

Voice of the Employee Survey

Uncovering the evolving health needs, expectations, and priorities of today's workforce

Key highlights from the Voice of the Employee Survey, conducted with The Harris Poll in March 2026, specifically among very large organizations (10k+ employees)

Financial Strain: Rising Healthcare Costs Forcing Tough Choices for Workers

Nearly 4 in 10 employees at very large organizations and around half of those at smaller organizations are struggling to afford day-to-day expenses or contribute to retirement savings due to unaffordable healthcare costs.



39% Report that rising healthcare costs have made it **difficult for me to pay for basic day-to-day expenses such as food, rent, and childcare.**

38% Report that to afford healthcare costs and maintain a healthy lifestyle, they **have had to reduce or stop contributing to retirement savings.**

NAVIGATION ASSISTANCE NEEDED, OPEN TO AI SOLUTIONS

87%

Cite challenges navigating employer-provided health benefits, including estimating costs (36%) and understanding what is covered (30%).

85%

Are using tools today to help them manage their health.

INCLUDING

~1 in 4

Who are using AI tools (28%), most commonly for suggestions for managing stress or anxiety (57%), creating workout routines (48%), and identifying possible causes of symptoms (43%).

Expectations for Supportive Employers and Understanding of Difficult Tradeoffs to Help Cost Burdens

Employees across the country, especially at very large companies, overwhelmingly believe their employer should play an active role in supporting their overall health and well-being. They also understand tradeoffs may be necessary so that employers can invest in health solutions for their workers.

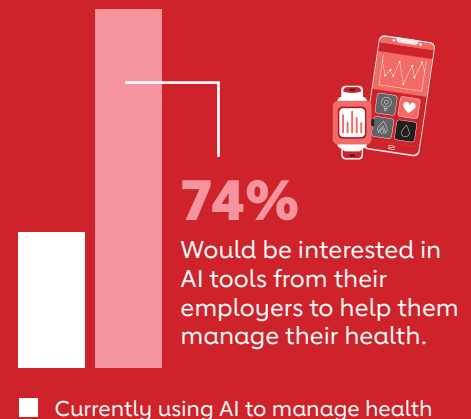
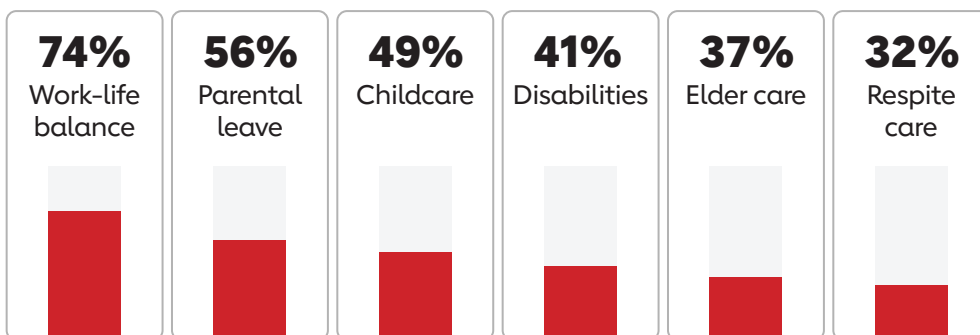
83%

Believe **employers should play an active role in supporting employees' overall health and well-being.**

87%

Of employees at very large organizations **would support their employer investing in health programs and resources over other workplace perks.**

Employees at very large organizations expect employer support across a broader set of needs than smaller organizations' employees, including the following:



Investing in AI solutions, including those that help employees navigate their health benefits, is a high-value opportunity, with employees signaling clear readiness to adopt and use these tools.

How Employers Can Help

Employees at very large organizations are looking for support as they face chronic health issues, financial stress, and work-life challenges - and are highly motivated to improve their health.

Top Areas Employees Believe Employers Should Support



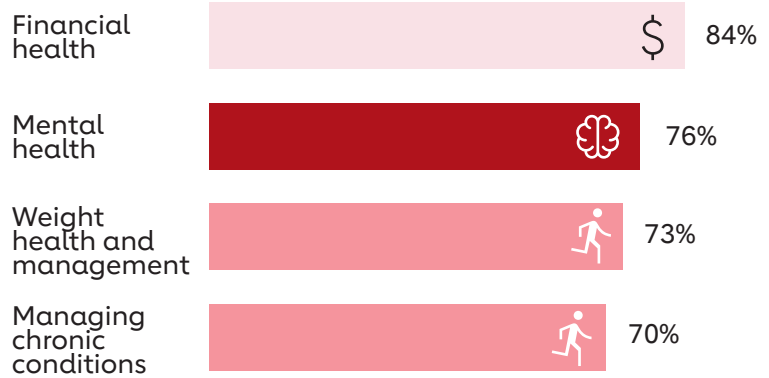
64%

Are currently managing a chronic health condition.

97%

Are currently trying to improve their health and well-being.

Top Employee Health Topics of Interest*



*work-life balance not asked in this list

Leaders Should Set the Tone on Health

Employees want health and well-being embedded into organizational values, policies, and daily workflows.

95% AGREE

Employee health and well-being should be supported through how we work day-to-day, not just through policies or program offerings.

94% AGREE

Health and well-being should be reflected in my organization's values and policies.

92% AGREE

Senior leaders should model healthy behavior to contribute to a workplace culture that supports healthy living.



Further, nearly 8 in 10 (79%) say it is important that their employer provides opportunities to engage or volunteer with health causes.

KEY TAKEAWAY

Employee health and well-being are strategic imperatives deeply tied to leadership, organizational culture, and everyday work practices. Employers must shift perceptions of well-being from a program to a system, which very large employers are best positioned to build at scale, leading the way in building healthier, more productive, and more engaged employees.

Footnote: Online survey conducted by The Harris Poll on behalf of the American Heart Association February 26 – March 12, 2026 among 2,001 US employees (adults age 18+ who are employed full or part time (not self) at a company with at least 25 employees and who are enrolled in and provided coverage through a health plan offered by their employer), including 479 employees who work for a very large company (10,000+ employees).