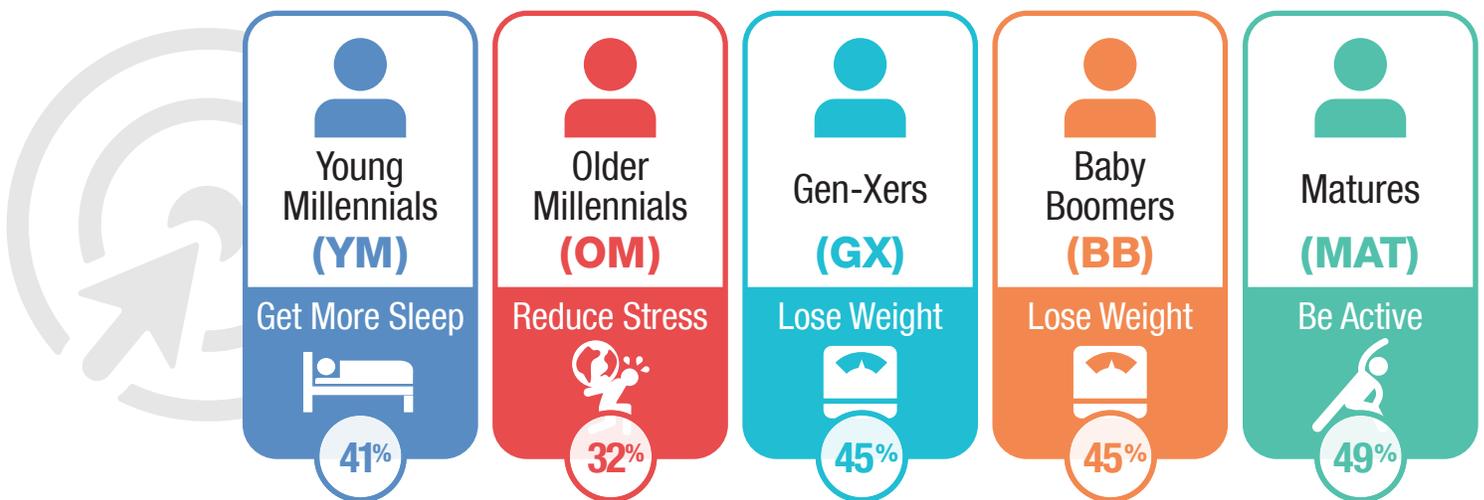
Health Program Interaction Across Generations



Health Goals Vary by Generation

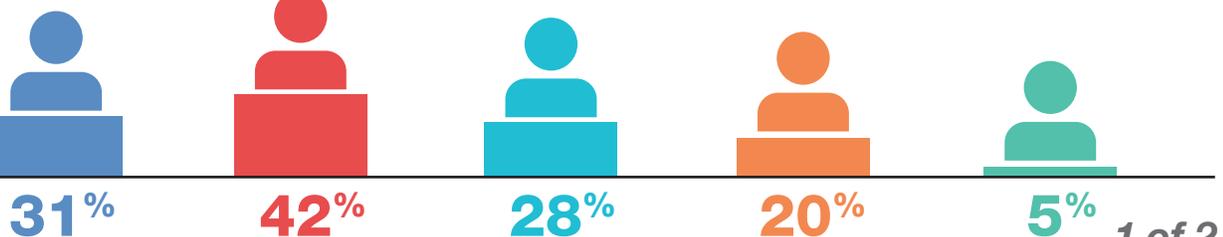
- **Sleep and Stress** are more likely to be on the radar of Millennials.
- **Weight loss and being more physically active** are more likely to be the focus of the older generation.

Health Goals By Generation



Generations Do Not Experience Stress Equally

Millennials are the most likely to say they experience stress as a result of work **always, almost always or very often.**

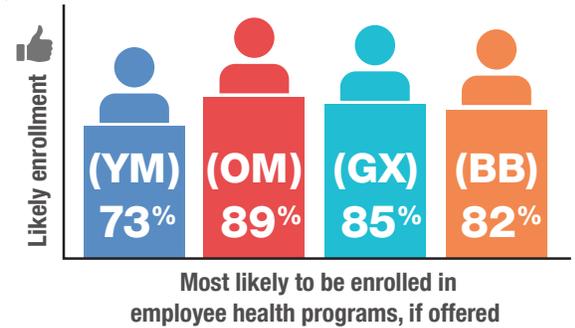


Health Program Interaction Across Generations

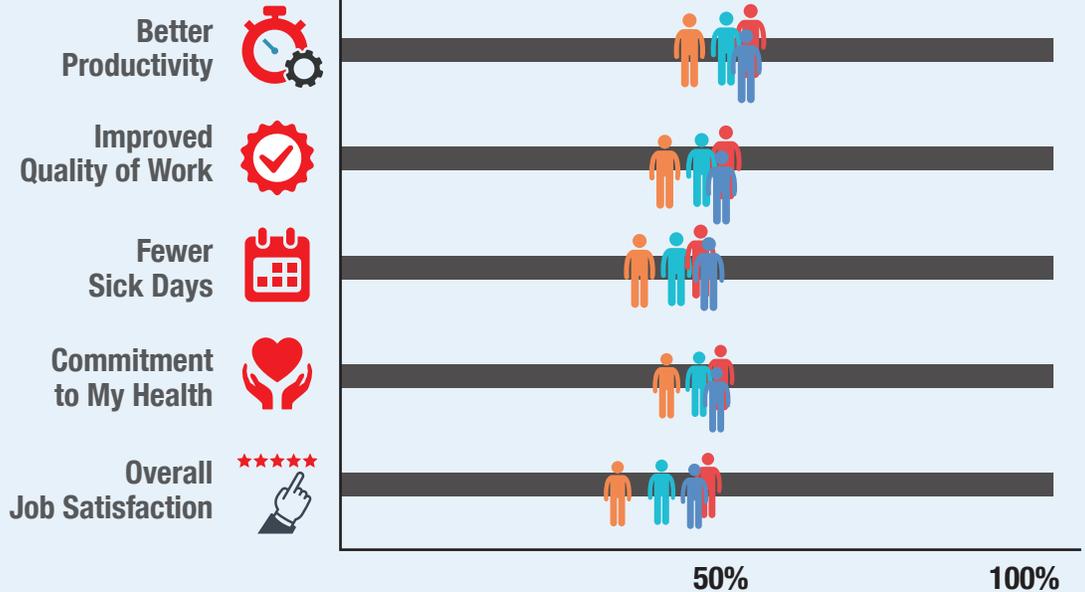
Workplace Health Participation and Impact

Among those who participate in workplace health programs,

-  **Millennials** are likely to report more positive work-related outcomes from their participation.
-  **Impact on commitment and job satisfaction is stronger for Millennials** compared to other generations.



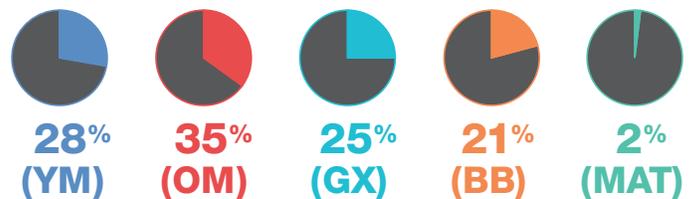
Employees Report:



Considerations for Employers



All say incentives would make them more likely to participate with Gen Xers most likely to be motivated by benefit incentives, extra vacation time or time during the day to exercise.



To reduce or manage stress, younger generations are most likely to say they would like time off during the day for exercise.



Methodology: AHA commissioned Nielsen to conduct an online survey within the United States from August 10 – 19, 2016 among a representative sample of 2,009 adults (aged 18 and over) employed part or full time in organizations with 25 or more employees that offer a health care plan. Figures for age, sex, race/ethnicity, education, region and household income were weighted where necessary to bring them into line with their actual proportions in the population of full or part time employees. 'Younger Millennials' refers to employees aged 18-26 (n=128), 'Older Millennials' refers to employees aged 27-35 (n=397), 'Gen Xers' refers to employees aged 36-50 (n=633), 'Baby Boomers' refers to employees aged 51-69 (n=781), and 'Matures' refers to employees aged 70+(n=70). Please note: Data for total Matures and Young Millennials participating in programs have base sizes of less than 100. Results for these groups are directional in nature.