

FROM Wellness TO Wellbeing

WHAT CAUSED THE SHIFT

The collision between work and personal life.

Shifting from wellness to wellbeing was sparked from the realization that **physical health** is ONLY ONE OF SEVERAL factors contributing to outcomes employer programs strived to achieve.



COMPONENTS OF WELLBEING



PHYSICAL



FINANCIAL



COMMUNITY



SOCIAL & EMOTIONAL



PURPOSE

Wellness

- ▶ Targets Health Risks
- ▶ Incentives
- ▶ Cost-saving Solution

Wellbeing

- ▶ Acknowledges Whole Person
- ▶ Employee Value Driven
- ▶ Organizational Solution

WHY IS IT IMPORTANT TO EMPLOYERS?



Shifting recognition from *health care cost savings* to *the impact on business performance*. The **value of investing in wellbeing** is tied to **improved employee productivity and performance**, overall impacting *organizational success*.

THE COST OF POOR WELLBEING

25-35% of payroll

Direct and Indirect Costs
Insurance, Medical/Pharmaceutical, Absenteeism, Disability, Workers Compensation, Presenteeism



Hidden Costs
Engagement/Morale, Overtime/Replacement Costs, Overstaffing, Delays, Customer Inconvenience, Turnover, Accidents

THE IMPACT OF INCREASED WELLBEING

+10% increase in wellbeing was associated with...



▲ **5%**
increase in job performance



▼ **5%**
fewer unscheduled absences



▲ **6%**
more "best work" days per month



▼ **20%**
decrease in hospital admissions



▼ **60%**
lower medical costs



▼ **16%**
fewer ER visits



▼ **66%**
lower prescription costs

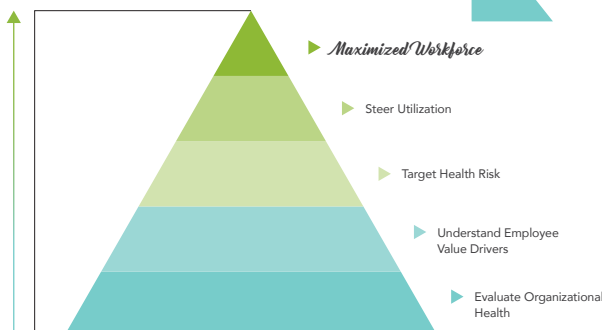


▼ **24%**
lower presenteeism

HOW TO EVOLVE YOUR APPROACH AND STRATEGY

Leading employers have transitioned *from wellness* as an integral part of their **health care strategy** to *wellbeing* as a key aspect of their **workforce strategy**.

WORKPLACE STRATEGY IN EMPLOYEE WELLBEING



Maximize your workforce and reduce healthcare cost by fostering organizational change to empower employee health & wellbeing.

GET STARTED AT onedigital.com/employer-solutions/health-wellbeing-solutions