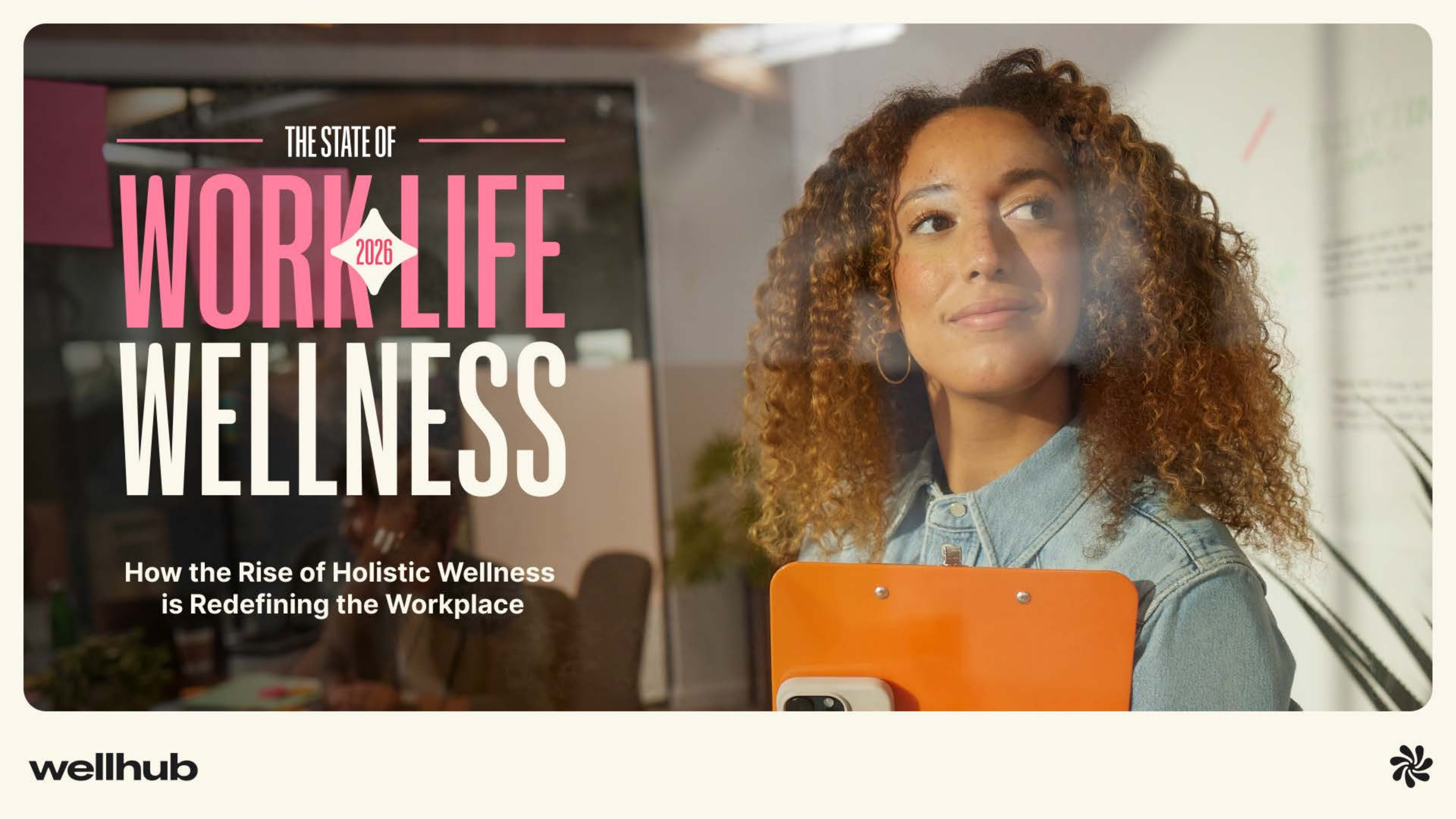




THE STATE OF

WORKLIFE WELLNESS

2026

How the Rise of Holistic Wellness
is Redefining the Workplace



Table of Contents

1	• Introduction	4	1.1 Foreword	5
			1.2 An Outside Perspective	7
			1.3 Key Findings	8
2	• What’s Fueling the Wellness Shift	10	2.1 Rising Stress, Burnout, and Return-to-office Tensions	12
			2.2 Lifestyle Reorientation Toward Flexibility, Fulfillment, and Holistic Wellbeing	17
			2.3 The Rise of “Third Places” (e.g., gyms, studios, parks) as Generative Spaces	23
			2.4 The Role of Wellness Apps and Tools in Shaping Daily Habits	30
			2.5 How Social Wellness Builds Culture, Belonging, and Motivation	34
3	• How Employees Are Coping	38	3.1 Overall Wellness	40
			3.2 Mental Wellness	42
			3.3 Physical Wellness	51
4	• The Great Benefits Gap	60	4.1 Most Common Wellbeing Programs Offered by Employers	62
			4.2 Utilization: Low Participation Highlights Design Gaps	65
			4.3 The Demand for More Holistic Wellness Support	67
5	• Wellness as a Talent Strategy	69	5.1 Talent Acquisition	71
			5.2 Employee Satisfaction	73
			5.3 Employee Retention	77

6	• The Wellhub Effect	79	79
---	----------------------	----	----

7	• Playbook: Building Company Culture Through Wellness	89	89
---	---	----	----

8	• Conclusion	99	99
---	--------------	----	----

9	• Worldwide Wellness	101	101
---	----------------------	-----	-----

10	• Appendices	113	
	10.1 Methodology		114
	10.2 Survey Questions		114
	10.3 Citations		118

Introduction

1.1 Foreword

1.2 An Outside Perspective

1.3 Key Findings

Foreword

1.1

Not long ago, workplace wellness was treated as a perk—something extra you could take advantage of if you had the time. Some overripe fruit in the break room. A yoga class once a quarter. Ping-pong in the lobby. Maybe a discount gym membership that most people never used. Those days are gone.

Today, employees are building their lives around wellbeing, and they expect their workplaces to do their part. It's not just about *offering* support, it's about making wellness part of the culture, the schedule, the conversation. They want access to spaces to move, moments to recharge, and the freedom to care for themselves without feeling like they're breaking some unspoken rule.

To understand this shift, Wellhub surveyed more than 5,000 full-time employees across 10 global markets. The results show a workforce in transition, reorganizing their routines around health, not squeezing it in where they can. In fact, 64% of employees say their approach to wellbeing has become more intentional in the past five years, with younger generations leading the way. Seventy-four percent of Gen Z and 68% of Millennials report they've made meaningful improvements, compared to 59% of Gen X and 55% of Baby Boomers. This isn't just a generational trend, it's a cultural reset, supported by technology and corporate wellbeing programs that are beginning to catch up.

For many, “third places” (those spaces outside home and work where people gather for connection, creativity, and care) have always been part of community life. What's different today is the type of third place people are seeking. Gyms, yoga studios, wellness hubs, and even parks have become

the go-to destinations for recharging, connecting, and managing stress. Ninety-one percent of employees say time in these spaces helps them handle work pressures more effectively. Once considered optional or occasional, these wellness-oriented third places are now woven into the regular rhythm of modern life.

And as wellness becomes a daily practice, digital tools have moved from niche to necessary. Sixty-two percent of employees use wellness apps or platforms at least weekly, and for Gen Z, that number jumps to 72%, with nearly one in three using them daily. These tools aren't just reminders or trackers, they're accountability partners, guides, and bridges to in-person experiences.

Yet despite all this momentum, too many employees are still falling short of feeling well. Just over half (54%) rate their overall wellbeing as good or thriving, a sharp drop from 63% last year. Nearly half describe themselves as only “okay” or worse, and 12% say they're struggling. For them, energy, focus, and vitality are not everyday experiences—they're goals that feel out of reach.

The business case for change is undeniable. **Eighty-six percent of employees consider their wellness at work as important as their salary.** Eighty-nine percent say they perform better when they prioritize wellbeing. Employees with access to structured wellness programs report higher wellbeing across every measure, from mental and physical health to sleep and nutrition, and they're more likely to say their company culture genuinely supports them.

And yet, only 14% of companies currently offer structured wellness programs, even as 95% of employees say physical, mental, emotional, and social health are interconnected. The opportunity is clear: create flexible, varied, and accessible pathways to wellness through third places, digital tools, and daily habits that are visible, social, and supported at every level of the organization, but also at home. Extending benefits to loved ones through Wellhub’s *Family Members* feature ensures that wellbeing becomes a shared lifestyle, reinforcing healthy habits beyond the workplace. At Wellhub, we’ve seen what happens when companies embrace this shift. **People show up more energized. Teams feel more connected. Cultures grow stronger.**

Every company has the potential to be a wellness company. It’s simply a matter of making it a priority, an investment that pays back in the form of healthier people, stronger teams, and more resilient organizations.

Ignore this movement, and you risk more than disengagement, you risk being left behind in a workforce that’s already designing their lives around holistic health.



Livia Martini

Livia Martini
Wellhub Chief People Officer



An Outside Perspective

1.2



Jen Fisher is the Founder & CEO of The Wellbeing Team and former Chief Wellbeing Officer at Deloitte.

THE WELLBEING GAP: WHY GOOD INTENTIONS AREN'T ENOUGH

The latest Wellhub State of Work-Life Wellness report reveals a troubling paradox: while 95% of employees understand that physical, mental, and social wellbeing are interconnected, satisfaction with corporate wellness programs has plummeted from 41% to just 29% in one year. As someone who pioneered the Chief Wellbeing Officer role in professional services, I recognize this gap as the defining challenge of our time—organizations have the awareness but are struggling to create meaningful impact.

The data tells a stark story. Ninety percent of employees experienced burnout symptoms in the past year, with nearly 40% feeling them weekly. Only 44% believe wellness is genuinely ingrained in their company culture. Employees aren't confused about what they need; they're waiting for organizations to provide trusted, consistent support that matches the scale of their challenges.

During my time transforming wellbeing at one of the world's largest professional services organizations, I learned that successful wellness programs share one critical trait: they address the whole

employee experience. When wellness feels authentic and integrated into daily work life, employees respond. The report confirms this—77% of employees with robust wellness programs say HR genuinely cares about them, versus only 38% without such programs.

In a world consumed with AI and unprecedented disruption, the path forward requires both cultural change and the right tools. We can't continue expecting isolated wellness offerings to solve problems they were never meant to tackle alone. Meeting cultures that drain energy, leadership behaviors that reward overwork, and systems that prioritize output over sustainability all undermine even the best-intentioned programs.

The solution lies in creating regenerative work systems where people don't just survive but actually thrive. This means developing wellbeing as an essential leadership skill and recognizing that healthy workforces drive sustainable performance. To get the ROI organizations seek and foster genuine wellbeing, we need comprehensive ecosystems of support.

The future of work is here, and wellbeing is as critical a function as finance, operations, and technology. Organizations that embrace this reality won't just retain talent—they'll unlock the human potential needed to navigate whatever comes next.

Key Findings

1.3

1.2.1 KEY STATS

86%

of employees consider their wellbeing at work and their salary equally important.

89%

say that when they prioritize their wellbeing, they are able to perform better at work.

91%

say that spending time in wellness spaces (gyms, yoga studios, fitness classes) improves their ability to manage work-related stress.

90%

indicated that they experienced burnout symptoms in the past year.

95%

agree that physical, mental, emotional, and social aspects of wellbeing are interconnected, with 46% strongly agreeing.

62%

say community or social support is extremely or very important for maintaining long-term wellness habits.

Only
17%

strongly agree that wellness is ingrained in their company's culture.

81%

agree their employer has a responsibility to help them tend to their wellbeing.

85%

would consider leaving a company that does not focus on employee wellbeing.

1.2.2 KEY FINDINGS

A lifestyle shift is reshaping the workforce



Employees are embracing a more holistic approach to health, spending more time in wellness “third places,” and carrying those habits into the workplace.

Wellbeing is a competitive advantage



It's now central to attracting, engaging, and retaining top talent.

Holistic health is the new standard



Addressing physical, mental, and social wellbeing together creates the biggest impact.

Culture is a catalyst



Embedding wellness into daily habits, leadership behaviors, and workplace norms drives lasting engagement.

Generational momentum is accelerating change



Younger employees are leading the shift toward lifestyle-driven wellness, influencing expectations across the workforce.

SECTION 2

What's Fueling the Wellness Shift

2.1 Rising Stress, Burnout, and Return-to-Office Tensions

2.2 Lifestyle Reorientation Toward Flexibility, Fulfillment, and Holistic Wellbeing

2.3 The Rise of “Third Places” (e.g., gyms, studios, parks) as Generative Spaces

2.4 The Role of Wellness Apps and Tools in Shaping Daily Habits

2.5 How Social Wellness Builds Culture, Belonging, and Motivation



The Global Movement Toward a Wellness-First Lifestyle

Across the world, a new rhythm is taking shape. Tuesday at 6:00 p.m. has quietly overtaken happy hour as the peak time for wellness activities, from fitness classes to mindfulness sessions. This weekly pattern reflects a broader lifestyle shift. Employees are reorganizing their days around wellbeing, not just squeezing it in when they can (Wellhub, Trends Report 2024).

Wellness is becoming a daily priority, built into routines that support energy, focus, and connection. Since the pandemic, expectations around health and work have fundamentally changed. People aren't just recovering from crises, they're rethinking what a sustainable life looks like. Physical fitness, mental resilience, emotional connection, nutrition, and restorative sleep are no longer separate pursuits. They're interconnected priorities shaping how employees manage their energy, focus, and relationships, inside and outside of work.

In many ways, the world is collectively striving to get healthier and more balanced. This movement is more than individual habit-building, it's a holistic reorientation of lifestyles that is reshaping workplaces themselves.

In this chapter, we explore the forces fueling the rise of the wellness-first lifestyle. From rising stress and burnout to the growing appeal of restorative spaces and digital wellbeing tools, we look at how employees are rewriting the rules of balance, and what that means for the modern workplace.

Rising Stress, Burnout, and Return-to-office Tensions

2.1

THE CULTURAL AND WORKPLACE RESSURES DRIVING CHANGE

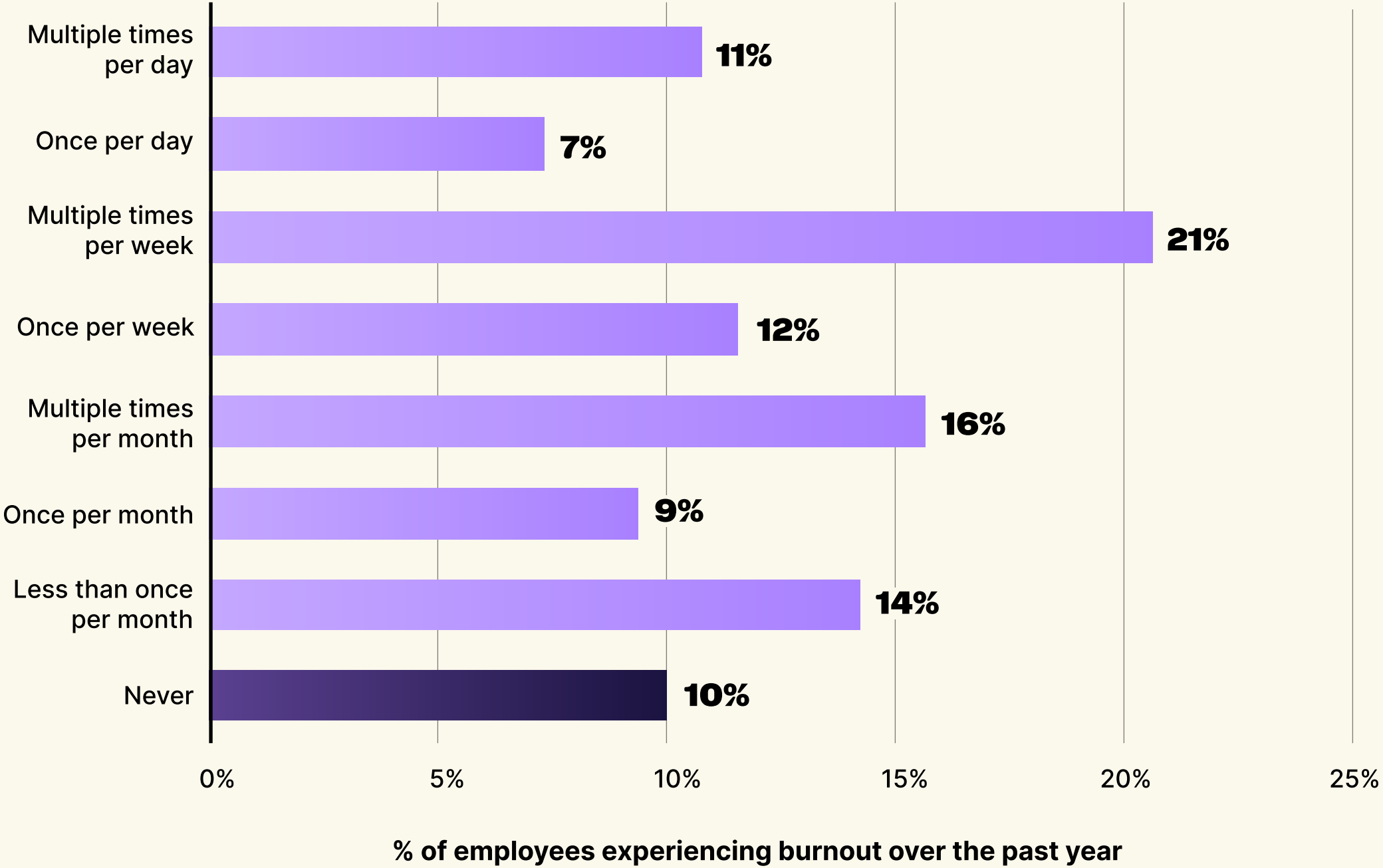
Maya is three years into her marketing career. She's ambitious, creative, and always hits her goals. But lately, something feels off. She's logging more hours, juggling higher expectations, and struggling to keep up. Her evenings, once for friends or staying active, are now consumed by emails and exhaustion. When her company rolled out a mandatory return-to-office policy, she felt like she lost even the small slivers of flexibility that helped her cope.

Maya's story is not unusual. More than half (53%) of full-time workers say their stress levels increased over the past year, with nearly 1 in 5 (19%) describing that rise as significant. These aren't isolated cases. They reflect a growing sense of chronic overload that spans industries, roles, and generations.

Burnout has become a defining feature of modern work. Ninety percent of employees say they've experienced symptoms in the past year, from exhaustion to disengagement to reduced productivity. Nearly 4 in 10 (39%) experience them at least weekly, while 18% feel these symptoms every day.

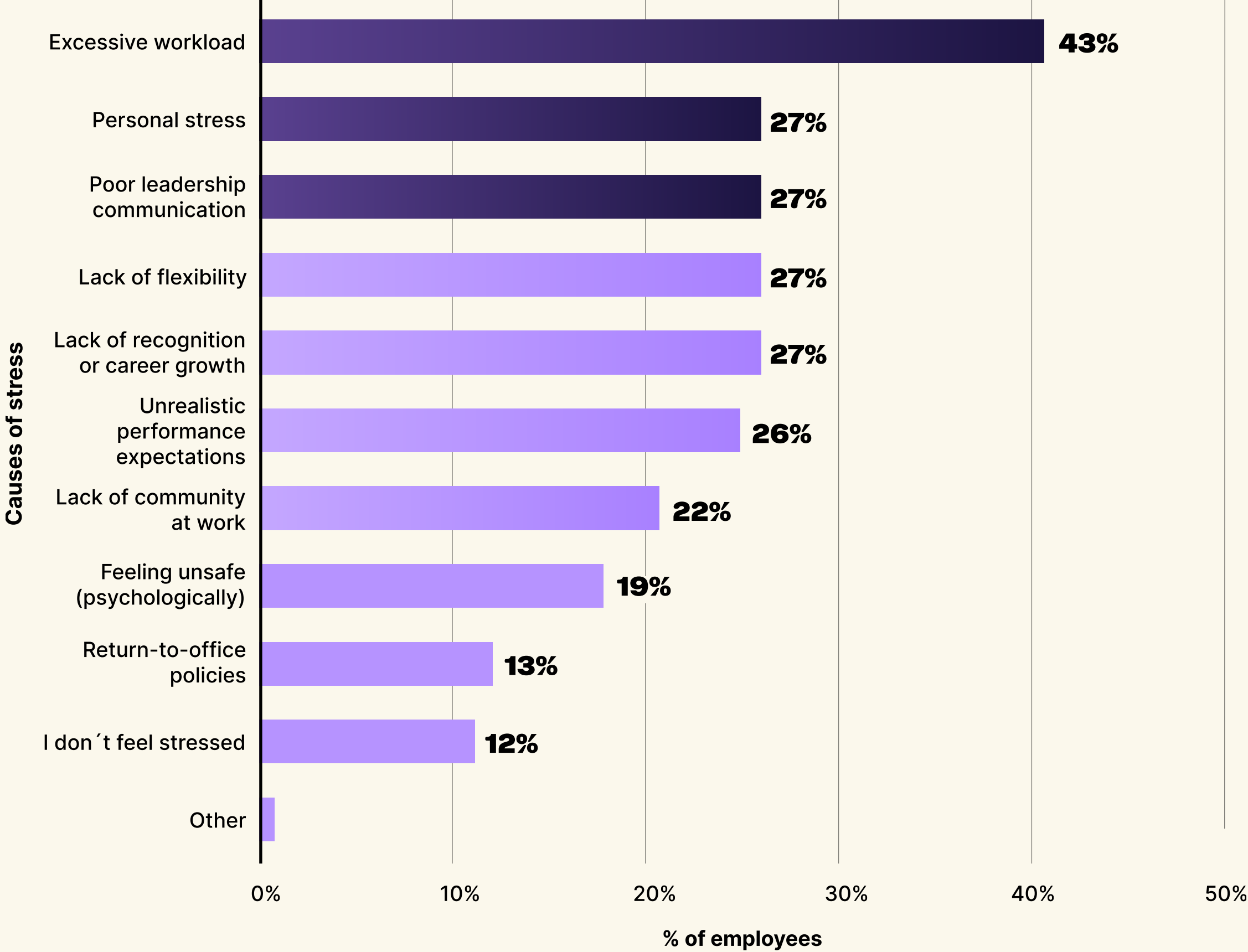


BURNOUT SYMPTOMS ARE A REGULAR PART OF WORK LIFE



The most common cause is clear: excessive workload, cited by 43% of workers. But deeper cultural gaps are also fueling this burnout cycle. Poor leadership communication, limited workplace flexibility, and lack of recognition or career growth were each identified by 27% of respondents as major contributors to burnout.

HEAVY WORKLOADS AND POOR COMMUNICATION DRIVE STRESS



THE GENERATION FEELING IT THE MOST

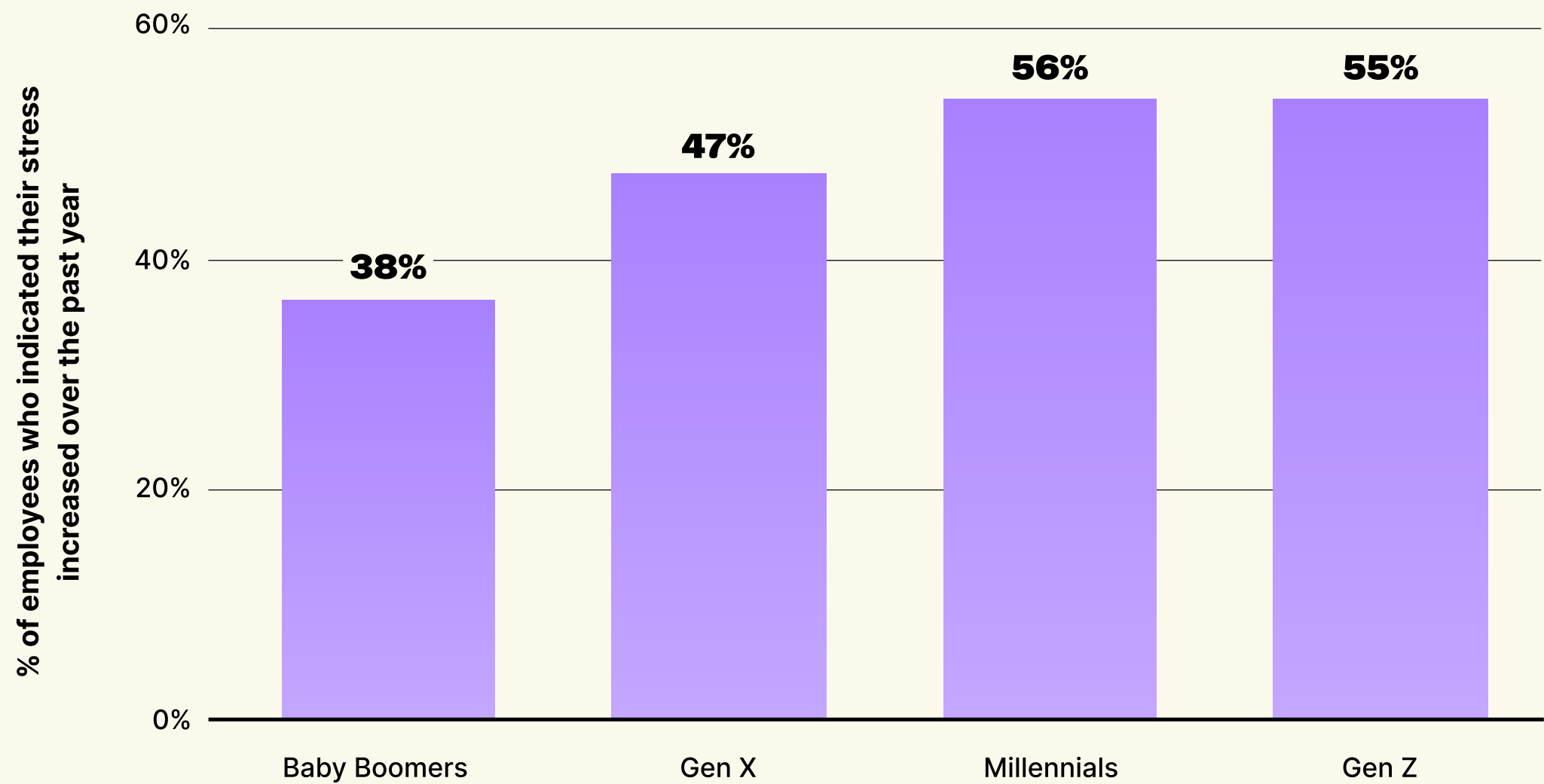
Generational data reveals where this pressure lands hardest. Younger employees, often at the earliest and most formative stages of their careers, are carrying the heaviest emotional and mental loads. Among Millennials, 56% report rising stress levels, while 55% of Gen Z workers say the same, both figures exceeding the global average for all generations. And beyond general stress, these younger groups are the most likely to report frequent experiences of burnout symptoms, with many feeling them several times per week.

For many young professionals, this is the first chapter of their working life. Yet instead of opportunity, they're encountering fatigue, frustration, and disillusionment.

Maya, like many in her generation, is working hard, without clarity on where it's all heading, or whether it's even worth it.



WORKPLACE STRESS LEVELS ARE RISING



RETHINKING SUCCESS: WHEN LEADERSHIP DOESN'T FEEL LIKE PROGRESS

As stress accumulates, so does skepticism. Traditional career milestones are losing their appeal. When Maya's manager offered her a path into leadership, she paused. It should have felt like a major step forward. **Instead, it felt like a warning sign: longer hours, higher pressure, more responsibility, and minimal recognition.**

That hesitation is growing into a larger generational trend. More than half of Gen Z professionals now say they aren't interested in becoming middle managers, a role traditionally seen as a

necessary stepping stone to senior leadership. Instead, 72% would rather grow as individual contributors, focusing on mastery and autonomy over management and hierarchy. Nearly 70% describe middle management as a high-stress, low-reward experience. Their view of corporate structure is also evolving: twice as many Gen Z employees prefer flat organizational models to traditional hierarchies (Robert Walters, 2024). And when it comes to the very top, only 6% say they aspire to the C-suite (Deloitte, 2024).

This disconnect between ambition and structure is creating a leadership vacuum. Employers still expect new generations to fill critical middle management roles, and 89% of them say these roles are vital to long-term success (Robert Walters, 2024). But younger workers are redefining success. For them, titles mean little without purpose, autonomy, and a sense of balance.

BURNOUT’S BUSINESS TOLL

Burnout isn’t just a personal or cultural crisis, it’s an economic one. The financial implications of widespread employee strain are vast and growing. According to Gallup, burnout accounts for an estimated 322 billion US dollars in lost productivity and turnover each year (Gallup, n.d.). And resignations linked directly to burnout cost organizations between 15% and 20% of their total payroll (Workhuman, 2022). Meanwhile, research from Mercer finds that 82% of employees worldwide are now considered at risk of burnout, suggesting that the problem is both widespread and escalating (Mercer, 2024).

Left unchecked, burnout drains creativity, stifles collaboration, and accelerates attrition. For HR and business leaders, it is both a human challenge and a financial imperative.

THE RTO DISCONNECT: ONE SIZE FITS NONE

Return-to-office (RTO) mandates, while designed to increase collaboration and visibility, are in many cases doing the opposite. They are deepening the sense of disconnect and stress felt by workers. **Overall, 39% of employees say they’re not working in their preferred environment**, whether that’s being fully on-site, remote, or hybrid, highlighting widespread misalignment between workplace setups and employee needs.

This data makes it clear: unhappiness spans all work models, but it’s especially intense in rigid, inflexible environments. The issue isn’t simply where people work, it’s whether they feel trusted, empowered, and able to integrate work with life in a sustainable way.

Rigid RTO policies risk alienating top talent, especially among younger professionals who increasingly view flexibility as foundational to wellbeing. Companies applying a one-size-fits-all approach to workplace design are missing a crucial opportunity to engage, support, and retain their people.



THE RISE OF A WELLNESS-FIRST MINDSET

Faced with chronic stress and rigid systems, employees like Maya are rewriting the rules. They're no longer willing to sacrifice their wellbeing for outdated ideas of success. Instead, they're setting firmer boundaries around their time and mental energy. They're prioritizing physical and emotional recovery. And they're actively seeking out organizations that place wellbeing at the center of their culture and strategy.

The rise of a wellness-first mindset marks a turning point in how employees evaluate opportunities and define success. Burnout is not a fringe topic, it's central to the future of work. And for companies aiming to attract, retain, and inspire their workforce, investing in wellbeing is no longer optional. It's essential.



Lifestyle Reorientation Toward Flexibility, Fulfillment, and Holistic Wellbeing

2.2

RECLAIMING THE RHYTHM OF LIFE

David used to thrive on hustle. He climbed the ranks in operations, prided himself on being the first one in and the last one to leave, and measured success by output. But something shifted during the pandemic. The constant rush, the jammed calendar, the pride in being “always on”... It all started to feel like a poor trade for missed dinners, disrupted sleep, and lingering back pain.

Today, David's life looks different. He blocks off time to walk his dog every morning, leaves his phone outside the bedroom, and says “no” more often at work. He makes time for afternoon walks, prepares healthy meals, practices mindfulness in the evenings, attends evening fitness classes, and joins weekend yoga retreats. Not because he's less committed to his career, but because he's more intentional. Like many others, he's redefining what it means to live well. He has started involving his family in wellness-oriented activities to build stronger bonds while staying healthy.



This personal shift is part of a global reorientation. Around the world, people are building lives centered around health, balance, and purpose. They're making deliberate changes to their daily schedules, from early-morning workouts to mindful commuting, turning breaks into moments of recovery and weekends into opportunities for nature-focused recreation. Wellness is no longer a reactive fix. It's a proactive, daily practice grounded in long-term sustainability, shaping not just individual habits but community norms and workplace cultures.

WELLNESS AS A PRIORITY AND GROWING INVESTMENT

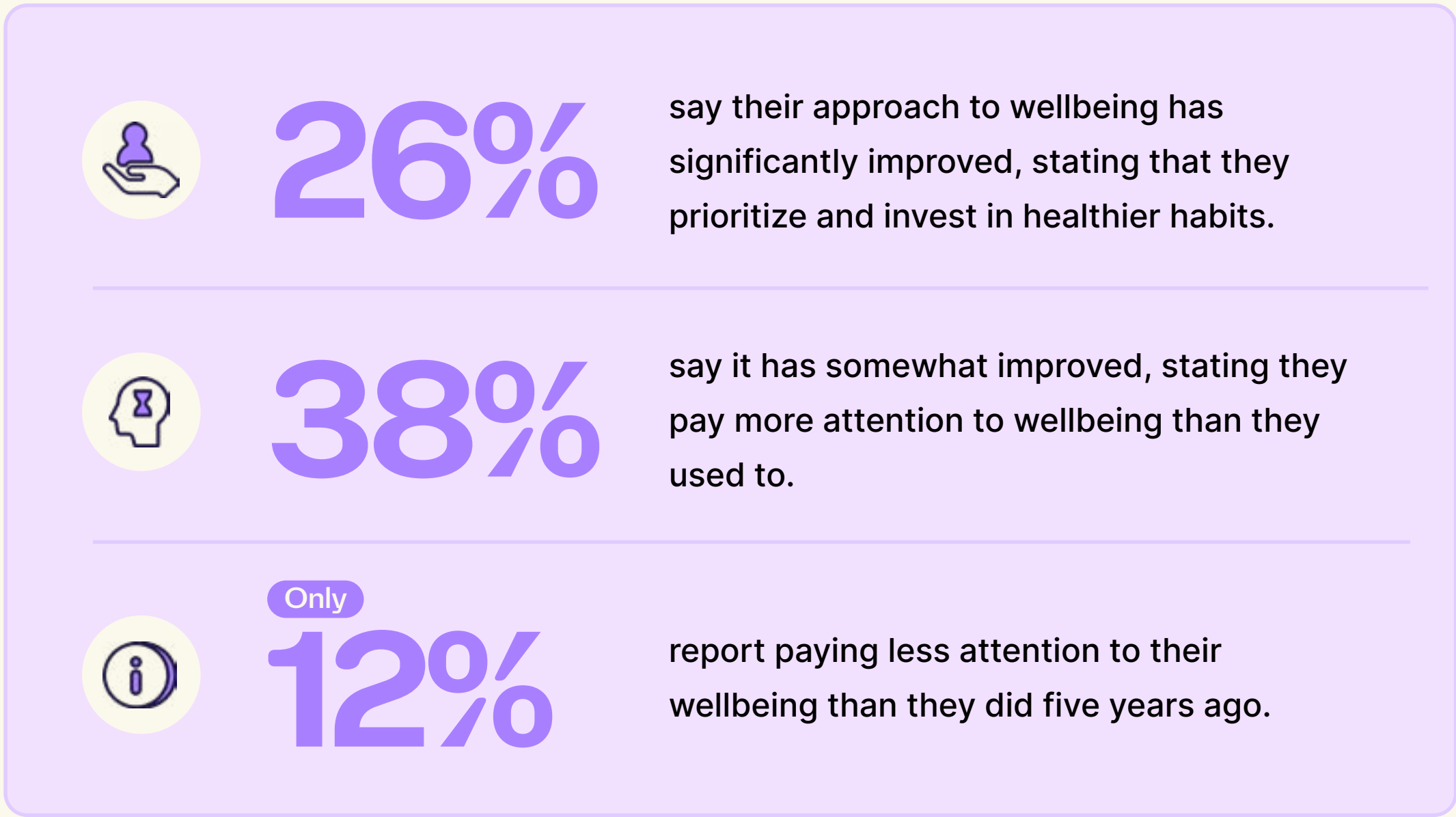
In McKinsey's Future of Wellness 2025 global survey, 84% of U.S. consumers, and 94% in China, said wellness is a top priority in their lives (McKinsey, 2025). People aren't just saying it, they're backing it with their wallets. The global wellness economy reached \$6.3 trillion in 2023 and is projected to hit \$9 trillion by 2028, outpacing global GDP growth (Global Wellness Institute, 2024).

Younger generations are leading this surge. Gen Z and Millennials represent 36% of the U.S. adult population but drive over 41% of all wellness spending. In Europe and Latin America, younger employees are also embracing wellness as an identity, prioritizing flexibility, mental health support, and access to fitness and nutrition resources. Across Asia, a fusion of traditional health practices and modern fitness apps illustrates how holistic wellbeing transcends borders (McKinsey, 2025).



EMPLOYEES ARE CHANGING HOW THEY LIVE

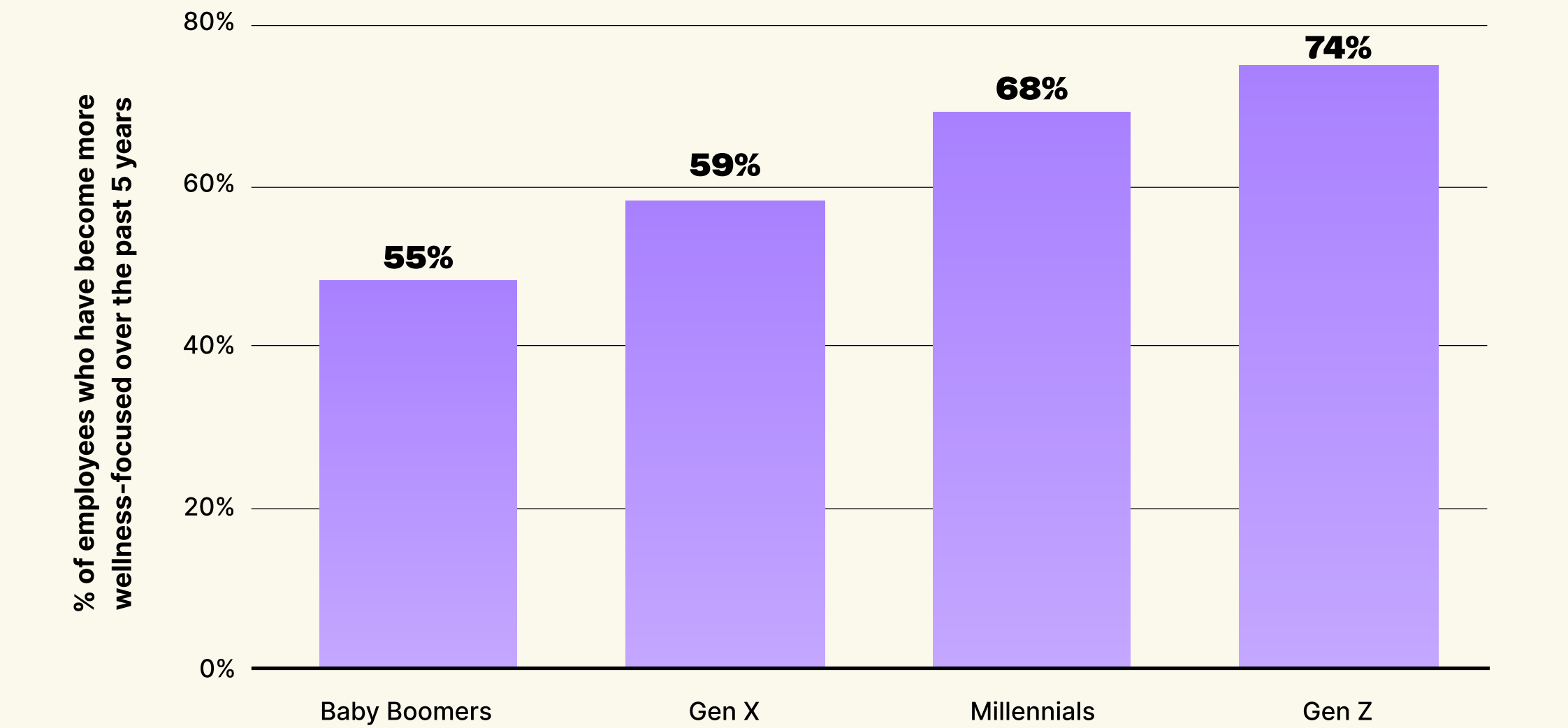
David is not alone. This cultural shift is showing up in the workplace as a change in how employees approach their wellbeing, not just how they feel day to day. In our survey, **64% of employees say their approach to wellbeing has become more intentional over the past five years.** This reflects a lifestyle shift:



Employees are increasingly making conscious, long-term changes to put their health and balance first. Younger generations lead this change, with **74% of Gen Z and 68% of Millennials** reporting improvements, compared to **59% of Gen X and 55% of Baby Boomers.**

These numbers highlight how wellness has evolved into a lifestyle movement, supported by technology, social networks, and workplace innovation.

YOUNGER GENERATIONS ARE LEADING THE SHIFT TOWARD WELLBEING



These changes aren't just philosophical, they're behavioral. **Eighty-two percent of employees report making positive lifestyle changes in the past year to support their wellbeing.** They're setting firmer boundaries, exercising more, seeking therapy, and even reducing work hours to reclaim balance. Like David, they're embracing digital wellness tools, joining fitness challenges, and engaging in mental health practices that make healthy habits easier to maintain. Many have joined wellness communities or corporate programs that foster camaraderie and accountability.

STRESS MANAGEMENT IS NOW MULTIDIMENSIONAL

To manage work-related stress, employees are turning to an array of physical and restorative behaviors. The most common practices, in order of preference, include:



#1

Working out
(59%)



#2

Sleeping more
(56%)

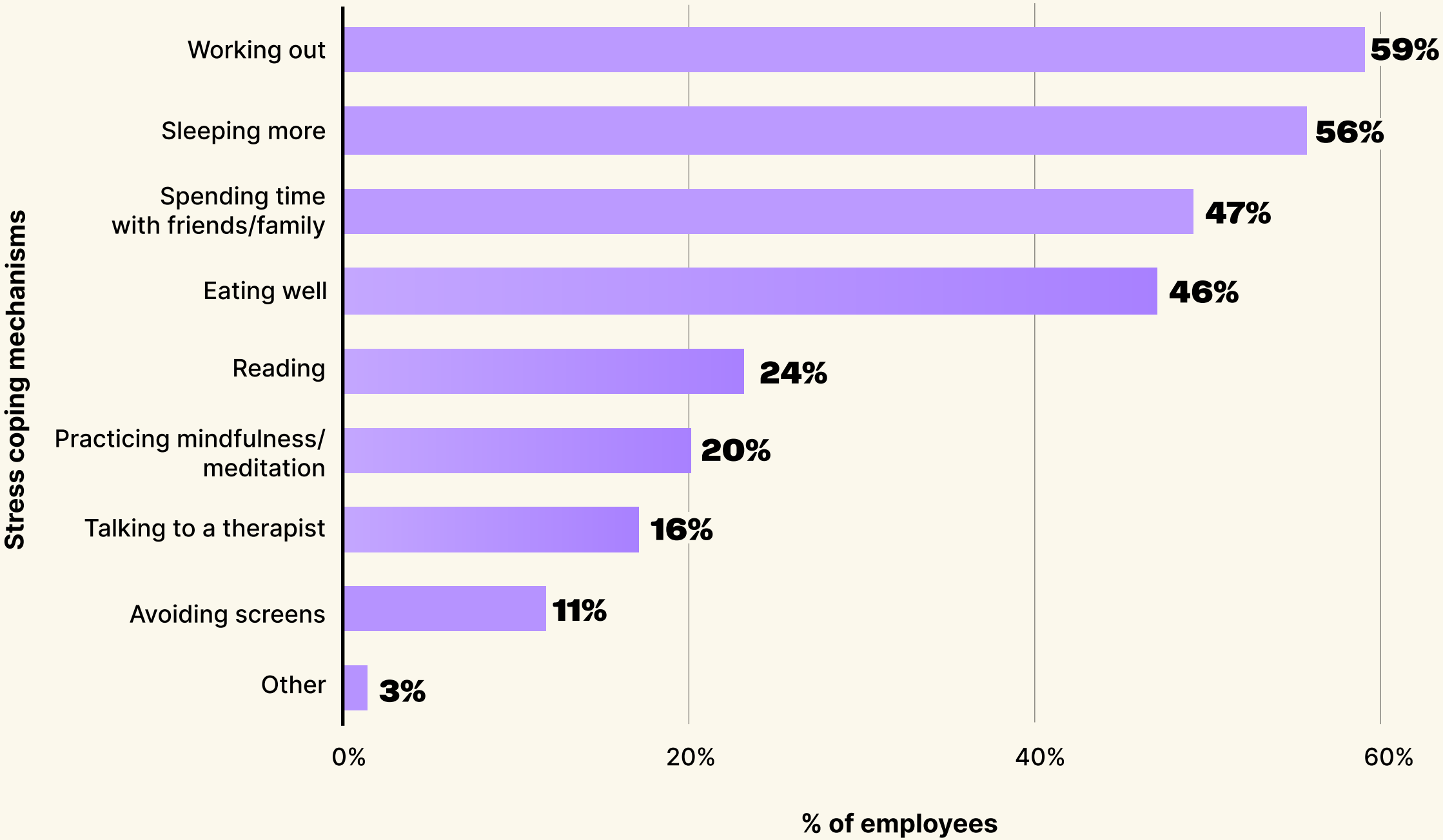


#3

Spending time with family or friends
(47%)

Others are adopting more introspective or therapeutic tools. Mindfulness and meditation are used by 20% of our respondents, and 16% have sought support from a therapist.

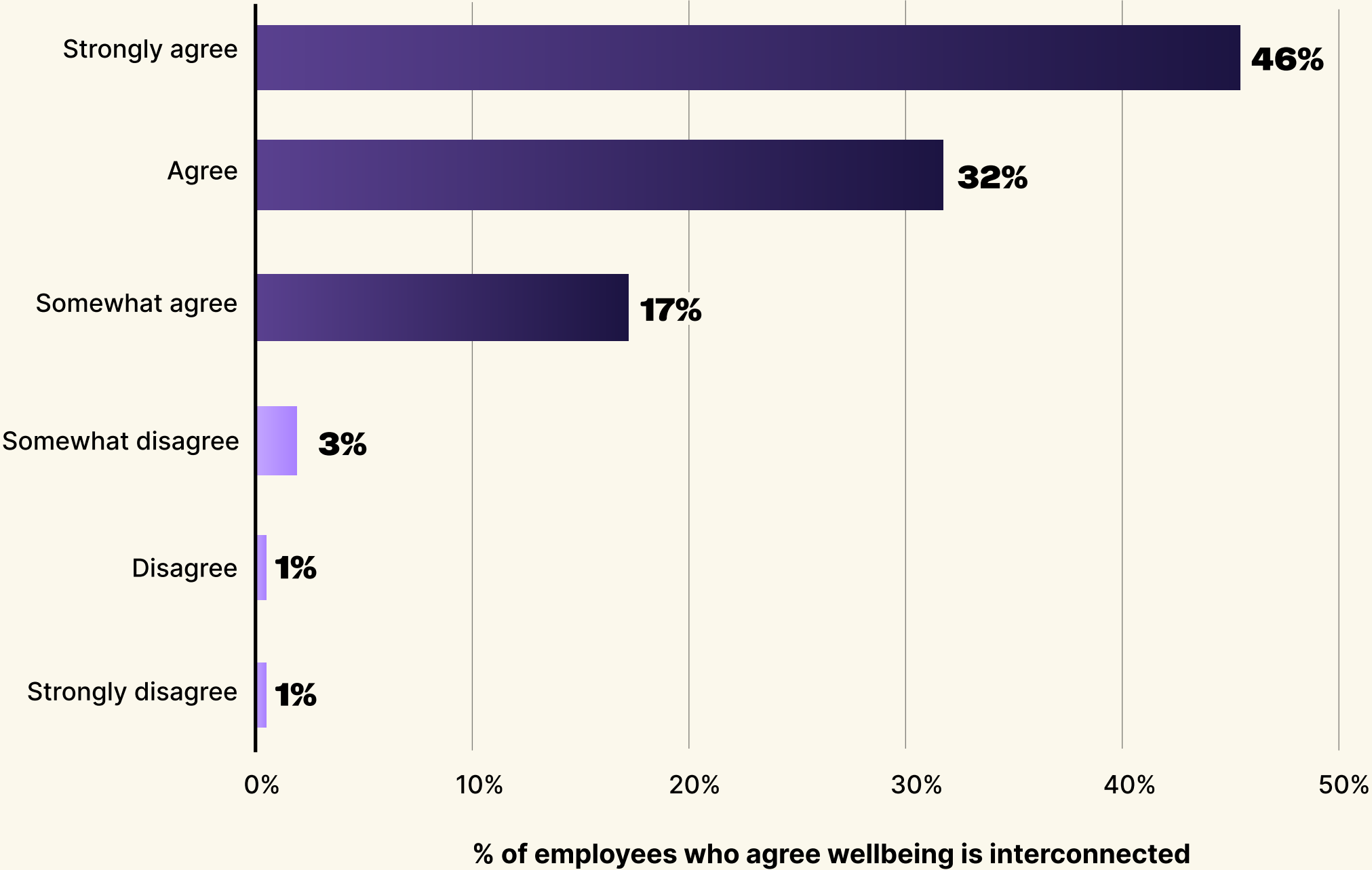
MOVEMENT, REST, AND CONNECTION ARE CORE TO STRESS RELIEF



Holistic wellness platforms are making it easier to combine these approaches, supporting the growing realization that physical, emotional, and social wellbeing are interconnected. David’s own shift from hustle culture to a more intentional lifestyle that includes mindfulness, movement, and family wellness brings this connection to life. And he’s not alone.

Ninety-five percent of employees agree that improving one area of wellbeing supports the others, reinforcing the trend toward integrated solutions rather than isolated interventions. Employers now recognize that providing access to gyms, mental health resources, and flexible scheduling creates ripple effects that enhance overall employee vitality.

WELLBEING IS VIEWED AS DEEPLY INTERCONNECTED



ISING EXPECTATIONS AND REDEFINING FULFILLMENT

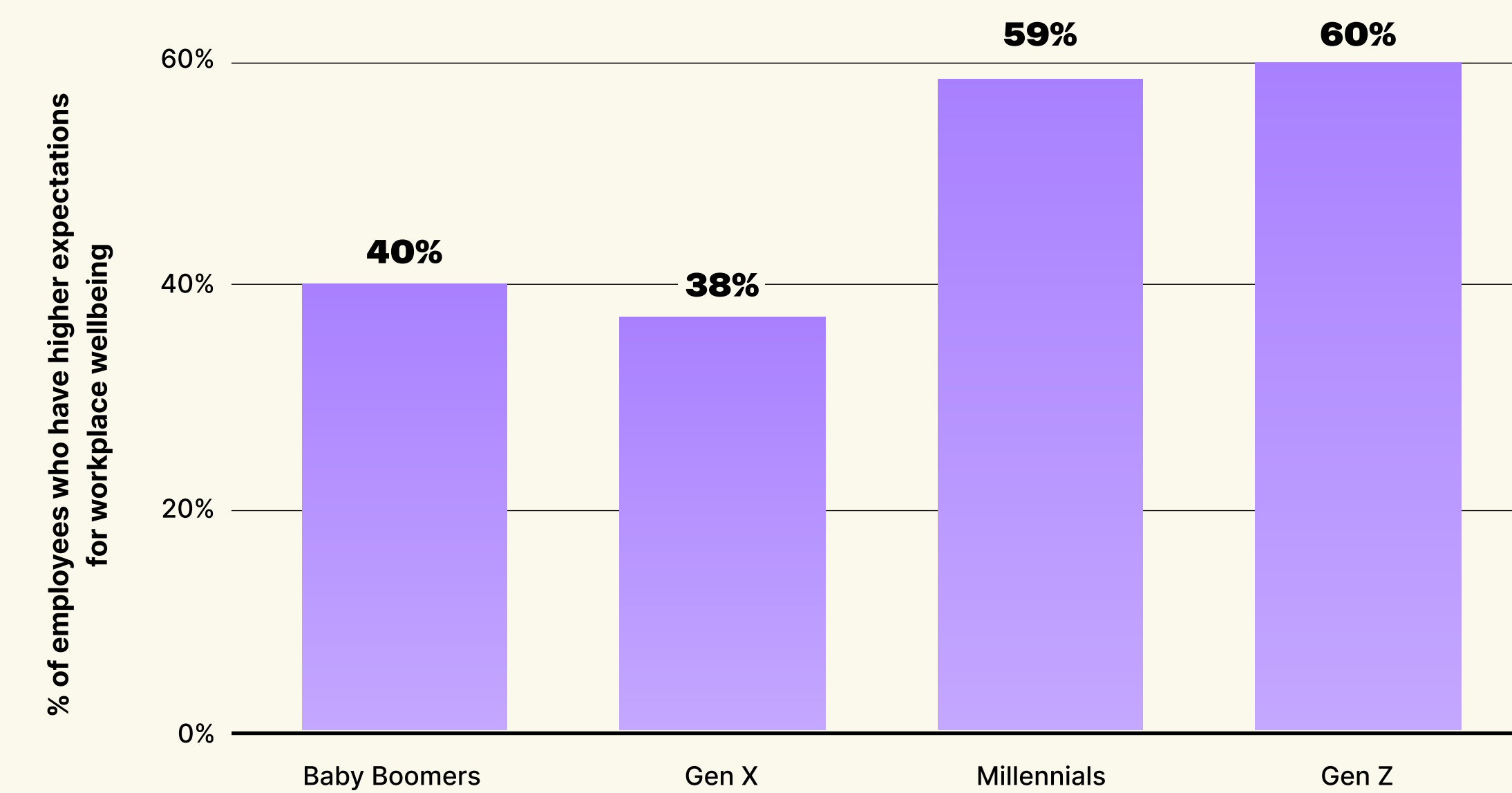
This wellness-first mindset is reshaping what employees want from their employers. When asked what would most improve their sense of fulfillment at work, the top response was **better work-life harmony (34%)**, followed by **more recognition (19%)** and **greater flexibility or autonomy (13%)**. The story of David illustrates that after reprioritizing his lifestyle, he now values leaders and workplaces that respect these holistic needs and actively encourage balance.

Expectations have grown significantly since the pandemic. Over half (53%) of employees say their expectations around workplace wellness have increased, including nearly one in five (19%) who say those expectations have risen significantly.

Younger workers are leading this evolution, but even more seasoned professionals like David are adjusting their standards. While **60% of Gen Z** and **59% of Millennials** report increased expectations, **38% of Gen X** and **40% of Baby Boomers** say the same. With wellness becoming a foundational expectation, organizations must embed wellbeing into every policy, from office design to leadership behavior.



EMPLOYEES EXPECT MORE WELLNESS SUPPORT THAN EVER BEFORE



WELLBEING IS A FOUNDATION

In today’s workforce, personal wellbeing isn’t optional or episodic, it’s foundational. People are not just adopting habits. They’re adjusting their environments, questioning their relationship with work, and seeking out cultures that support, not disrupt, their pursuit of balance and fulfillment.

David now looks for employers who reflect these changes, showing how companies that recognize and adapt to this holistic lifestyle shift will be better positioned to retain top talent and foster

healthier, more sustainable teams. Companies that prioritize wellness in every aspect of work life will not only attract the best talent but also nurture existing employees who bring their best selves to the workplace.



The Rise of Wellness “Third Places” (e.g., gyms, studios, parks) as Generative Spaces

2.3

WHERE PEOPLE RECHARGE, CONNECT, AND RESET

Angela has worked from home for nearly six years. At first, she loved the quiet. No commute, no office distractions. But over time, the solitude that once felt freeing started to feel isolating. She missed the buzz of shared space, the casual hallway check-ins, the sense of being part of something happening in real time.

Now, she starts her mornings at a local yoga studio. It's not just about exercise. It's where she sees familiar faces, swaps weekend plans with the instructor, and feels, if only for an hour, part of a community. On the best mornings, she runs into a colleague from a previous job. They chat, laugh, and sometimes grab coffee afterward. Those moments recharge her more than any energy drink.

The rhythm is familiar. Think *Friends*, where Central Perk wasn't just a coffee shop. It was the in-between space that tethered people to each other between the pressures of home and work.

Today, gyms, studios, parks, and wellness hubs are stepping into that role. They have become modern third places: anchors of consistency, connection, and wellbeing. And they're playing a vital role in the larger shift toward integrated, holistic health. These third places now stand at the intersection of mental, physical, and social wellness, serving as hubs where employees can reset from stress, build resilience, and reconnect with themselves and others.



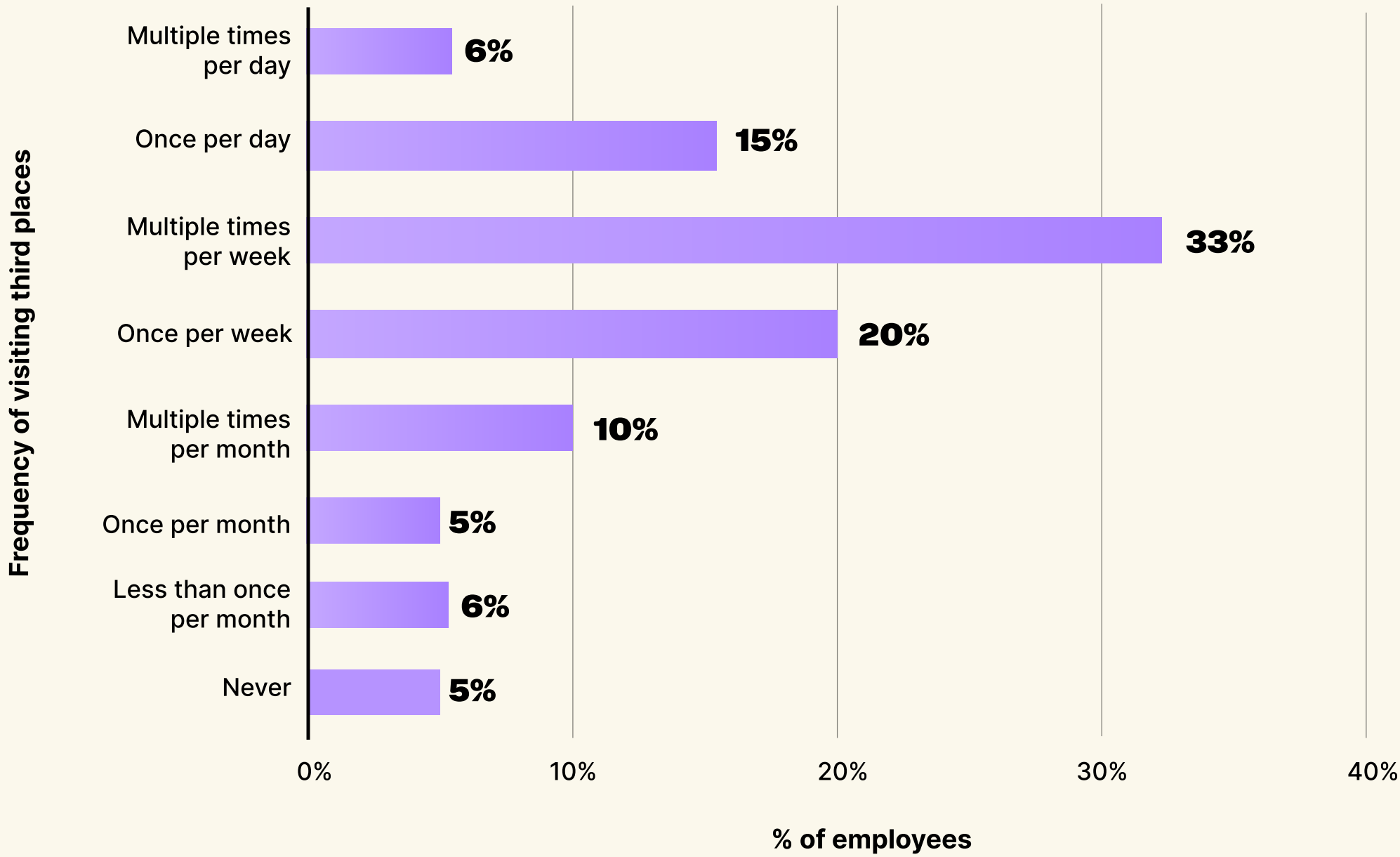
THE EVOLUTION OF THE THIRD PLACE

A third place refers to any environment outside of home and work where people gather, connect, and reset. Traditionally, these included cafés, bars, places of worship, libraries, and hobby clubs. But in today's high-stress, always-on world, the function of the third place is changing. More people are turning to wellness-oriented third places for relief and restoration. These are not just sites of physical activity. They are spaces for mental clarity, emotional reset, and casual human connection.

In our global survey, **74% of employees visit wellness or recreational spaces at least once per week, while 21% go daily.**



WELLNESS SPACES ARE PART OF WEEKLY ROUTINES



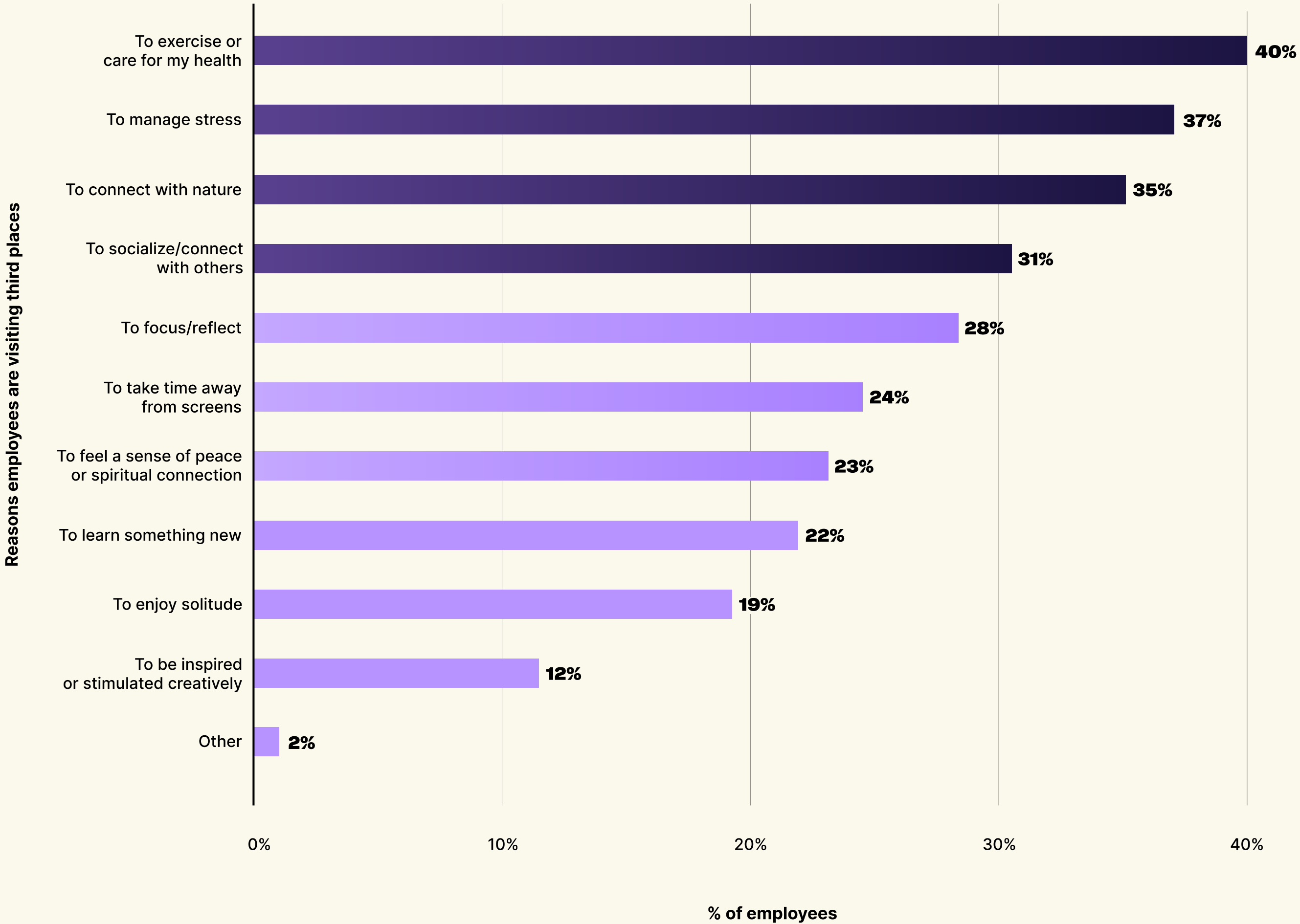
This isn't just about squeezing in a workout. These visits are woven into people's weekly rhythms. They are habits that help employees reset their energy, focus their minds, and stay grounded. For many like Angela, they are lifelines. They're part of a broader trend of holistic lifestyle design, where physical, emotional, and social wellbeing all reinforce each other.

WHY PEOPLE GO, AND WHY IT MATTERS

The reasons employees seek out third places are grounded in essential human needs. In our research, **40% say they go to these spaces to exercise or care for their health, 37% to manage stress, 35% to connect with nature, and 31% to socialize or build community.**

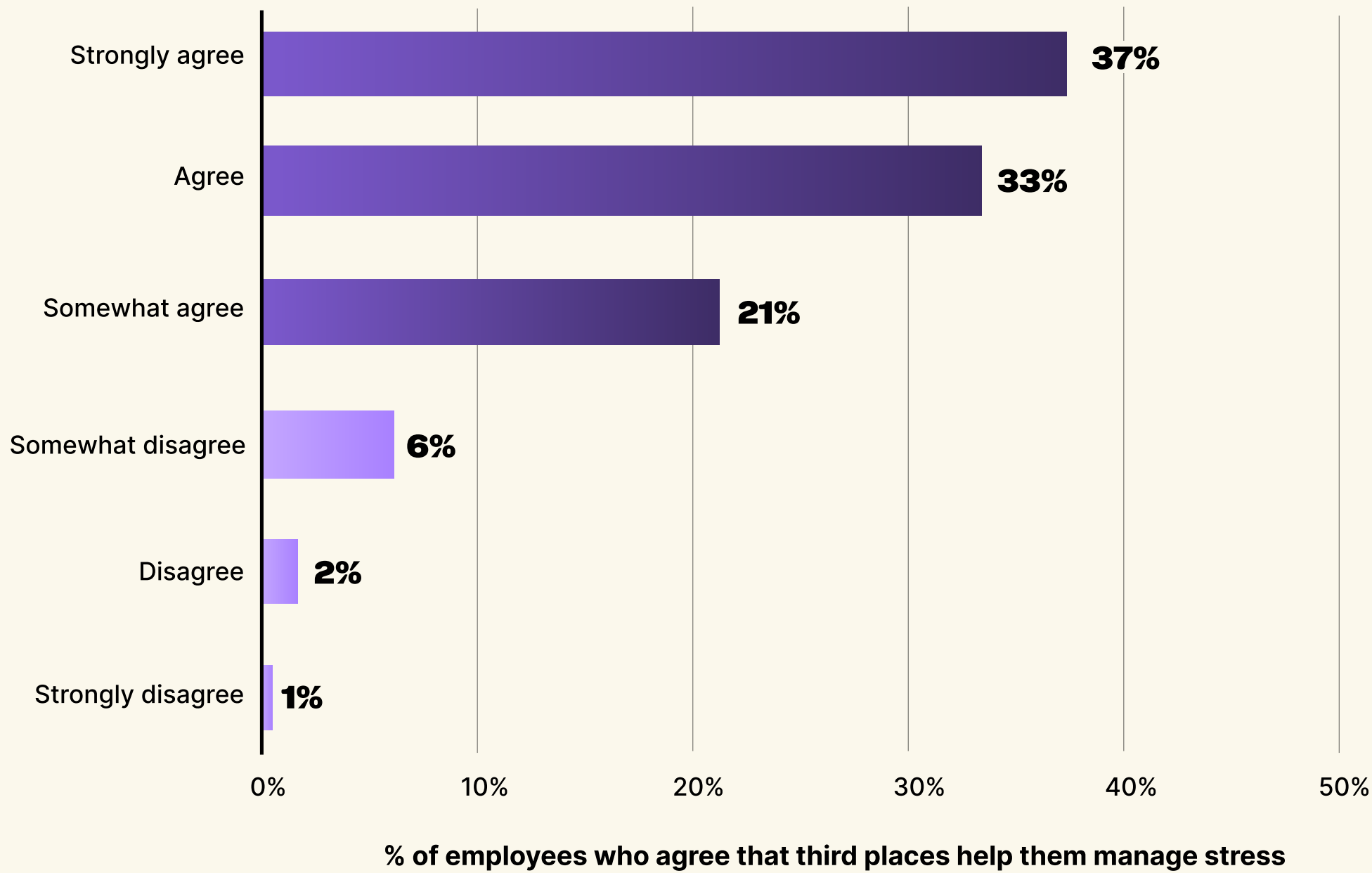
For Angela, a longtime remote worker, her local yoga studio now meets several of these needs at once. What began as a fitness routine has become a vital source of social connection, stress relief, and a sense of belonging. Like many others, she is turning to a third place not just for movement, but for meaning. This shows that today's wellbeing is rarely one-dimensional.

EXERCISE, STRESS RELIEF, AND SOCIAL CONNECTION DRIVE THIRD PLACE VISITS



Our research found that a staggering **91% of employees say these spaces improve their ability to manage work-related stress**. This makes third places far more than a luxury or a lifestyle trend. **They are essential elements of the modern wellbeing routine**, and an essential outlet for people who are actively reorganizing their days around holistic wellness.

THIRD PLACES ARE EFFECTIVE IN HELPING
EMPLOYEES MANAGE WORK STRESS



A BOOMING WELLNESS INDUSTRY

The market is responding. According to HFA (Health & Fitness Association), gym and studio visits have not only rebounded since the pandemic, they now exceed pre-COVID levels. In 2023, top fitness brands saw foot traffic increase by 15 to 25%.

Boutique studios, those that offer yoga, Pilates, cycling, or small group fitness, now account for 42% of all gym memberships worldwide. The growth is being driven by people who are not just seeking fitness but a shared experience. (HFA, 2023)

The trend extends beyond fitness centers. Urban parks, hobby workshops, cafés, and even coworking lounges are thriving. These hybrid spaces blend lifestyle, routine, and identity. Just as Starbucks once redefined coffee as a communal experience, today’s wellness third places are redefining health as something social and consistent, not solitary or sporadic (McKinsey, 2025).

WELLNESS SPACES ARE BUILDING BELONGING

For Angela, her yoga studio is more than a space to stretch, it’s a space to belong. Over time, she started recognizing faces. A nod turned into small talk. A shared class led to post-session coffee. Those micro-interactions filled a gap that Zoom could not.

Younger generations in particular are leaning into this model. **Gen Z and Millennials now represent 80% of global fitness club members**. They are more likely than older generations to seek out group classes, social leagues, and spaces where movement and connection go hand in hand (Les Mills, 2019).

For them, these third places are where they build trust, find accountability, and express themselves. They are not just sweating together. They are creating the conditions for deeper connection, both in and outside of work.

WELLNESS OUTSIDE OF WORK BUILDS STRONGER TEAMS

That connection matters in the workplace, too. When employees interact in third places, it accelerates relationship-building in ways that the office cannot.

A team that joins a weekly class together is more likely to support each other during crunch time. Coworkers who casually chat after a Pilates session after work build trust that shows up in meetings. The benefits ripple back into the workplace: improved communication, better collaboration, and a greater sense of psychological safety.

This is not theoretical. In our survey, **nearly one in four (22%) employees say they connect with coworkers in wellness spaces**. These casual, out-of-office connections strengthen team dynamics in a way that feels organic and authentic.

In a world where hybrid schedules and remote work can dilute culture, third places are emerging as **critical bridges**: places where camaraderie grows without an agenda.



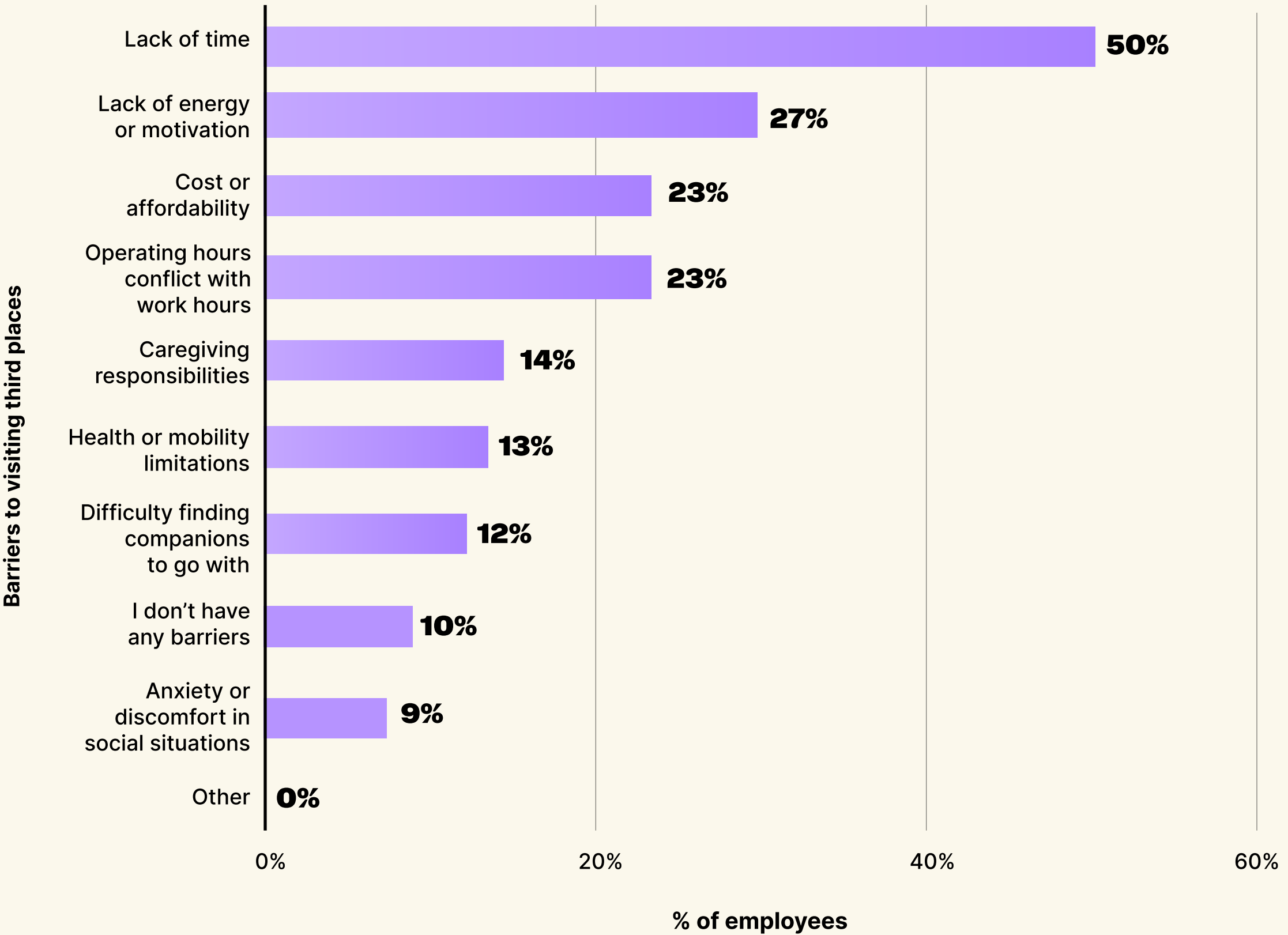
WHAT'S GETTING IN THE WAY

Even with demand surging, barriers remain. **Half of employees (50%) say lack of time keeps them from engaging more often with third places.** Others cite low energy or motivation (27%), while 23% point to practical issues like cost, scheduling conflicts, or limited hours.

Angela felt many of these same constraints. Working from home blurred the lines between her professional and personal time, and for a while, squeezing in a class or social outing felt like too much. But carving out just one hour in the morning for yoga helped her reframe the day ahead. It became less about adding another task and more about creating a foundation for everything else to follow.



LACK OF TIME LIMITS ACCESS TO THIRD PLACES



These aren't minor hurdles. For example, lack of time highlights a deeper need: **flexibility in the structure of the workday**, not just more wellness perks. If people cannot take a break, leave the house, or shift their hours, they cannot access the third spaces that help them stay well. Creating real access means designing for real life, one where wellbeing is integrated, not squeezed in.

A COUNTERBALANCE TO LONELINESS

As of 2023, 24% of the global population reports feeling very or fairly lonely (Meta-Gallup, 2023). That figure includes millions of employees who spend their days in silence. No casual interactions, no shared spaces, no reason to look away from the screen.

Third places counter that. Whether it’s a gym floor, a bench in the park, or a mid-morning meditation class, these spaces pull people out of isolation. They reconnect individuals not just to others, but to themselves.

For Angela, it’s the moment when her breath syncs with the group. For others, it’s the group photo after a bootcamp session. These are small, shared moments, but they’re powerful medicine.

A NEW PILLAR IN WORKPLACE WELLBEING

Wellness does not only happen at home or at work. It thrives in the spaces between. Third places are becoming part of the wellness infrastructure that keeps people healthy, focused, and engaged.

And increasingly, they are part of a broader ecosystem. When employees start their day with a Tabata class, take a healthy lunch break in the park, or unwind in a meditation studio, they’re not just getting fit. They’re tapping into a holistic lifestyle, one that supports stress recovery, social connection, emotional regulation, and community.

This integration is at the heart of a broader cultural transformation. Across generations, geographies, and job types, people are designing lives where wellbeing is embedded into their routines, not just something to help them recover on weekends. Third places support this shift by offering accessible, everyday outlets for self-care and connection.

For employers, this presents a clear opportunity. Acknowledge these spaces not as side benefits, but as essential extensions of your wellness strategy. Include access to third places as part of your wellness benefit. Encourage employees to use them. Offer the time and flexibility they need to make it happen.

The return on this investment is not just in better physical health. It’s in stronger relationships, more resilient teams, and a workforce that feels connected, supported, and fully human.

Angela doesn’t miss the office much. But she does need her studio. And she’s not alone.



The role of Wellness Apps and Tools in Shaping Daily Habits

2.4

HOW DIGITAL TOOLS ARE BUILDING HABITS, COMMUNITIES, AND CULTURE

Jordan thrives on structure. Her smartwatch buzzes her awake at 6:30 a.m. Ten minutes of breathwork through her favorite app helps her shake off the morning fog. By lunch, she's logged a walk, tracked her meals, and already hit half her step goal for the day. But what started as a personal accountability system has turned into something bigger, a digital infrastructure supporting nearly every aspect of her wellbeing.

Last month, she noticed a teammate had joined the same app. They'd never connected outside of work meetings, but suddenly they were swapping progress updates and cheering each other on. One message turned into a challenge. Then, the whole team joined. Now every Thursday, they share their wins, not in a stand-up, but in a group chat built around wellness. What began as a tool for individual motivation became a catalyst for team connection.

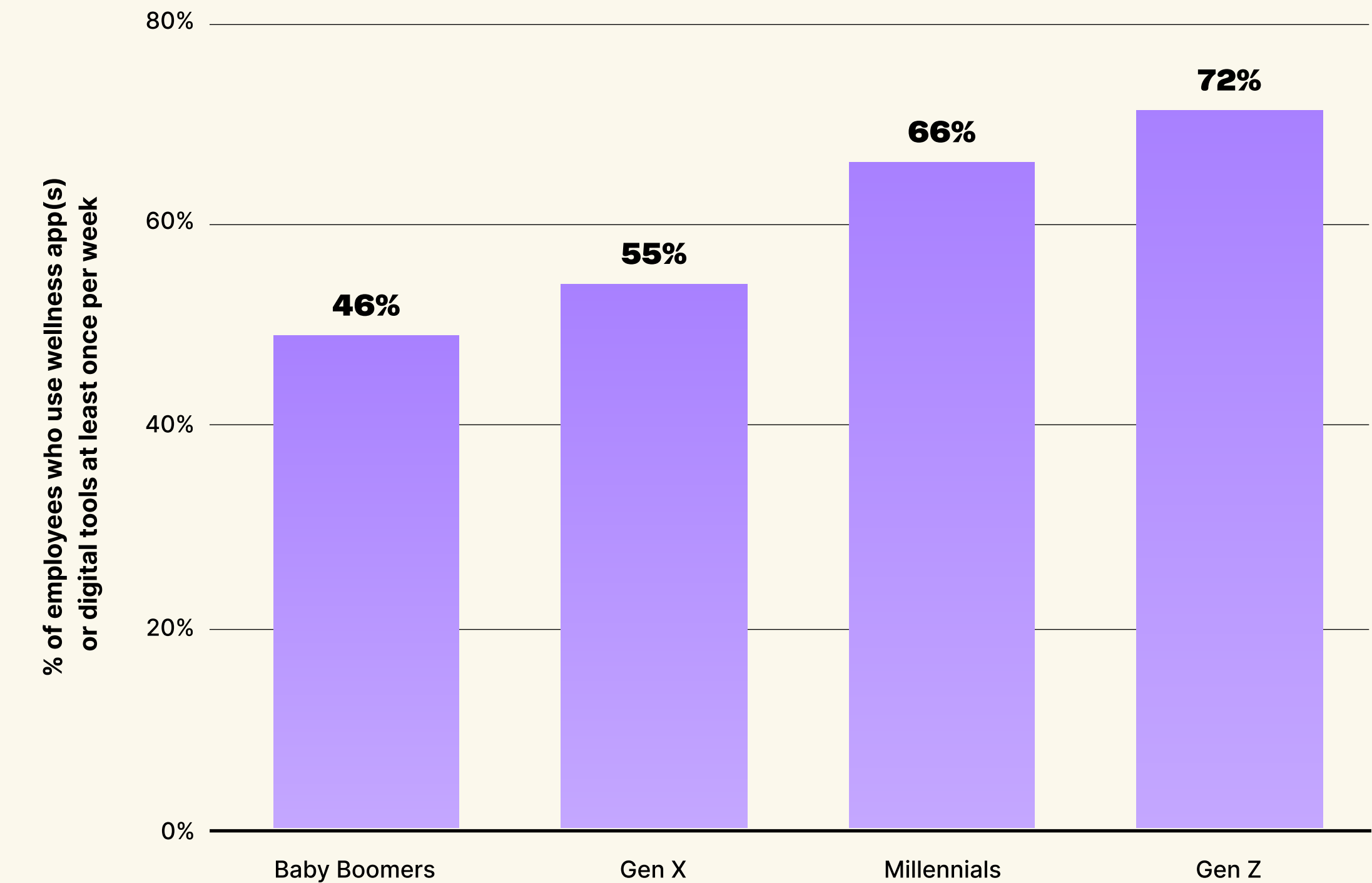
For Jordan, wellness tools have become more than just a habit tracker. They're part of how she connects, not just with herself, but with her team. They serve as a bridge between professional structure and personal intention, an integration that's quickly becoming a hallmark of modern work culture.



DAILY TOOLS FOR DAILY HABITS

As wellness becomes a daily practice, employees are turning to digital tools and apps to help them stay consistent and goal-oriented. In our global survey, **62% of employees said they use wellness tools at least once per week. Among Gen Z, that number rises to 72%, with nearly one in three using them daily.** What was once considered niche or optional is now mainstream behavior.

YOUNGER EMPLOYEES USE WELLNESS APPS MOST FREQUENTLY



These apps have become part of people’s daily architecture. Employees use them to monitor sleep, track meals, meditate, reduce or abstain from alcohol, and participate in fitness challenges. For many, wellness apps now function like digital companions, reminders to pause, reflect, move, or reset.

What were once occasional wellness check-ins are now tightly woven into morning routines, midday resets, and evening wind-downs. These apps are no longer just accessories; they’re anchors that reinforce healthy choices and provide a structured path for behavior change.

And users say these tools make a difference:



This shift isn’t just behavioral, it’s cultural. These digital tools are influencing the way people organize their days, prioritize their health, and engage with those around them. They offer structure, support, and momentum, all in the palm of your hand. They’re shaping identity and community, one habit loop at a time.

Just as gyms, cafes, parks, and studios serve as third places, wellness apps are beginning to serve a similar role in the digital world. They offer informal structure, repeatable rituals, and the feeling of being part of something. Whether through a daily check-in, a meditation streak, or a shared challenge leaderboard, digital tools are becoming the third place many employees now rely on for wellness, reflection, and social support.

A GENERATION DRIVING CHANGE

Jordan is part of a broader generational trend. For younger professionals, wellness is not a separate effort or an afterthought. It is integrated into how they live and how they work. For them, it's not about balance in the traditional sense, it's about alignment.

As of 2024, wearable technology adoption was widespread, with **48% of Gen Z and 55% of Millennials reporting the use of fitness trackers or smartwatches to monitor their health metrics** (PwC/ACSM, 2023). That number is rising quickly, with industry analysts predicting double-digit growth through 2026 (Euromonitor, 2025). From heart rate and sleep cycles to mindfulness minutes and step counts, these tools are helping employees gain real-time insights into their physical and mental wellbeing. In many cases, these insights sync seamlessly with their wellness apps so they can monitor and optimize their habits.

These employees are fluent in digital wellness. They use tech to stay balanced, set goals, and stay connected. And they expect employers to support that rhythm. That means offering flexible schedules, wellness platforms, wearable integrations, and a culture that treats wellbeing as essential, not optional.

Younger workers are also modeling new norms. When they block off time to meditate or share a wellness milestone in a team chat, it signals something powerful: that caring for your health

is part of doing great work. Their behavior creates ripple effects across teams, prompting even skeptical coworkers to re-evaluate what it means to be productive and present.

Digital wellness tools help facilitate this shift, not only by supporting healthy behaviors, but by replicating some of the most valuable aspects of physical third places, informal community, regular social encounters, and a consistent rhythm. These virtual third spaces are becoming essential, especially for hybrid and remote workers who may not have access to a physical wellness community nearby.



WHAT IT MEANS FOR EMPLOYERS

Wellness apps are doing more than encouraging healthy behaviors. They’re shaping daily habits, sparking connection, and redefining what a supportive culture looks like. For employers, this is a unique opportunity to not just meet expectations, but to exceed them.

By embedding digital wellness into benefits, rituals, and routines, organizations can:



- **Strengthen employee motivation**
- **Improve team cohesion**
- **Normalize healthier daily rhythms**
- **Promote long-term engagement and retention**

Employees like Jordan are already leading this shift. When companies lean in by offering the tools, time, and encouragement, they help transform wellness from a personal side project into a shared, scalable part of work life. By embracing technology as part of the wellness ecosystem, employers can offer connection and support even when teams are dispersed.



Community, Group Challenges, and Social Wellness as Motivators

2.5

WHY CONNECTION DRIVES CONSISTENCY

Luis had always approached wellness as a solo pursuit. After work, he'd squeeze in a run, queue up a mindfulness podcast, or try a new recipe. It worked, until it didn't. Over time, isolation crept in. His energy waned, and his sense of accomplishment began to fade.

A shift to remote work and a cross-country move left him disconnected from his routines, and his motivation started to fade. He was no longer bumping into friends at the gym or swapping tips with coworkers in the office kitchen. Without those small, social touchpoints, wellness started to feel like a chore.

Then his company launched a team step challenge. Luis joined passively at first, thinking he'd just log a few walks. But something clicked. He started chatting with teammates about routes, playlists, and pacing goals. They shared screenshots, swapped encouragement, and laughed about who forgot to sync their device. He felt seen, and that changed everything.

By the second week, Luis was walking more, talking more, and looking forward to the daily check-ins. What started as a solo goal became a shared experience, and that made all the difference.



He wasn’t just exercising, he was belonging. And in that shared commitment, he found something that had been missing: a third place, digital in nature, but deeply human in its impact.

SOCIAL SUPPORT IS THE SECRET INGREDIENT

Across cultures and generations, one truth holds: wellness is more sustainable when it is social. Our survey shows that:

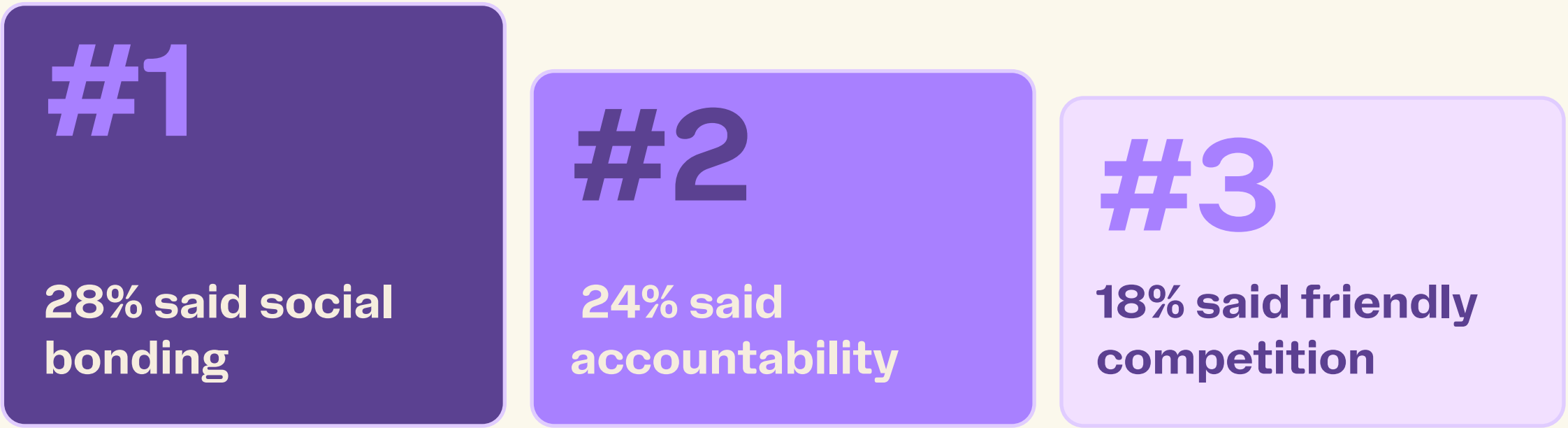


These numbers reinforce what researchers have long known: we are social creatures. Habits stick better when we feel accountable, emotionally supported, and part of a group working toward the same goal. Support doesn’t need to be deep or dramatic. It just needs to be consistent.

In Luis’s case, the steps themselves didn’t change, but the shared commitment gave them meaning. A friendly comment or thumbs-up in a group chat did more for his motivation than a fitness tracker ever had.

GROUP WELLNESS BUILDS REAL MOTIVATION

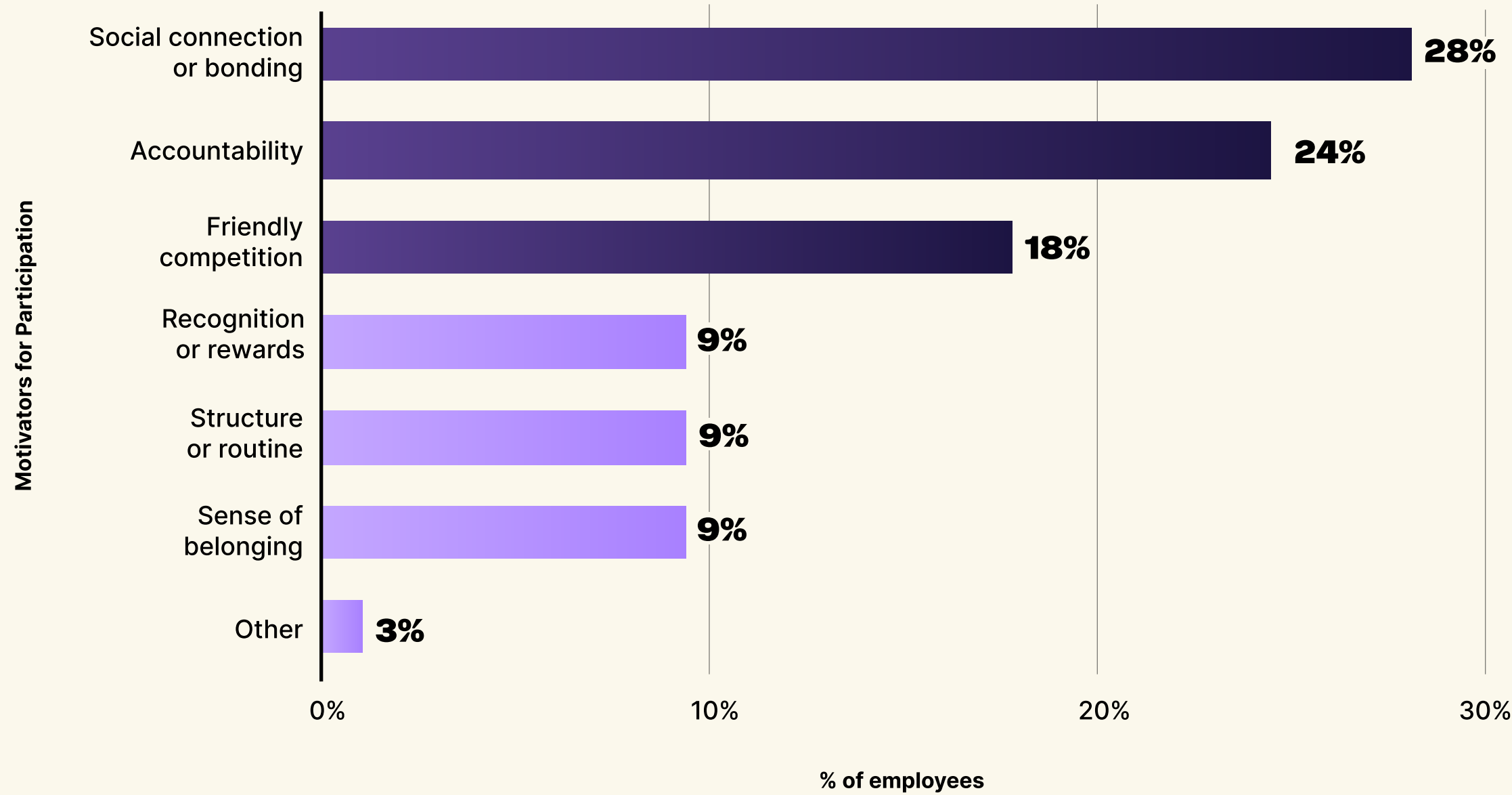
More than half of employees (52%) in our survey said they had participated in a group wellness activity, challenge, or class. For many, the experience didn’t just promote healthier habits, it made those habits stick. Nearly one in three participants (30%) found the experience especially motivating. Why?



These factors help explain why group-based experiences work. When people commit to something together, the stakes rise, the joy increases, and the chances of follow-through multiply. Even small check-ins or leaderboard updates can create momentum that keeps people engaged long after the novelty wears off.

For Luis, this meant showing up even on tough days, not just for himself, but for his team. The camaraderie made it fun. The shared progress made it worthwhile. And most importantly, it reminded him that he wasn’t doing it alone.

CONNECTION AND ACCOUNTABILITY FUEL GROUP WELLNESS PARTICIPATION



SHARED EXPERIENCES BUILD BELONGING

Group wellness doesn't just improve participation. It fosters a sense of connection that carries over into work life. **Fifty-six percent of employees say they feel extremely or very connected to others during shared wellness activities.** This sense of emotional proximity can help bridge the gaps created by hybrid and remote work structures.

The most appealing formats include:

#1 Team wellness challenges (36%)



#2 Group fitness classes (30%)



#3 Online wellness forums or communities (25%)



These shared experiences offer what's missing from most remote or hybrid work environments: spontaneous connection, shared rhythm, and emotional proximity. They create the micro-moments of culture that are otherwise hard to replicate without a physical workplace.

When Luis joined the challenge, he didn't know two-thirds of the people on his team. By the end, he'd scheduled virtual coffee chats with three of them and found a running partner who lived just down the street. That kind of outcome cannot be manufactured on a Zoom call. It happens through mutual investment in something personal and meaningful.

A WORKPLACE STRATEGY BUILT ON COMMUNITY

The implications for employers are clear. If connection drives consistency, then community is a critical part of any effective wellness program.

Our data shows that **83% of employees would be more likely to participate in a wellness initiative if it included a team or community component.**

In a time when teams are increasingly distributed, and when workplace engagement is harder to cultivate, group wellness experiences offer a built-in way to reinforce culture. They create a shared language of effort, growth, and encouragement.

Luis's story is proof. Did he re-engage with his own health? Yes. But he also reconnected with colleagues, built trust, and felt like part of a team again. His wellness journey became a catalyst for workplace connection.

WELLNESS THAT BRINGS PEOPLE TOGETHER

When wellness is shared through group chats, challenges, leaderboards, or live classes, people are more likely to stick with it, enjoy it, and repeat it. The group becomes a source of momentum, resilience, and joy. Over time, this cultivates a culture where health is both personal and collective.

For HR leaders and program designers, this is an opportunity to evolve the model. Move beyond individual incentives and toward relational design. Give people reasons to engage together, not just independently. Build wellness not only as a benefit, but as a behavior, and make it something people experience together.

The outcome isn't just healthier individuals. It is a stronger, more connected team. Luis joined a challenge to boost his step count. He ended up feeling like part of something again. That is the true power of social wellness, and of third places, wherever they exist.



How Employees Are Coping

3.1 Overall Wellness

3.2 Mental Wellness

3.3 Physical Wellness

A portrait of a woman with long, wavy brown hair, wearing a light green sleeveless top. She is looking slightly to the side with a calm expression. A bright yellow circle is overlaid on the right side of the image.

Donna

A portrait of a woman with curly brown hair, wearing a pink tank top. She is smiling and looking towards the camera. A dark green circle is overlaid on the left side of the image.

Sarah

The Human Impact of Rising Workplace Pressures

Sarah's mornings have a rhythm. She wakes early, laces up her sneakers, and walks through the park near her apartment. Her wellness app reminds her to track her sleep, log breakfast, and check hydration. Twice a week, she joins a mid-morning fitness class, something her company's flexible schedule makes possible. By the time she logs into her first meeting, she feels clear-headed and energized.

Donna's day begins differently. She silences her third alarm, rushes to prepare her kids for school, and skips breakfast to make up time. She stayed late at the office last night to meet a deadline and got fewer than six hours of sleep. She'd love to join a yoga class or see a nutritionist, but the costs feel out of reach. Therapy? She's thought about it, but between bills and tuition, it's hard to imagine making it work.

Both Sarah and Donna are committed employees. Both want to do well at work. But their experiences, and their ability to thrive, could not be further apart.

In this chapter, we'll explore how employees are coping mentally, physically, and emotionally, and uncover the behaviors, barriers, and support systems shaping their health. These stories reveal a simple truth: when wellness thrives, so do people and organizations. And when it falters, the cost is far greater than lost productivity, it's human potential left untapped.

Overall Wellness

3.1

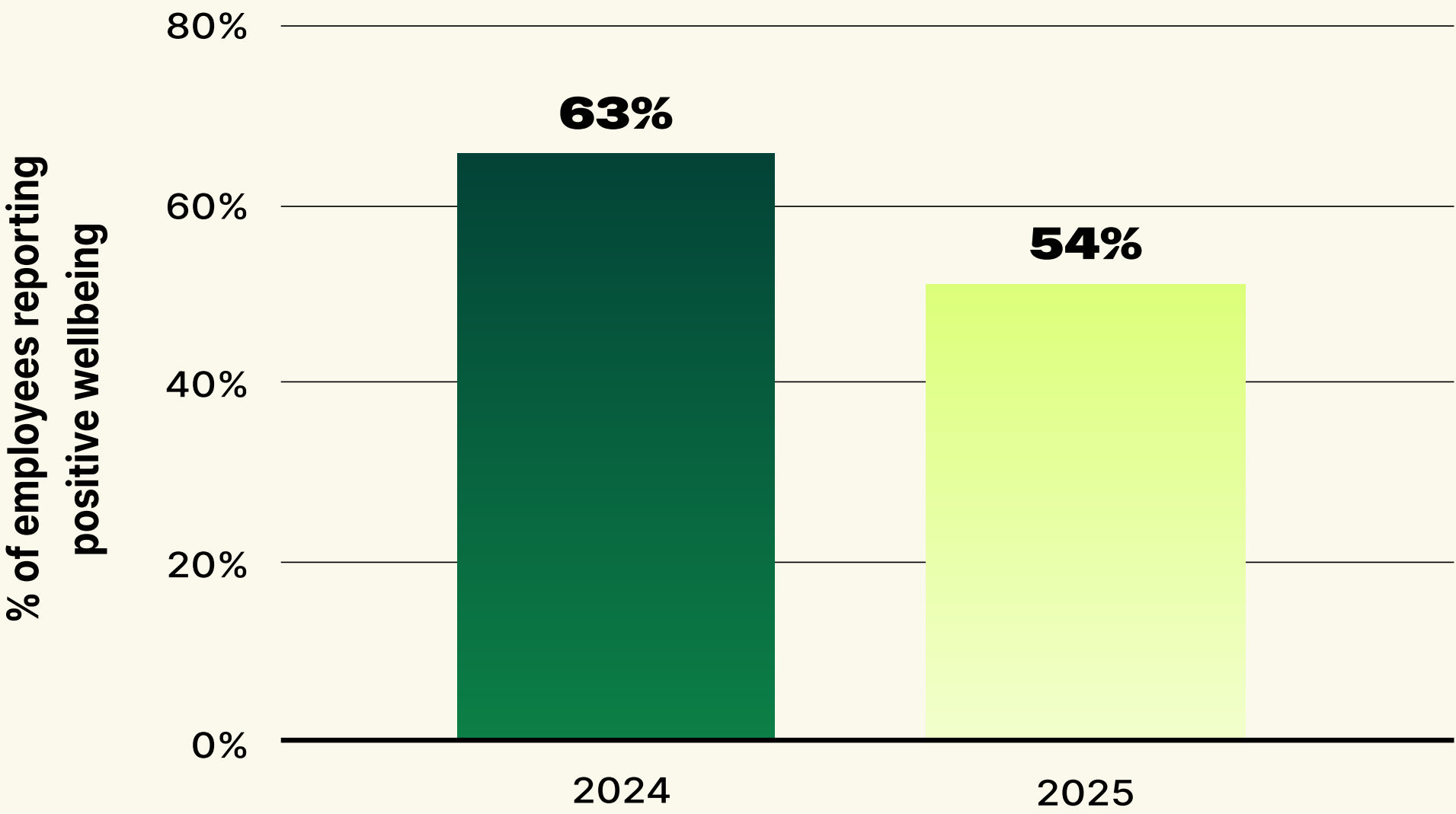
CRACKS IN THE FOUNDATION

Sarah and Donna’s experiences illustrate the widening wellbeing divide inside modern organizations. Employees want to invest in themselves, but many simply can’t.

Our survey reveals that just over **half of employees (54%) rate their overall wellbeing as good or thriving**, a notable decline from **63% last year**. Nearly half describe themselves as only “okay” or worse, and 12% say they are poor, struggling, or really struggling. For millions of workers, basic health and vitality remain out of reach.

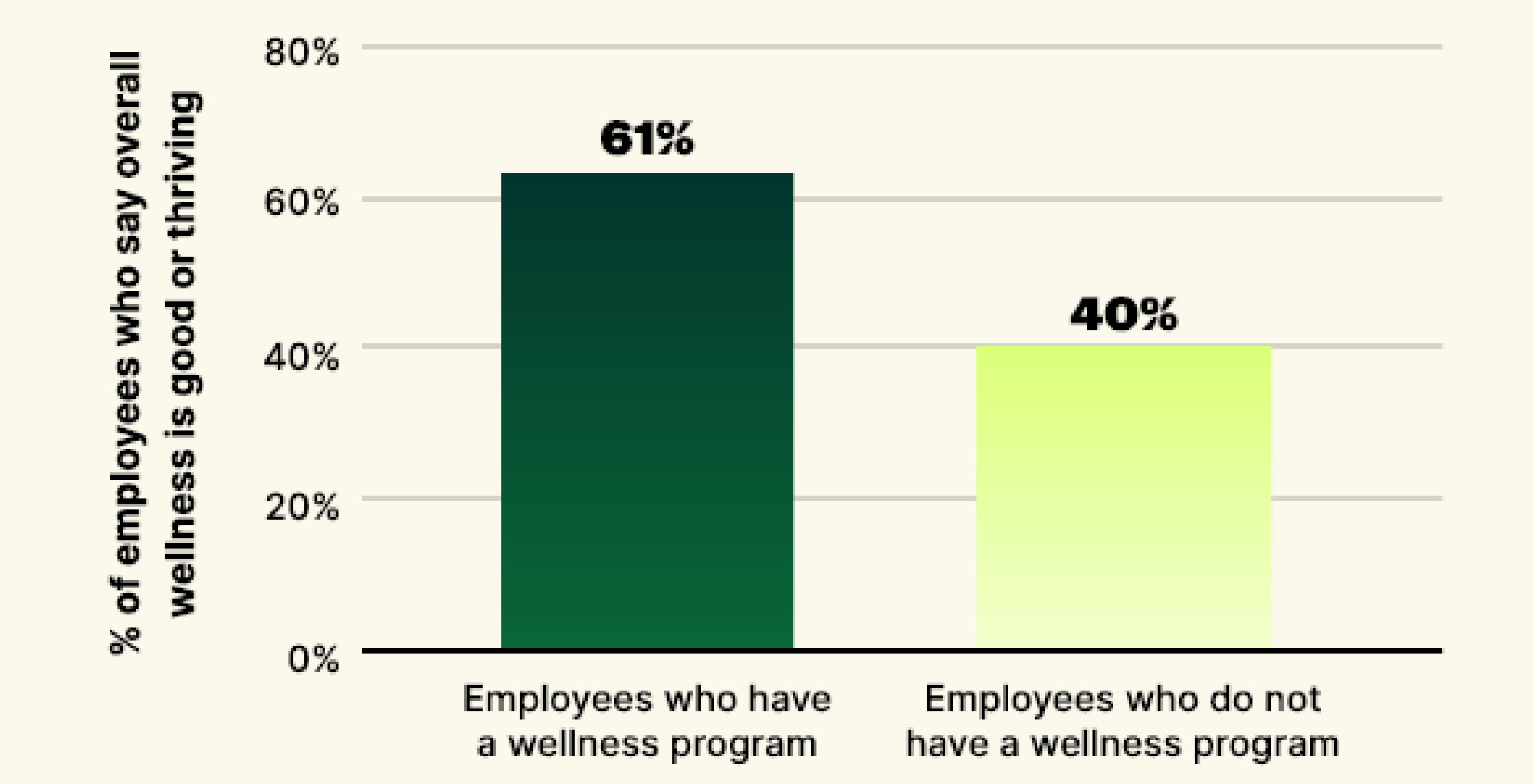


MANY EMPLOYEES STRUGGLE TO MAINTAIN OVERALL WELLBEING



Support systems inside organizations make a measurable difference. Among employees who say their company offers a structured wellbeing program, **61% report feeling good or thriving**. For those without such a program, that number drops to **40%**. This gap shows that organizational support doesn't just complement personal efforts, it fundamentally shifts the likelihood of employees thriving.

WELLBEING PROGRAMS BOOST OVERALL WELLNESS HEALTH



Our survey shows that **73% of employees feel their current financial situation makes it challenging to fully invest in their wellbeing**. This reflects a growing tension between intention and access. For many workers, even basic self-care, like eating well, attending therapy, or maintaining a fitness routine, can feel out of financial reach. When these building blocks of health are consistently deprioritized, it becomes harder for employees to recharge, stay focused, or show up as their best selves at work.

When employees struggle to prioritize these basics, their ability to recharge and stay engaged at work can be affected. Over time, this creates challenges not just for individuals but for organizations striving to build a resilient, high-performing workforce.

The story of Sarah and Donna makes it clear: personal commitment to health is only part of the equation. Without structural support, many employees remain trapped in cycles of stress and depletion.

“Most days, I feel like I’m just getting by—not thriving.”

Donna

Mental Wellness

3.2

A WORKFORCE TRYING TO RECOVER IN THE FACE OF NEW PRESSURES

Ethan used to be the person everyone turned to for a morale boost. Always ready with a joke, always first to organize a coffee break or a team lunch. But lately, that spark feels dimmer. He’s sleeping less, finding it harder to concentrate, and relying on his phone late into the night to numb the constant churn of workplace stress.

Maya, on the other hand, recently joined a company with a strong mental health program. She started attending virtual mindfulness sessions and uses her corporate wellness platform to book therapy appointments. Slowly, she’s finding her footing again, sleeping better, feeling calmer, and reconnecting with her team.

Their experiences reflect the broader state of mental wellbeing in the workforce. **Just over half of employees (54%) say their mental health is thriving or good**, down slightly from **57% last year**, while 12% report feeling poor, struggling, or really struggling. But organizational support makes a difference: among employees with access to a workplace wellbeing program, **60% rate their mental health as good or thriving**, compared to just **43% of those without such a program**.

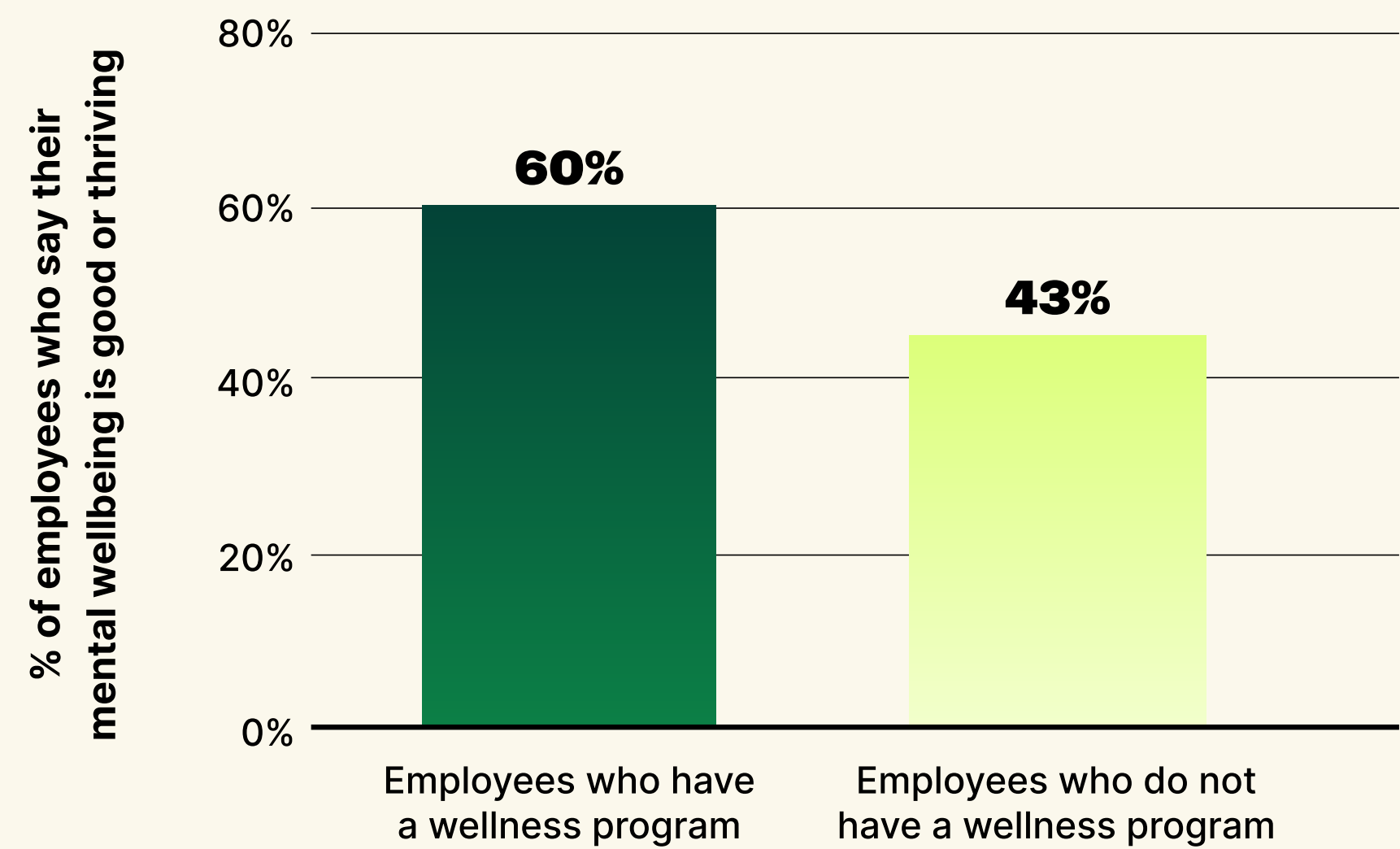
Ethan



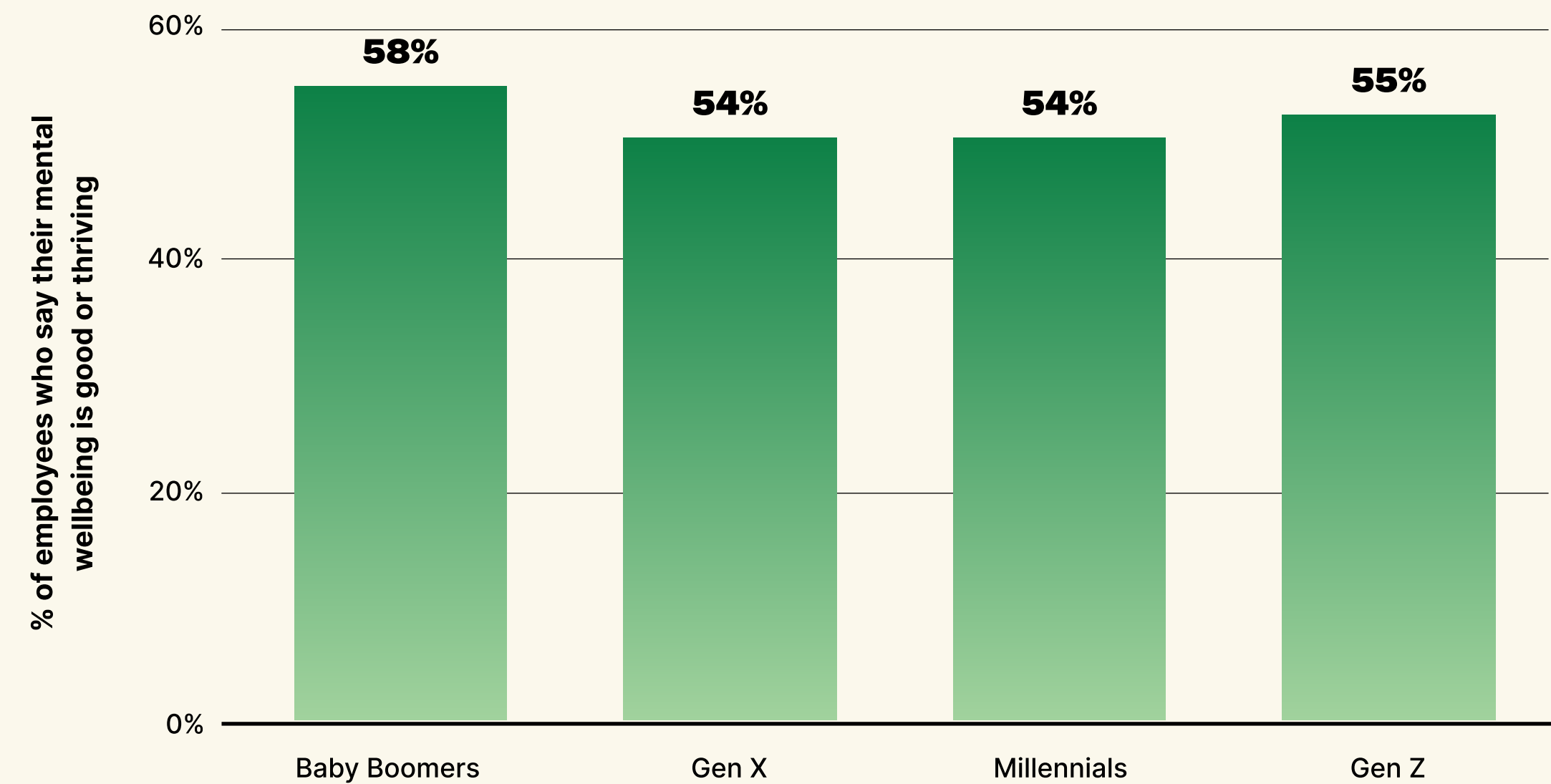
Maya



WELLBEING PROGRAMS BOOST MENTAL HEALTH



MENTAL HEALTH CHALLENGES AFFECT ALL GENERATIONS



MENTAL HEALTH ACROSS GENERATIONS: A SHARED STRUGGLE

Contrary to the assumption that mental wellbeing varies widely by age, our data suggests a more level playing field: **Gen Z (55%) and Baby Boomers (58%) report nearly identical rates of positive mental health**, with Millennials and Gen X closely aligned.

This consistency reveals an important insight—**mental health challenges are not confined to one generation**. No one group appears to be more resilient, underscoring the need for wellness programs that are inclusive, flexible, and responsive to diverse life stages.

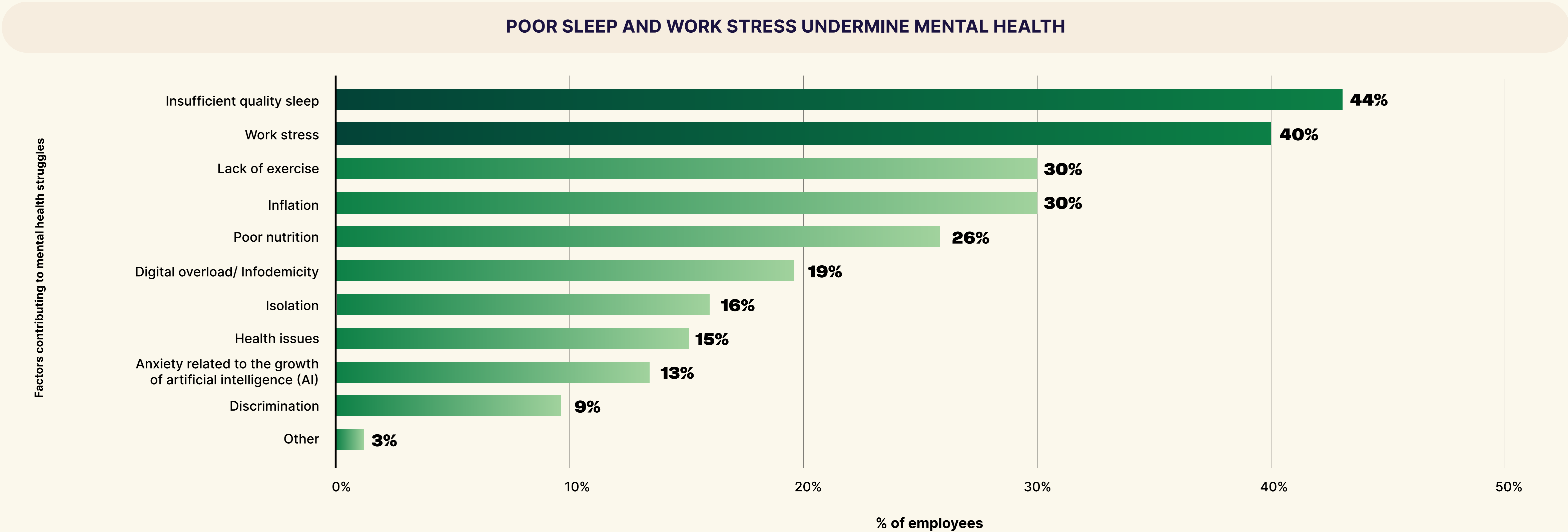
WHAT'S UNDERMINING MENTAL HEALTH

Mental wellbeing is shaped by intertwined physical, mental, and environmental stressors. The most common challenge employees cite is **insufficient sleep (44%)**, which slowly erodes emotional resilience. A meta-analysis of over 55 studies found strong negative correlations between sleep quality and psychological resilience (Palmer, Alfano, & Walker, 2022). In addition, individuals reporting poor sleep (i.e. less than 7 hours per night) had over three times greater odds of low resilience (Palagini, Moretto, Dell’Osso, & Riemann, 2018), and disrupted sleep has been shown to directly impair recovery mechanisms from stress (Hamilton et al., 2008).

Work-related pressures are close behind. **Forty percent of employees say work stress is harming their mental wellbeing**, making it the second-most impactful factor. Constant demands, heavy workloads, and limited flexibility create a persistent mental load that spills into employees’ personal lives. A range of longitudinal studies shows that high job demands, low control, and effort–reward imbalance significantly raise the risk of depression, anxiety, burnout, and sickness absence (Roelen et al., 2019). Other research finds that job strain, driven by excessive workloads and low autonomy, is associated with elevated psychological distress, reduced performance, and hindering long-term

wellbeing (Song et al., 2022; Theorell et al., 2015). This aligns clearly with external evidence that workplace stress significantly degrades mental health over time.

Addressing mental health in isolation isn’t enough. To see meaningful, lasting impact, organizations need to take a holistic approach, one that tackles interconnected factors like workload pressures, physical activity, and opportunities for genuine rest and recovery. Without this broader support, even well-intentioned wellbeing initiatives risk falling short of their full potential.



STRUGGLES STEMMING FROM POOR MENTAL WELLBEING

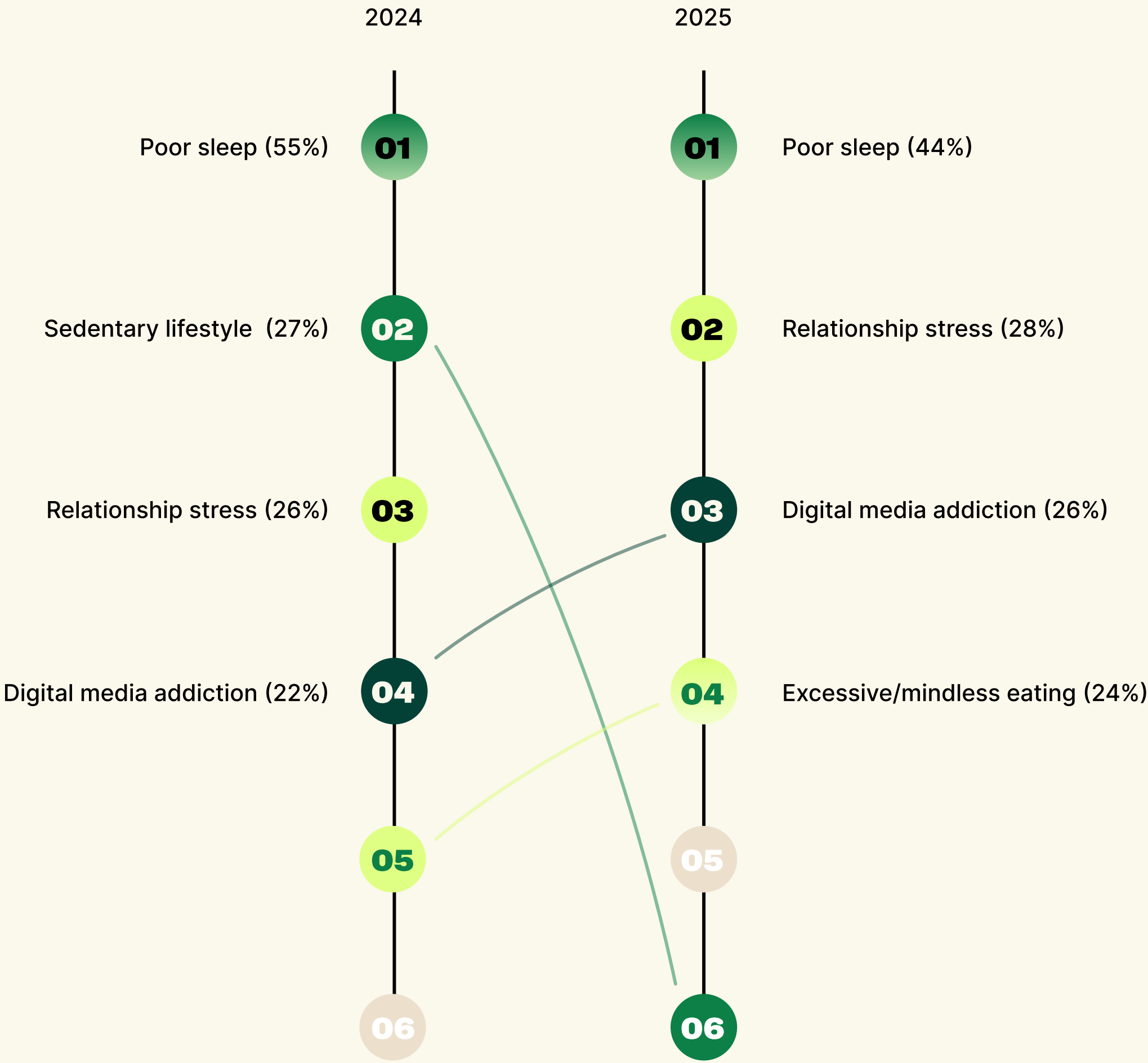
Ethan used to handle stress by running after work or grabbing dinner with friends. But lately, his evenings look different. He sinks into the couch, phone in hand, telling himself he'll just check a few updates. Minutes turn into hours as he scrolls through endless feeds, barely noticing the time slip away. It feels like a quick way to unwind, but the result is always the same: less sleep, more anxiety, and a growing sense of disconnection from himself and others.

Ethan's story mirrors a broader shift we're seeing in the workforce. When we asked employees what they struggle with most as a result of poor mental health, **poor sleep remains the top issue (44%)**, but behaviors have shifted compared to last year. **Digital media addiction has risen to the third leading cause (cited by 26% of our respondents)**, overtaking sedentary lifestyle as a leading struggle. This change suggests that many employees are turning to social media as a coping mechanism, replacing inactivity with a different form of disengagement that offers momentary escape but deepens fatigue and mental strain over time.

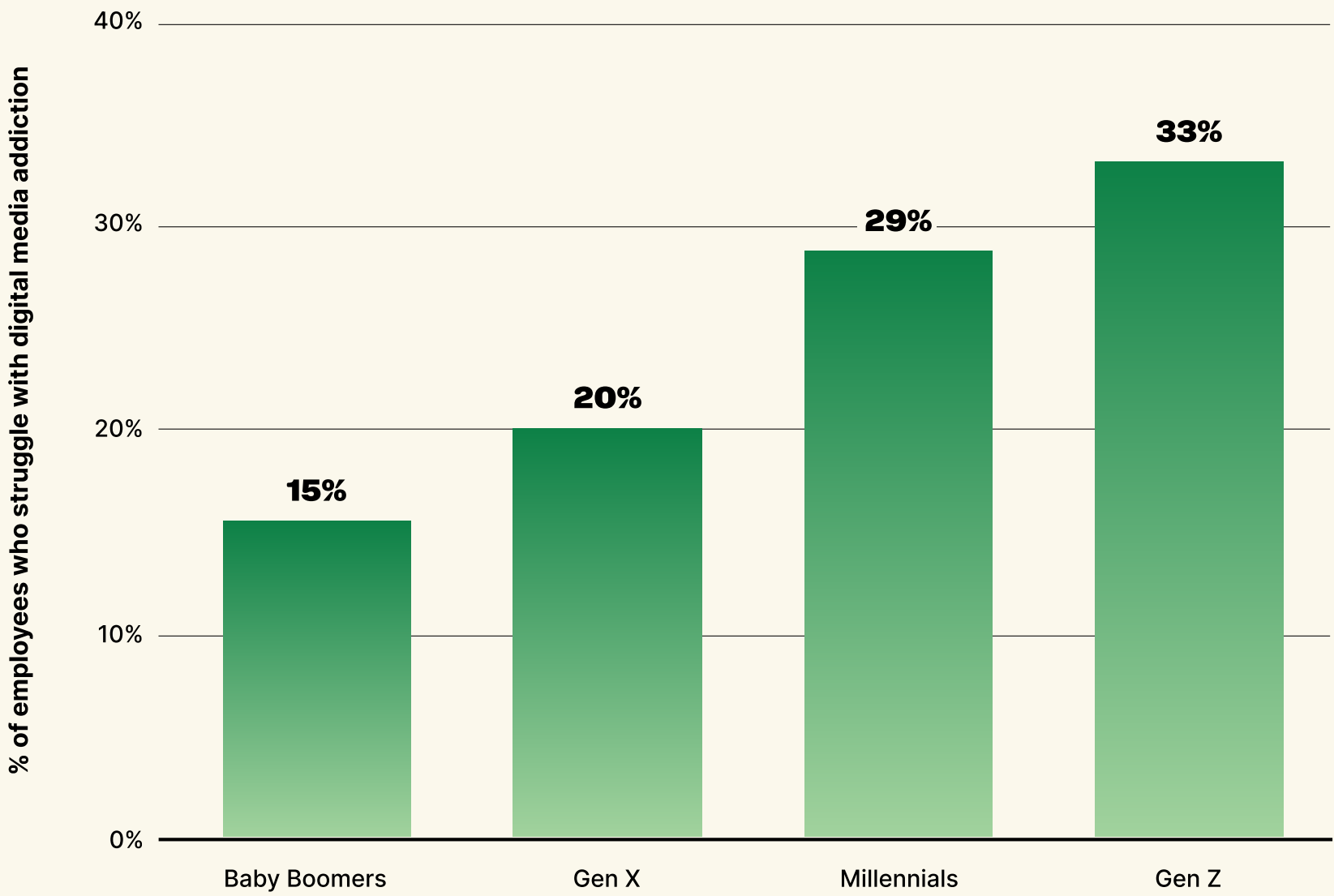
This behavior is even more pronounced among younger employees: **33% of Gen Z, 29% of Millennials, 20% of Gen X, and 15% of Baby Boomers** report grappling with compulsive digital media use.



RELATIONSHIP STRESS AND DIGITAL MEDIA ADDICTION
STRUGGLES ARE RISING AS RESULTS OF POOR MENTAL HEALTH



YOUNGER WORKERS STRUGGLE MOST WITH DIGITAL OVERLOAD



This trend highlights a deeper challenge: when mental wellbeing falters, it’s not just energy and mood that suffer... Habits also change. What begins as a few minutes of distraction can quietly become hours of lost rest, delayed workouts, and missed chances for real recovery. And while social media once promised connection, many platforms have evolved into spaces of comparison, information overload, and divisive discourse, intensifying stress rather than alleviating it.

For organizations, this is a call to action. Effective mental health support needs to help employees break free from these digital traps by offering healthier, restorative alternatives, mindfulness practices, movement opportunities, and moments of genuine human connection that reduce stress rather than simply mask it.

“I tell myself it’s just five minutes on my phone... but then it’s midnight, and I’m more stressed than before.”

Ethan



This rise in digital over-engagement is just one way employees are grappling with mental strain. Poor sleep, mindless eating, and relationship stress are also reshaping daily life and pulling workers further from recovery.

But employees aren't without tools. Many are finding ways to cope, through practices like mindfulness that help reset the mind and therapy that provides professional guidance and support. In the following sections, we'll explore how these strategies are helping employees break free from stress cycles and rebuild resilience.

3.2.1 MINDFULNESS

A SIMPLE PRACTICE, A HARD HABIT TO KEEP

Nina used to start her mornings with a quiet ritual. She'd leave her phone on the nightstand, make a cup of tea, and step onto her balcony to breathe in the cool air before the day began. Just ten minutes of mindful stillness made her feel grounded and ready to face whatever came next.

But lately, those ten minutes have vanished. Morning meetings creep earlier into her schedule, notifications demand attention before she's even fully awake, and stress leaves her feeling

like there's no time to pause. She tells herself she'll make space for mindfulness later, but later rarely comes.

Nina is hardly alone. **Although 57% of employees consider mindfulness extremely or very important to their wellbeing, only 22% practice it daily.** Less frequent routines are more common, with 62% saying they engage in mindfulness at least once a week, but that's a sharp drop from 88% just one year ago. This decline comes despite strong evidence that regular mindfulness reduces stress, improves focus, and supports emotional resilience.



When employees do carve out time, the most common practices are simple and accessible:

#1 Mindful walks (33%)

#2 Deep breathing exercises (31%)

#3 Self-guided meditation (20%)

#4 Meditation apps (17%)

These are not elaborate routines, they're quiet moments of presence that can be integrated into any day. Yet the fast pace of modern work, back-to-back meetings, and the pull of digital distractions make even these small practices difficult to sustain.

Helping employees reclaim space for these small but powerful practices, whether through guided sessions, mindfulness breaks, or app-based resources, can be the difference between Nina's scattered mornings and the calm focus that once defined her day.



3.2.2 THERAPY

BREAKING THE SILENCE AND FINDING SUPPORT

Nina had always thought of therapy as something “other people” did—people going through big life changes or major crises. She told herself she could handle stress on her own, just like she always had. But after months of sleepless nights, a constant hum of anxiety, and the feeling that no amount of mindfulness or weekend downtime could help her reset, she started to wonder if talking to someone might make a difference.

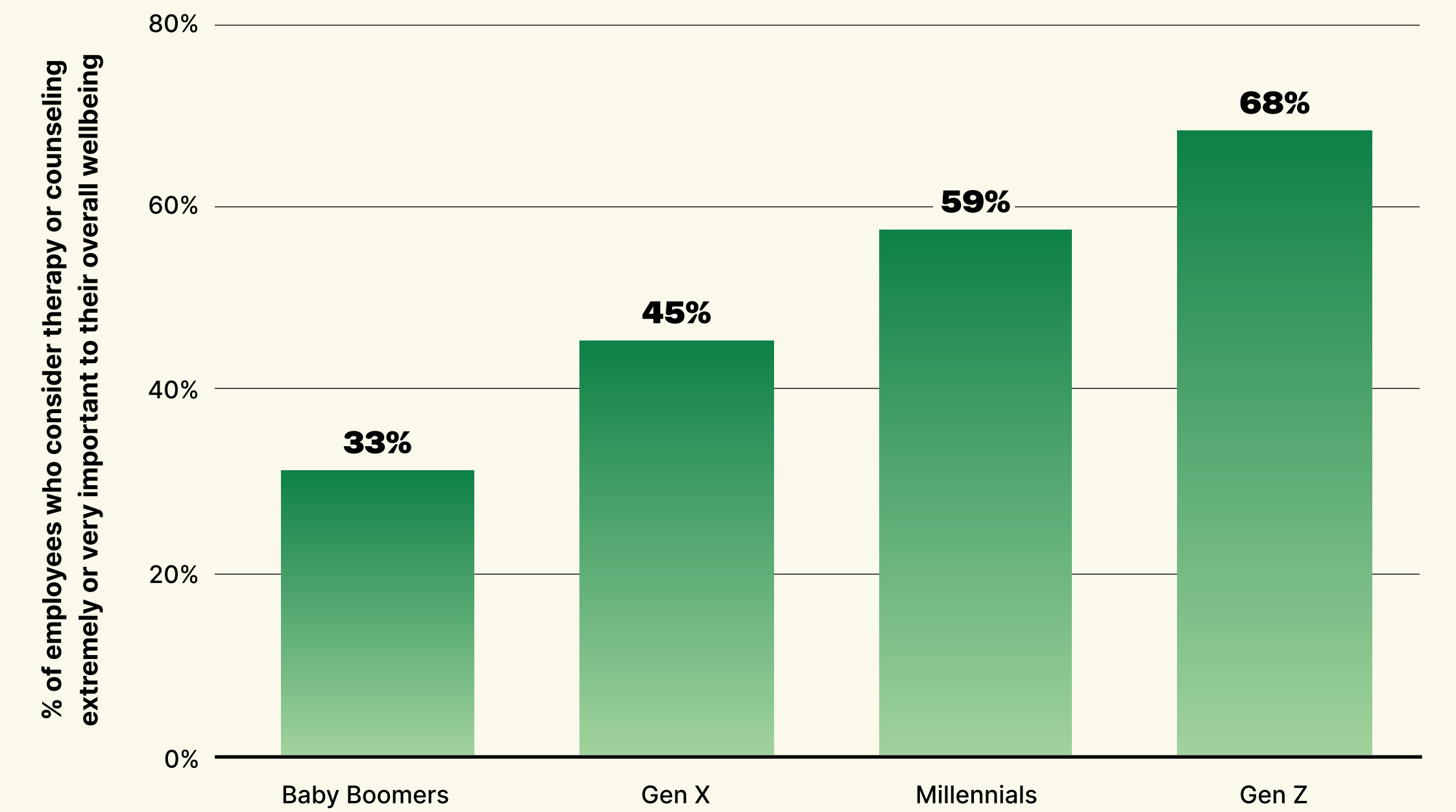
She’s not alone in that quiet questioning. Our survey shows that **53% of employees consider therapy or counseling extremely or very important** to their overall wellbeing. Yet only 46% are currently engaging with therapy, whether in traditional settings like in-person sessions (16%), online counseling (15%), group therapy (9%), or through newer formats like AI-powered chat therapy (6%). More than half of employees still aren’t accessing any form of professional mental health support.

For many, the challenge isn’t questioning the value of therapy, it’s navigating the barriers that stand in the way. **Cost remains the most common obstacle, cited by 23% of employees.** While that’s an improvement from 36% last year, it still prevents nearly one in four from seeking help. Other barriers include perceptions of “not needing it” (18%), lack of interest (18%), and limited time (13%).

Even for those who want to try therapy, the logistics can feel overwhelming. Booking an appointment, navigating insurance, finding the right counselor. These steps can become hurdles when someone is already stretched thin.

Generational attitudes toward therapy vary widely. When asked how important therapy or counseling is to their overall wellbeing, **68% of Gen Z and 59% of Millennials** said it’s extremely or very important, far higher than **45% of Gen X** and just **33% of Baby Boomers**. This shows a clear generational shift: younger employees place a much stronger emphasis on mental health support and are more likely to see therapy as a critical part of maintaining wellbeing.

YOUNGER EMPLOYEES PLACE GREATER VALUE ON THERAPY



For Nina, taking that first step felt daunting. But when her company began offering mental health resources as part of its wellbeing program, including virtual counseling sessions, she could schedule during her lunch break, it lowered the barrier just enough. She booked her first session, unsure of what to expect. A few weeks later, she noticed the difference: Her therapist had equipped her with coping mechanisms that resulted in better sleep, fewer anxious spirals, and a renewed ability to focus at work.

Nina's experience reflects a larger opportunity for organizations. Therapy isn't a luxury or a last resort. It's a foundational tool for maintaining mental wellbeing, preventing burnout, and keeping employees like Nina engaged and resilient. By normalizing therapy, removing cost and access barriers, and integrating digital options, employers can help more employees find the support they quietly need but rarely ask for.



Physical Wellness

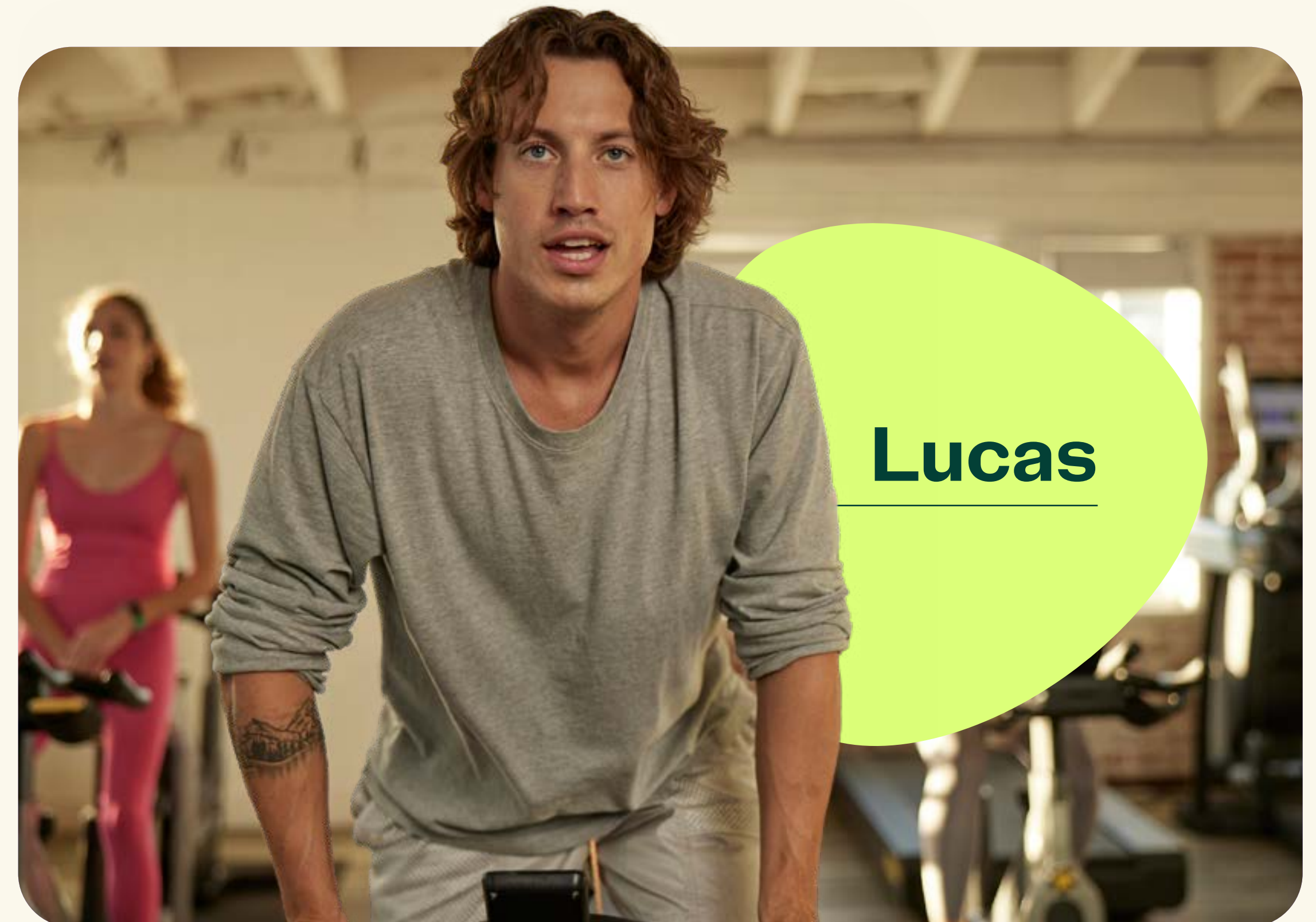
3.3

THE BODY AS A BAROMETER FOR WORKPLACE WELLBEING

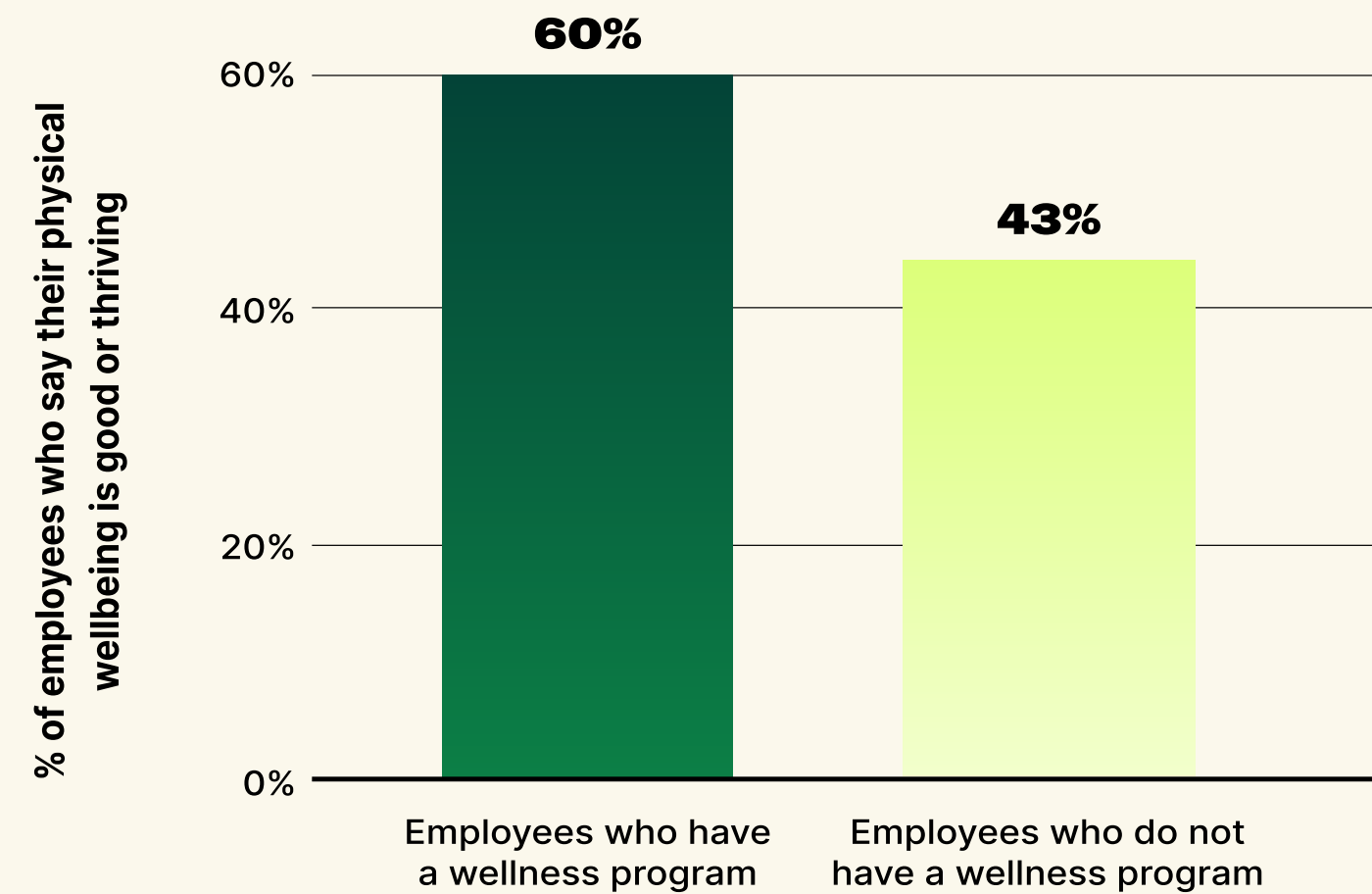
Lucas used to think of physical wellness as optional: a weekend run, the occasional yoga class, maybe a healthier lunch if time allowed. But lately, he's noticed how much his body mirrors his work life. On weeks packed with deadlines and long commutes, his energy fades by mid-afternoon, his posture slumps, and even small tasks feel draining. When he's able to move regularly and stick to healthier routines, everything shifts. He's sharper in meetings, more patient with his team, and less reactive to stress.

Lucas's experience reflects a broader workplace reality: physical wellness is the foundation of overall wellbeing. Without it, even the best mental health tools struggle to take hold.

Our survey shows that just **over half of employees (54%) rate their physical wellbeing as good or thriving**, while 12% say they are struggling or in poor condition. However, access to workplace wellness programs appears to make a measurable difference. Among employees with structured wellness support, 60% report feeling good or thriving physically, compared to just 43% of those without such resources. Organizational support clearly plays a role in shaping physical health outcomes.



WELLNESS PROGRAMS SUPPORT BETTER PHYSICAL HEALTH

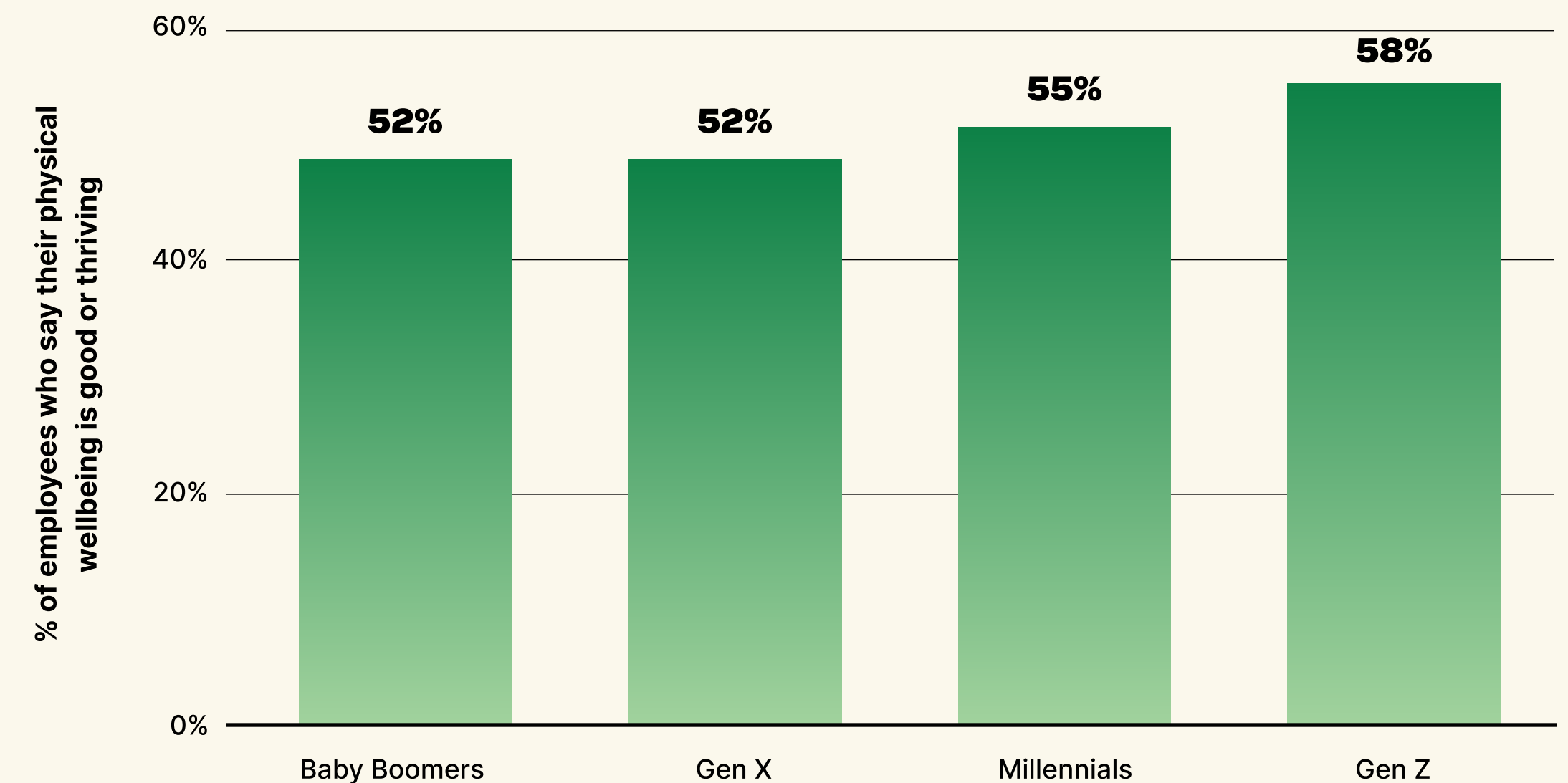


Across generations, physical wellness rates are relatively consistent, though slightly higher among younger workers: 58% of Gen Z and 55% of Millennials say they’re doing well physically, compared to 52% of both Gen X and Baby Boomers. While age may factor in, the presence of structured support seems to matter more.

There are signs of progress. **Fifty-five percent of employees say their physical wellbeing has improved year-over-year**, up from 47% in 2024, with 16% reporting dramatic improvement. Yet not all employees are moving forward—**14% say their physical wellness has declined**, leaving many still struggling to find stability.

Physical health doesn’t exist in isolation. It’s shaped by workplace culture, access to wellness programs, and the time and flexibility employees have to care for themselves. Organizations that prioritize physical wellbeing, through structured programs, supportive environments, and opportunities for movement, give employees like Lucas the chance to regain energy, focus, and resilience. Without it, physical health becomes a silent signal of strain, quietly undermining both individual potential and organizational performance.

PHYSICAL WELLNESS IS SIMILAR ACROSS GENERATIONS



3.3.1 FITNESS

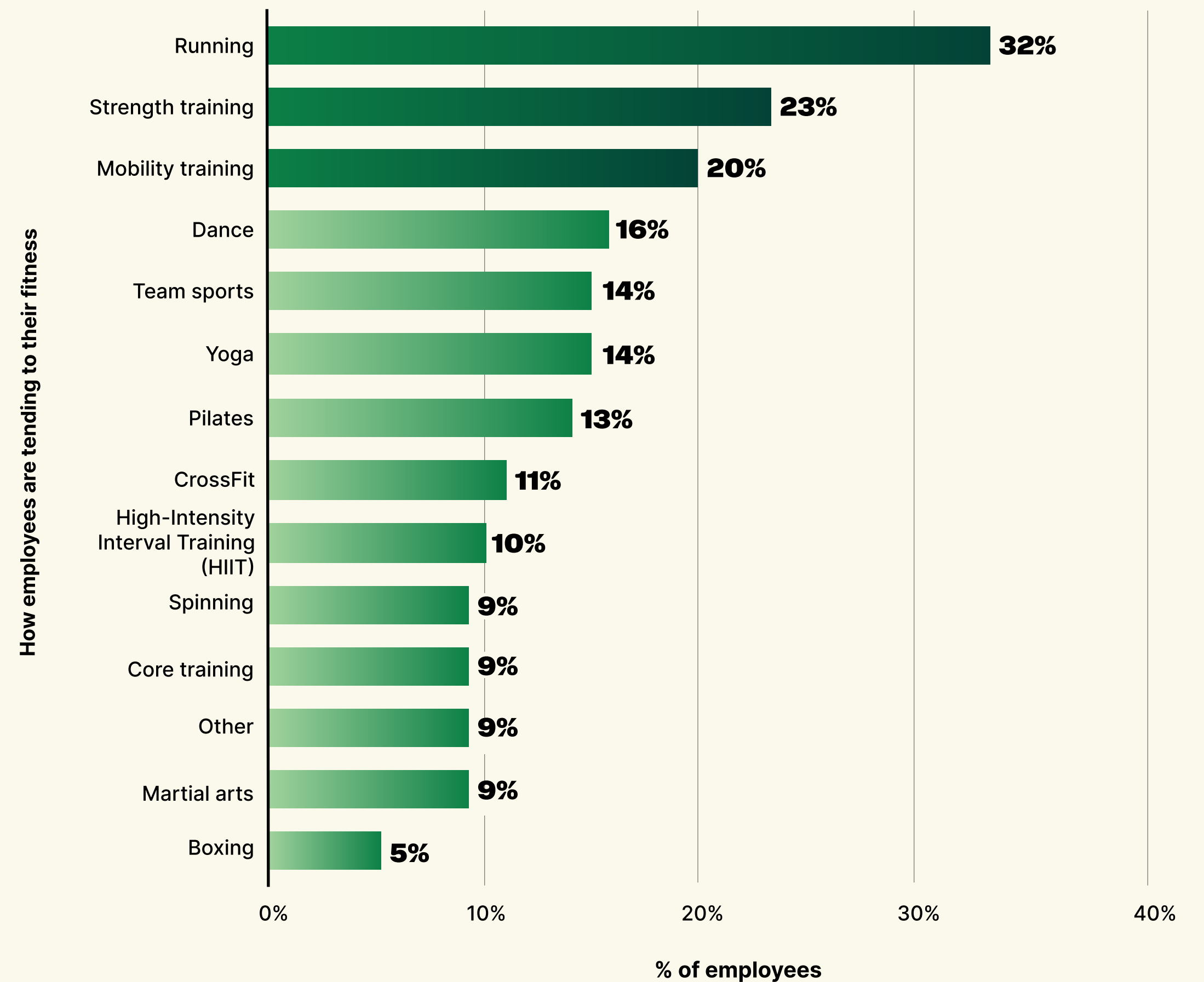
MOVING TOWARD BETTER HEALTH, EVEN WHEN TIME FEELS SCARCE

Lucas has always loved the feeling of finishing a morning run: head clear, energy high, ready to tackle the day. In the past, he found it hard to stay consistent. Meetings would spill over, emails would pile up, and by evening, the window for movement had closed. But recently, he's started blocking off time on his calendar, treating exercise not as an afterthought but as part of his workday rhythm. Even short runs or strength sessions help him reset.

Lucas's shift reflects a broader trend. **Nearly half of workers (47%) now rate themselves as extremely fit or fit, a meaningful increase from 39% last year.** Meanwhile, the share of those who feel unfit or extremely unfit has dropped to just 7%. This upward trend suggests that even amid workplace pressures, more employees are prioritizing fitness and finding ways to make it part of daily life.

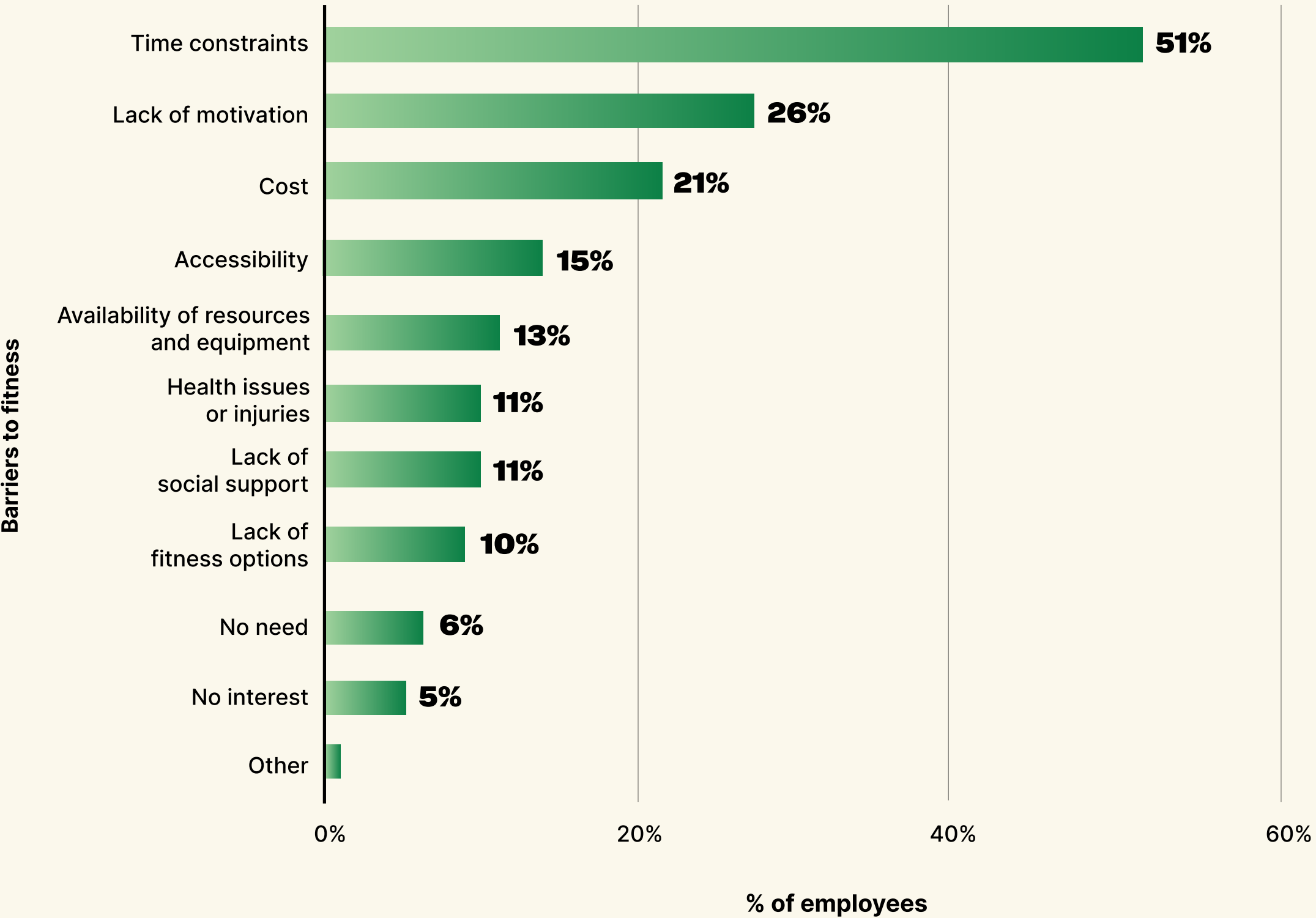
Lucas isn't alone in turning to movement as a reset. When employees make time for physical activity, many reach for routines that feel accessible, energizing, and effective. **Running or jogging tops the list, with 32% of employees saying it's their go-to.** Others are building strength through **resistance training (23%)** or focusing on mobility with **yoga and stretching (20%)**. The variety reflects a larger truth: there is no one-size-fits-all approach to fitness. What matters is finding something that fits into the rhythm of work and life and sticking with it.

RUNNING, STRENGTH TRAINING, AND MOBILITY LEAD FITNESS CHOICES



Fitness has become a staple in many employees’ weekly routines. In our survey, **78% say they engage in physical activity at least once a week**. While that’s still a strong majority, it marks **a decline from 93% in 2024**, suggesting that more employees are experiencing inconsistency in their routines. So what’s getting in the way?

LACK OF TIME IS THE BIGGEST FITNESS BARRIER



The barriers are familiar. More than half of employees **(51%) cite a lack of time**, making it the most common obstacle. Others point to **low motivation (26%)** or **the cost of access (21%)** as key reasons why fitness falls off their schedules. Together, these challenges reveal how difficult it can be to maintain consistent movement, especially without structural support.

These numbers highlight a workplace paradox: while more people see themselves as fit and are finding ways to move, many still feel constrained by schedules, resources, and competing demands.

“I know how much better I feel after lifting weights in the gym, but most weeks, I can’t find the time to make it happen.”
Lucas



For organizations, this is both a challenge and an opportunity. Encouraging fitness isn’t just about offering gym memberships or on-site classes, it’s about **creating the time and flexibility employees need to use them**. Companies that embed movement into the workday, such as walking meetings, wellness breaks, or extended lunch hours, help employees like Lucas keep fitness from sliding off the calendar. When movement becomes part of the rhythm of work, it builds healthier, more energized teams that can show up fully for themselves and their organizations.

3.3.2 NUTRITION

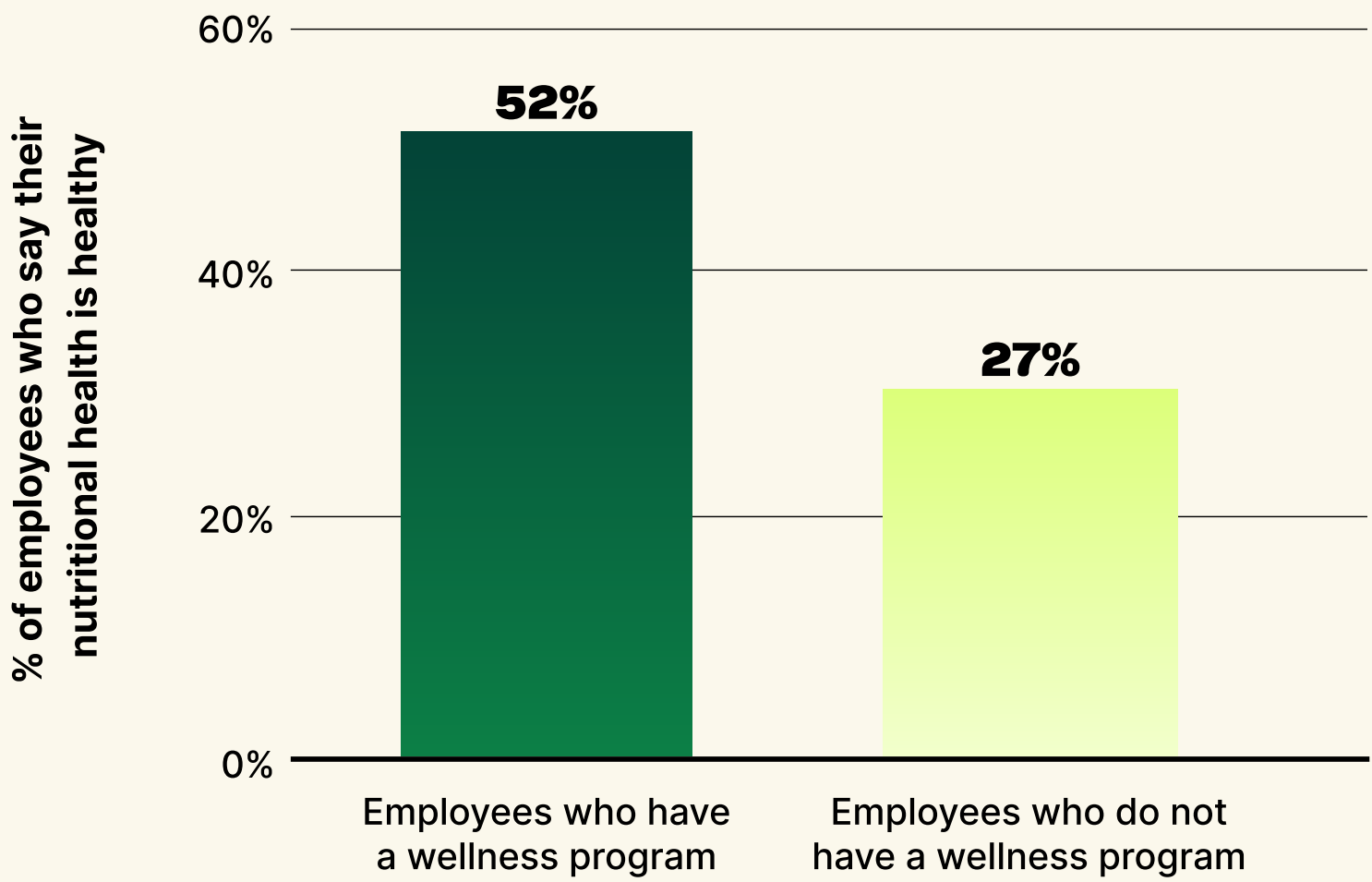
FINDING BALANCE IN A FAST-PACED WORLD

Lucas often starts his mornings with good intentions. He stocks his fridge with fresh vegetables, plans healthy lunches, and tells himself this week will be different. But as deadlines pile up and meetings run long, convenience wins. A skipped lunch turns into a vending machine snack, dinner is often takeout, and by Friday, the produce he bought on Sunday has gone untouched.

He knows how much better he feels when he eats well: more energy for workouts, better sleep, clearer focus. But finding consistency feels like an uphill battle.

Our survey shows Lucas isn't alone. **Less than half of employees (43%) rate their nutritional health as extremely healthy or healthy, while 17% describe it as unhealthy.** Access to workplace wellness support makes a big difference: among employees with wellness programs, **52% rate their nutrition as healthy**, compared to **just 27% of those without.**

WELLNESS PROGRAMS SUPPORT BETTER NUTRITION

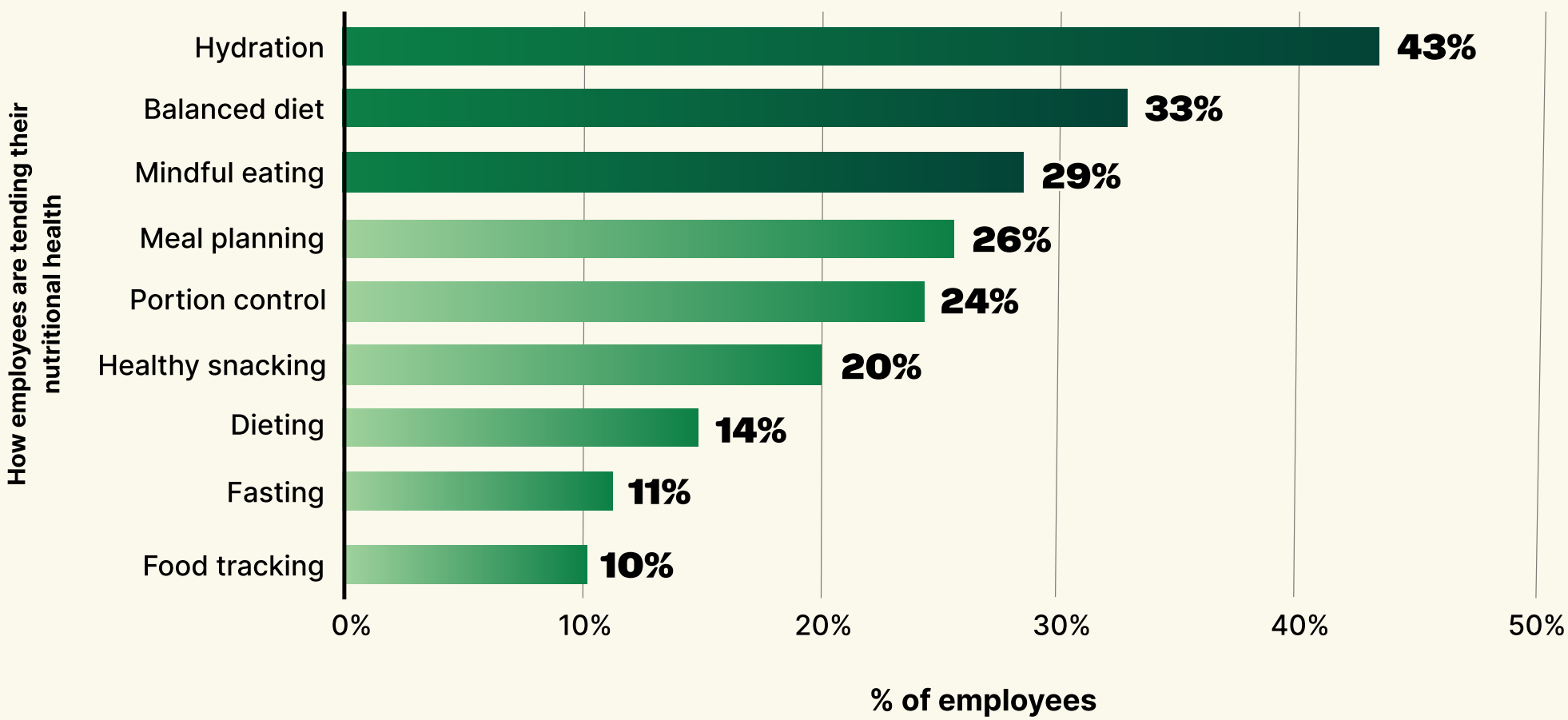


When employees commit to healthier routines, their strategies often start with small, sustainable shifts. For Lucas, that means filling a water bottle before his morning meetings, prepping balanced lunches on Sundays, and slowing down enough to actually enjoy his meals. These everyday choices might seem simple, but they add up.

Our survey shows that employees' top wellness strategies reflect this same mindset: 43% prioritize staying hydrated, 33% focus on maintaining a balanced diet, and 29% practice mindful eating. While hydration is often treated as separate from nutrition, it's actually an essential part of it. Proper hydration supports digestion, cognitive function, and energy levels, making it a foundational element of overall nutritional health.

These behaviors may not grab headlines, but they build a foundation for lasting wellbeing and support better energy, mood, and performance throughout the day.

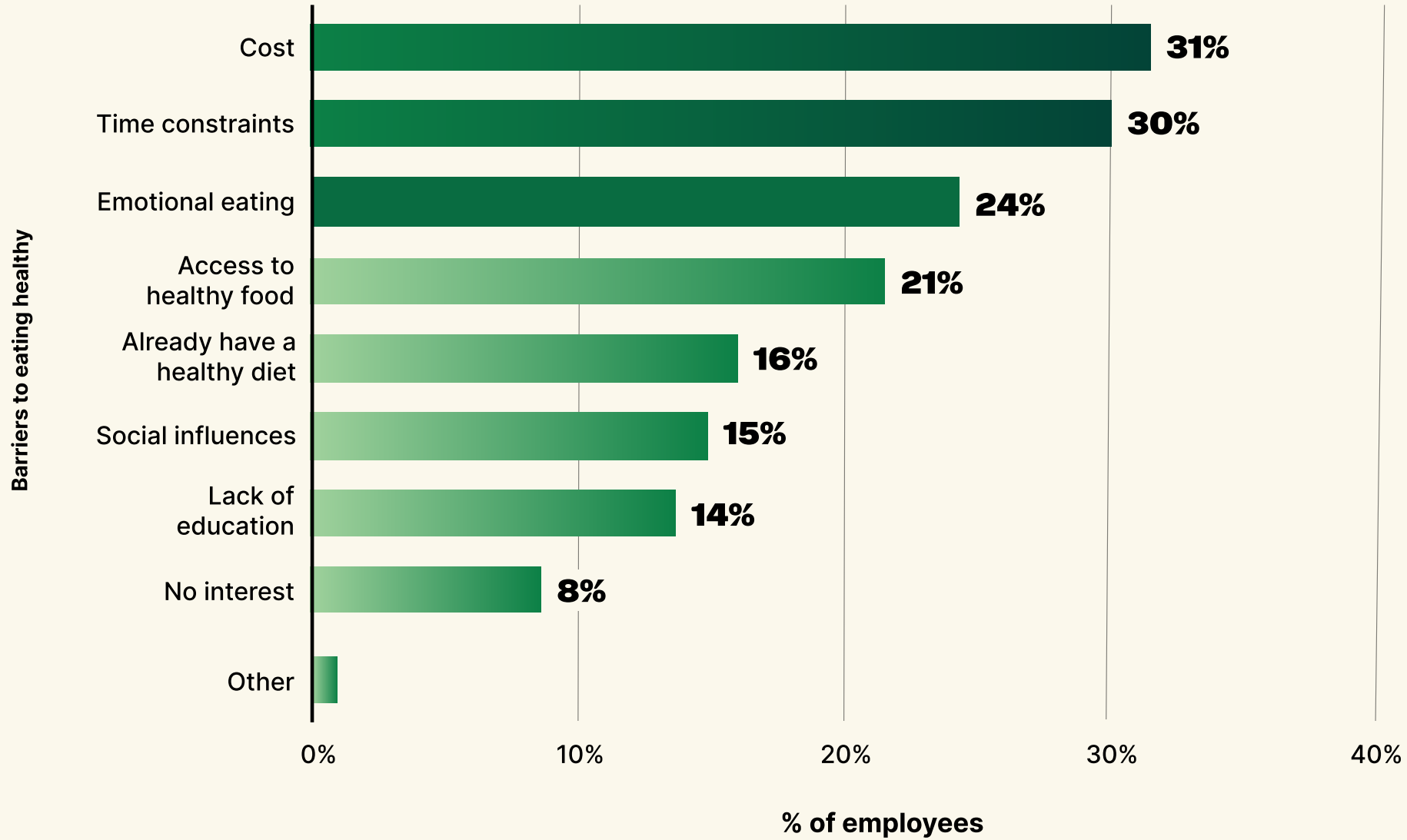
HYDRATION AND BALANCED DIETS TOP HEALTHY EATING STRATEGIES



Of course, even the best intentions can be difficult to sustain. Many employees face persistent barriers that get in the way of healthy eating habits. For some, the challenge is financial. **Thirty-one percent say the cost of nutritious food is a major hurdle.** For others, it's about time. Thirty percent report that their busy schedules make it hard to shop, prep, or cook balanced meals. And for nearly a quarter of employees (24%), emotional eating can undermine progress, especially during periods of stress or burnout.

These obstacles highlight that nutrition isn't just a matter of willpower. It is shaped by context: by schedules, resources, emotions, and access. For healthy eating to stick, support needs to meet people where they are.

COST AND TIME LIMIT HEALTHY EATING HABITS



Nutrition, like fitness, isn't just a personal habit, it's shaped by the environment employees work in. Without affordable, accessible healthy options and the time to prepare and enjoy meals, even the best intentions fade.

Organizations have an opportunity to play a meaningful role here. Providing nutritious options in the workplace, offering education around mindful eating, and giving employees time to take real lunch breaks can make a tangible difference. Digital tools can also help. Nutrition apps that support meal tracking and habit-building give employees more visibility into what they're consuming and how it impacts their energy, focus, and overall wellbeing. With the right support, employees like Lucas can break the cycle of skipped meals and rushed choices, finding balance that sustains both their health and their work performance.

“I know I feel sharper and more energized when I eat well and track my macros, but without that structure, it’s easy to lose track. By the time I get a break, quick and easy always wins.”
Lucas



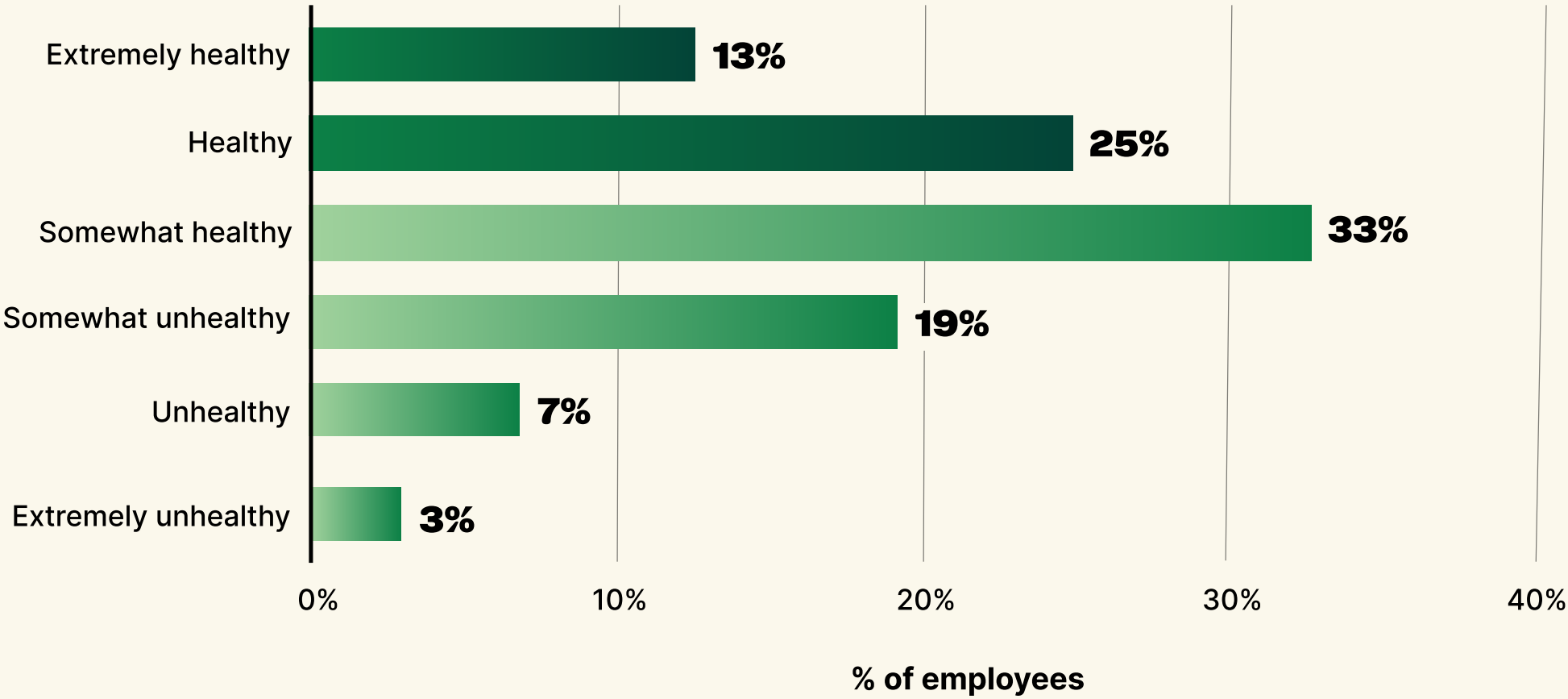
3.3.3 SLEEP

THE FOUNDATION OF RECOVERY THAT'S HARD TO PROTECT

Lucas has tried everything: earlier dinners, darkening curtains, even avoiding coffee after lunch. But when he finally lays down at night, his mind refuses to switch off. Emails replay in his head, tomorrow's meetings start to stack up, and before he knows it, it's past midnight. Morning comes too quickly, and another day begins with less energy than the last.

This challenge is echoed across the workforce. **Only 38% of employees rate their sleep quality as healthy or extremely healthy**, while **10%** say it's unhealthy or extremely unhealthy. Although slightly improved from last year, this still means that most employees aren't getting the restorative rest they need to function at their best.

MOST EMPLOYEES STRUGGLE TO GET QUALITY SLEEP

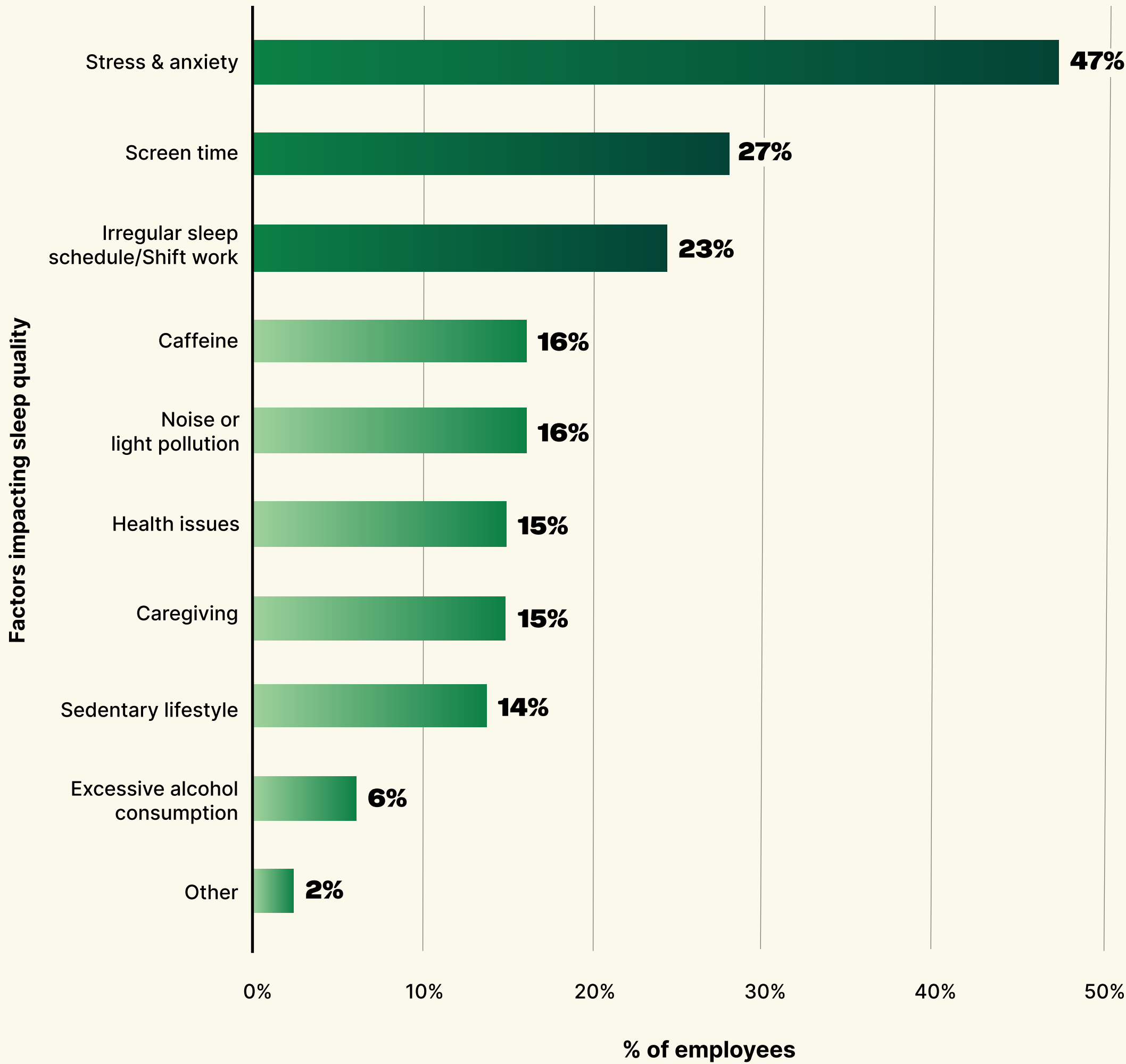


The importance of sleep is nearly universal. **Eighty-four percent of employees say it is extremely or very important to their wellbeing.** But knowing it matters doesn't mean they're getting enough. In fact, **69% report sleeping fewer than seven hours a night**, falling short of the recommended amount for full cognitive and emotional recovery.

So what's keeping us up? For nearly **half of employees (47%), the answer is stress and anxiety**, which interfere with their ability to unwind and rest. Others struggle with screen time before bed, cited by 27%, or with irregular schedules and shift work, which disrupt the body's natural rhythm for 23% of respondents. These barriers turn sleep from a biological need into a daily challenge that affects not just rest, but performance, mood, and overall resilience.



STRESS AND SCREEN TIME DISRUPT REST



Poor sleep doesn’t just drain personal energy. It amplifies stress, weakens the immune system, and makes focus and decision-making harder during the workday. Over time, it becomes a silent driver of burnout.

For organizations, improving employee wellbeing often starts here. Creating cultures where people can truly disconnect, with stress management resources and healthy boundaries around technology and work hours, all play a role. Sleep apps can also be a powerful tool. By helping employees track both the quantity and quality of their sleep, these tools create awareness, uncover patterns, and offer personalized insights that support better rest.

Supporting sleep is not just about individual habits. It is about designing work environments that make recovery possible and that treat rest not as a luxury, but as a core part of performance and wellbeing.

“I know sleep should be a priority, but no matter what I try, stress keeps me awake. And every morning I’m running on empty.”

Lucas



The Great Benefits Gap

4.1 Most Common Wellbeing Programs Offered by Employers

4.2 Utilization: Low Participation Highlights Design Gaps

4.3 The Demand for More Holistic Wellness Support



What Employees Want vs. What They're Getting

Modern workplaces continue to invest in employee benefits, but there's a growing disconnect between what's offered and what employees say they need to truly thrive. Traditional health coverage and paid leave remain essential, but they're no longer enough. Today's workforce expects **wellness benefits that support daily habits, mental health, and holistic wellbeing.**

This gap isn't just about perks, it shapes morale, trust, productivity, and retention, influencing whether employees feel supported enough to stay and succeed.

Most Common Wellbeing Programs Offered by Employers

4.1

WELLBEING PROGRAMS: LIMITED REACH AND DECLINING FLEXIBILITY

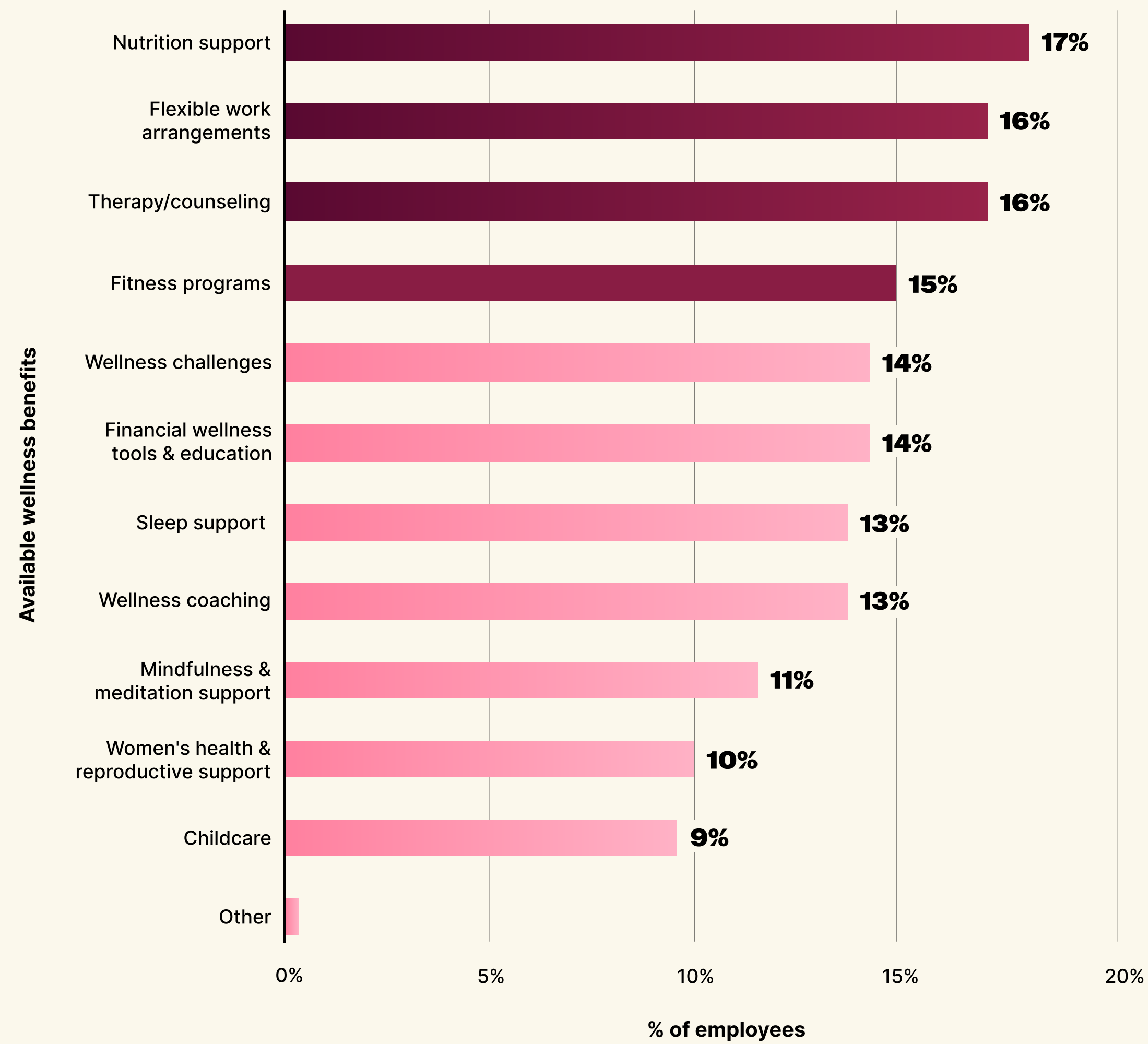
Wellness has made its way into the corporate vocabulary, but in practice, most programs still fall short. While many companies have started adding wellness offerings to their benefits packages, these resources remain limited in both reach and impact.

Even when wellness programs are available, their scope is often narrow. A small number of companies provide nutrition support, flexible work arrangements, therapy or counseling, or fitness options, each of these is only offered by about 15 to 17% of employers. The result is a benefits landscape filled with gaps. Employees want to and are expected to prioritize their wellbeing without the infrastructure to make that goal achievable.

This shortfall does not just affect individual health. It has ripple effects across morale, engagement, and retention. As more employees seek support for their mental, emotional, and physical wellbeing, organizations have a choice: offer solutions that meet the moment or risk falling behind.



FEW EMPLOYERS OFFER CORE WELLNESS BENEFITS

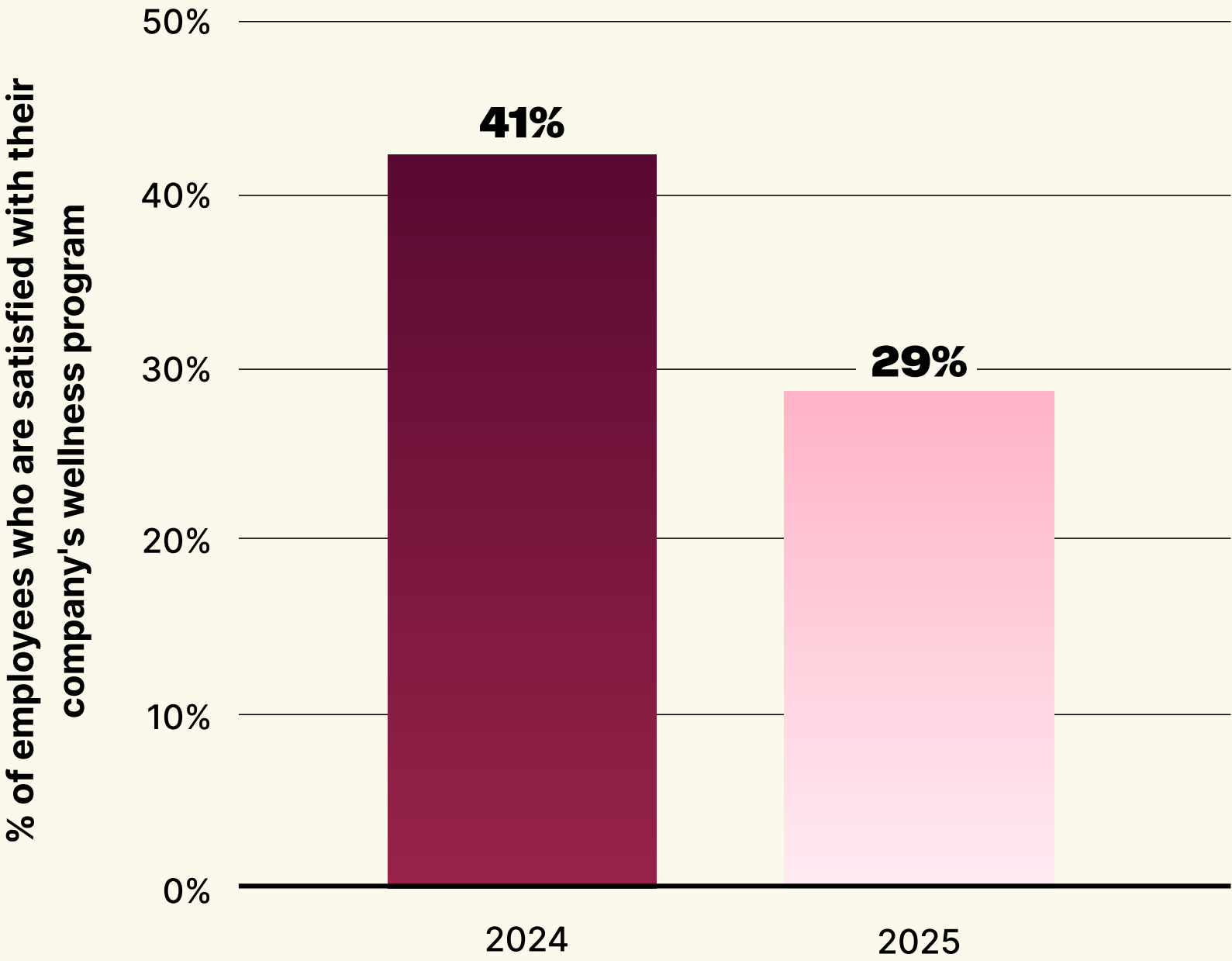


The few employees that have access to them aren't just lukewarm about their company's wellness programs. Many are actively disappointed. Only 29% rate their wellness offerings as good. That is a steep **drop from 41% just one year ago**, suggesting that expectations are rising and many programs are not keeping pace.

This shift is not simply about perks falling short. It reflects a deeper sense of disconnect between what employees are asking for and what organizations are providing. As more workers seek support for mental health, everyday wellbeing, and work-life harmony, generic or surface-level solutions can feel tone-deaf. When programs feel performative or outdated, employees notice, and the impact on trust and morale is real.



SATISFACTION WITH WELLNESS PROGRAMS IS DECLINING



This growing dissatisfaction matters. Wellness programs that miss the mark not only fall short of expectations, they may also limit the positive impact these benefits can have. Satisfaction with wellness programs is closely linked to personal health outcomes. **Sixty-five percent of employees who are satisfied with their company's wellness program also say they are thriving or in good health, compared to just 54% who are not.** This suggests that when wellness offerings are well-designed and genuinely supportive, they do more than improve perception. They directly contribute to better wellbeing.

CULTURE PLAYS A CRITICAL ROLE

Beyond benefits, culture sets the tone for how wellness is experienced day to day. **Our data shows that only 44% of employees agree that wellness is truly ingrained in their company's culture.** That means more than half of the workforce doesn't feel that their organization actively encourages them to prioritize their wellbeing.

The connection between culture and satisfaction is striking. **Among those who describe themselves as extremely happy at work, 77% say wellness is embedded in their company culture.** When we assess unhappy employees, just 12% say the same. These findings make it clear: strong programs alone aren't enough. Culture is what brings wellbeing to life, and what enables employees to actually engage with the support available to them.

ADAPTING TO EVOLVING NEEDS

Some organizations are at least attempting to keep their wellness benefits relevant. Thirty-seven percent of employees say their company adjusts its wellness program at least once a year to meet changing needs, a slight improvement from 34% last year. But progress remains limited: 31% say no updates are made, and another 32% are either unsure or don't have a wellness program at all. That means nearly two-thirds of the workforce are either being left behind or left in the dark when it comes to evolving wellness support.

This slow pace of evolution underscores the benefits gap. While employees are embracing holistic wellbeing as a daily priority, employer offerings remain anchored in traditional models. Without timely updates and a broader focus on mental health, flexibility, and lifestyle-driven programs, the disconnect will continue to grow, impacting engagement, health, and retention.

Utilization: Low Participation Highlights Design Gaps

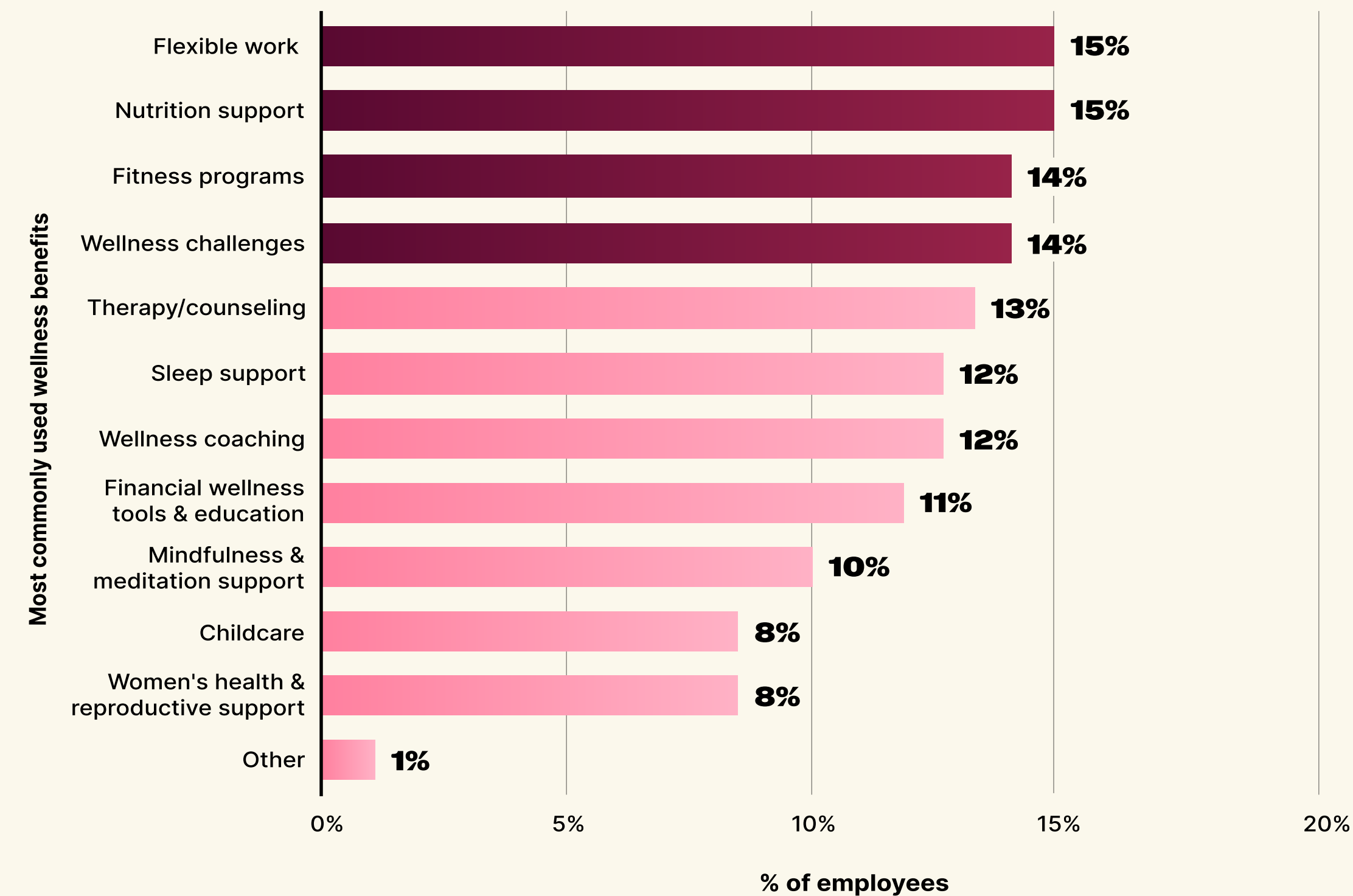
4.2

HOW EMPLOYEES ENGAGE WITH WELLNESS PROGRAMS

Even when wellness programs are offered, participation is modest. This raises important questions about whether companies are providing the time and resources employees need to fully engage with these programs. The most commonly used offerings include **flexible work arrangements (15%), nutrition support (15%), fitness programs (14%), and wellness challenges (14%)**. These low engagement rates suggest that many programs may look good on paper but fail to connect with the realities of daily life at work.



FLEXIBLE WORK, NUTRITION, AND FITNESS ARE MOST-USED BENEFITS



In some cases, such as with flexible work arrangements, low participation may reflect a more fundamental issue. Employees may not know what benefits are available to them or how to access them. Without clear, consistent communication, even the most thoughtfully designed wellness initiatives can go unnoticed.

In other cases, low engagement points to a mismatch between what is offered and what employees actually need. This is not a sign that benefits like fitness programs, nutrition support, or wellness challenges are unwanted. In fact, many employees really value these resources. But if current offerings lack the flexibility, variety, or accessibility required to meet people where they are, engagement will remain low. A one-size-fits-all approach often misses the mark in a diverse and dynamic workforce.

This disconnect is visible in how employees interact—or don’t—with the resources available to them. For example, a wellness platform may exist, but it’s not compatible with varying schedules. A mindfulness class may be offered, but it runs during the weekly staff meeting. Or there may be nutritious options in the office, but most employees work remotely. These misalignments mean that even well-intentioned initiatives go unused.

Utilization is not just about awareness or motivation. It often reflects how well, or how poorly, programs are aligned with the way people actually work and live and the company culture. When wellness offerings are too rigid, too generic, too difficult to access, or poorly communicated, participation drops, and the potential for positive impact is lost.

If organizations want higher engagement, they must design wellness programs with input from the people they are meant to serve. That means offering flexibility, providing options that reflect diverse lifestyles and working conditions, and communicating clearly and consistently. Most importantly, it means treating wellness not as an add-on, but as a core part of how the organization supports its people every day.

The Demand for More Holistic Wellness Support

4.3

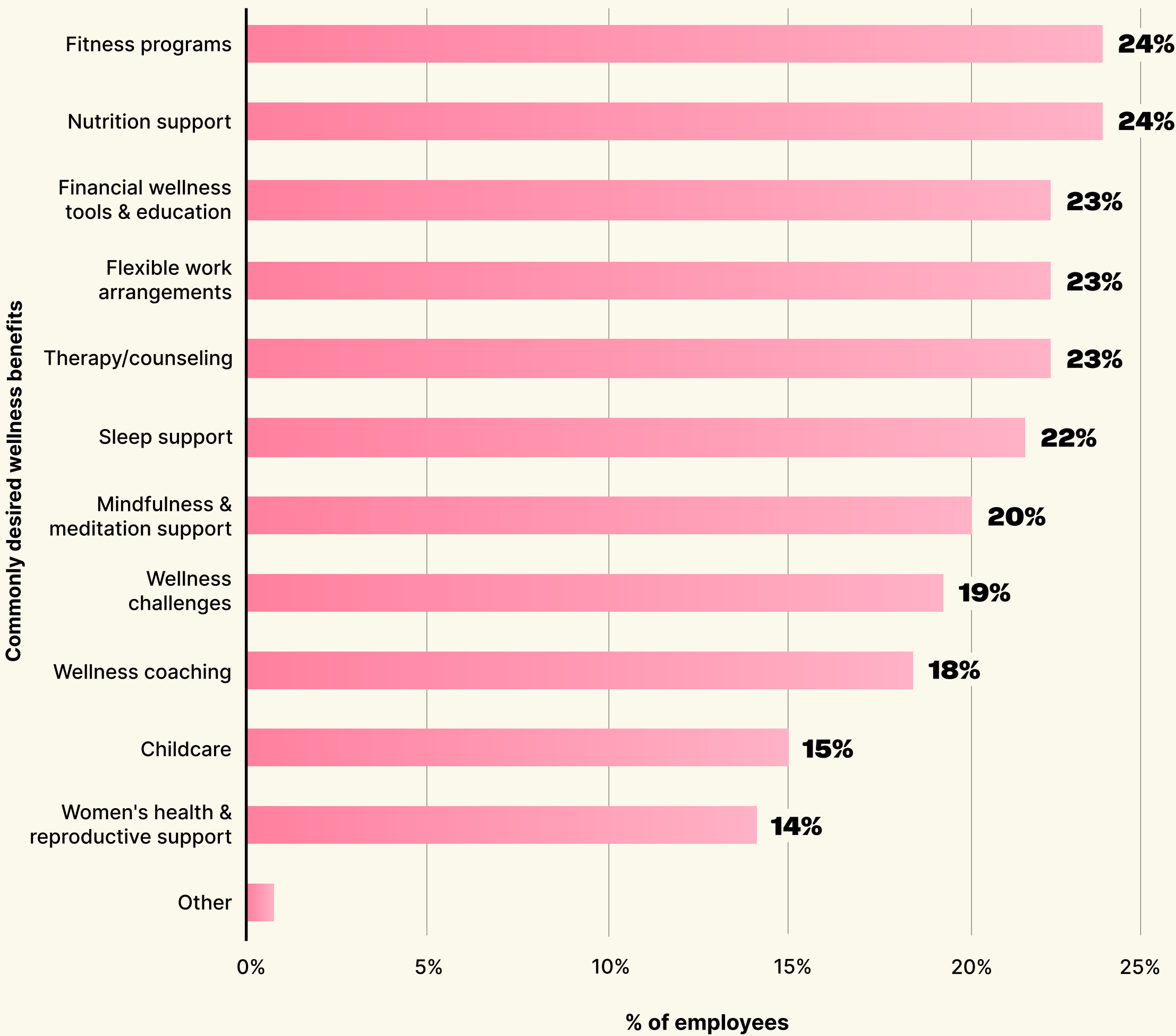
In the previous sections, we explored what wellness benefits employees currently have access to. Now, we turn to what they don't, but wish they did.

Employees are no longer asking for surface-level wellness perks. They are calling for comprehensive support that reflects the realities of modern work and life. Even among those with access to some wellness offerings, many are seeking more robust and well-rounded support.

The most requested additions include fitness programs and nutrition support, each cited by 24% of respondents. These are followed closely by financial wellness tools, flexible work arrangements, and access to therapy or counseling services, each named by 23% of respondents. These numbers reveal a clear pattern. Employees are not looking for isolated perks. They want an integrated ecosystem that supports their physical health, mental wellbeing, financial stability, and ability to manage daily life.



EMPLOYEES WANT MORE FITNESS, NUTRITION, AND THERAPY SUPPORT



Organizations that fall short of this expectation risk more than low participation. They face disengagement, increased burnout, and higher turnover as employees gravitate toward companies that prioritize holistic wellbeing as a strategic priority, not just a checkbox on a benefits list.



Wellness as a Talent Strategy

5.1 Talent Acquisition

5.2 Employee Satisfaction

5.3 Employee Retention



Wellness is no longer a side benefit. It's a deciding factor in where people choose to work, how long they stay, and how engaged they feel while they're there.

Across industries and markets, employees are looking for workplaces that support their wellbeing in tangible, daily ways. For many, a strong wellness culture is as important as competitive pay or career growth.

This shift has major implications for talent management. The same holistic approach to health that improves individual performance also strengthens a company's ability to attract, engage, and retain top talent. When employees believe their wellbeing is valued, they're more likely to recommend their employer, go the extra mile, and envision a future with the organization. Conversely, when wellness feels absent or performative, turnover risk rises, and so do the costs of rehiring and retraining.

In this chapter, we explore the connection between wellbeing and three core talent outcomes: **acquisition**, **satisfaction**, and **retention**. The data reveals not just how wellness influences these metrics, but how the gap between companies with structured programs and those without is shaping the future of the workforce.

Talent Acquisition

5.1

WELLBEING AS A HIRING DIFFERENTIATOR

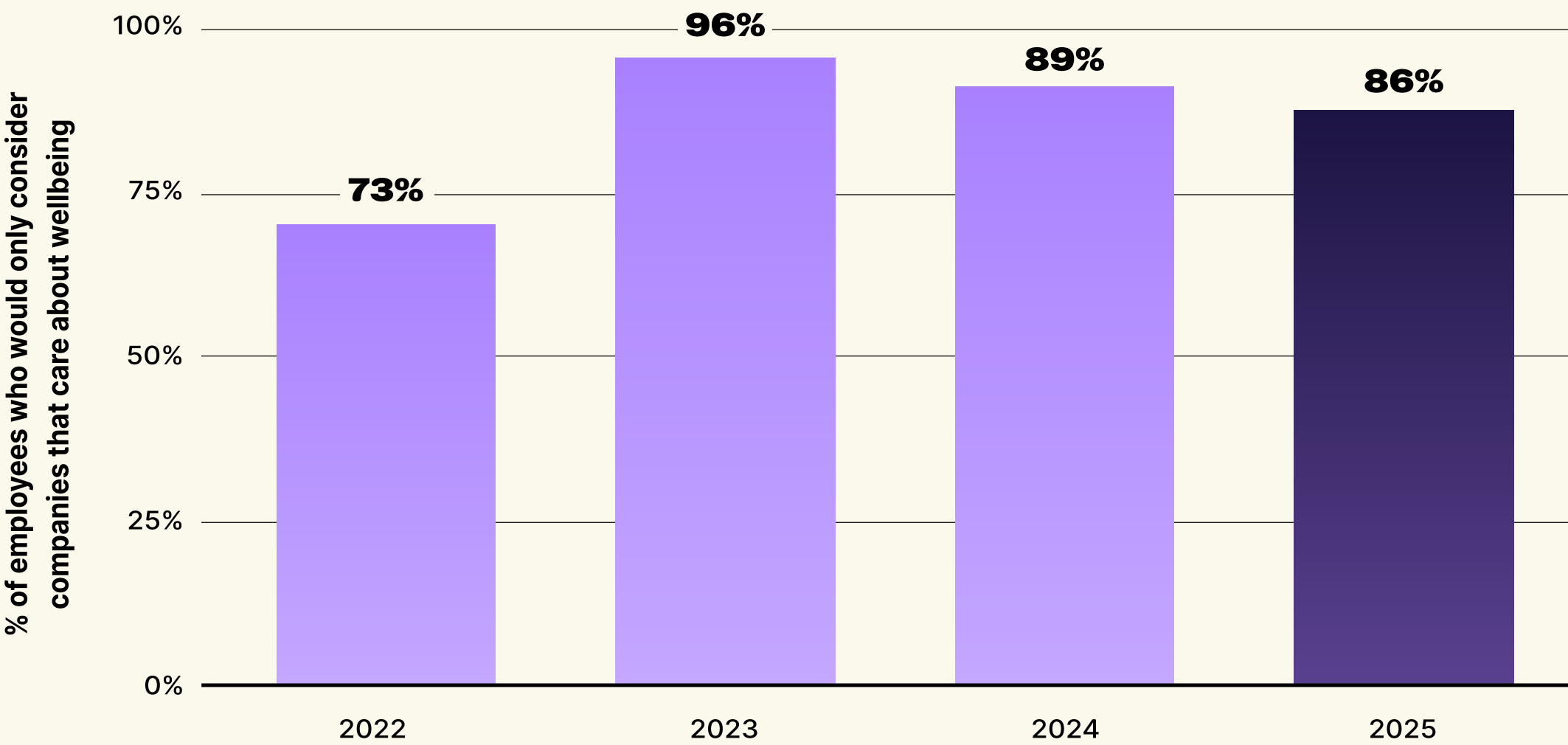
When Mia left her last job, it wasn't because of pay. She had a good salary, solid health insurance, and generous PTO. What she didn't have was time to use any of it. Back-to-back meetings, rigid office hours, and a culture that prized endurance over balance left her burned out. She was ready for a change.

So when Mia began interviewing for new roles, her priorities shifted. Compensation still mattered, but she found herself asking different questions: *Does this company support employee wellbeing? Will I have flexibility in my schedule? Are there programs to help me stay healthy and manage stress?*

Our survey shows that **86% of employees say they'll only consider companies that place a clear emphasis on wellbeing when looking for their next job.** This sentiment has held steady over the past three years, signaling that wellbeing is now a fundamental factor in job searches.



WELLBEING IS A DECIDING FACTOR IN JOB CHOICE



Compensation remains important: **61% of employees consider it a top priority** when joining a company, and **44% call it the single most important factor**. But more and more candidates are looking beyond salary. **Flexible schedules (52%)** and **paid time off (47%)** are among the most valued perks, and **professional development (8%)** is rising in importance, reflecting a desire for sustainable, long-term growth.

Take Jamal, a project manager who turned down a higher-paying offer last year. The role lacked flexibility and offered no structured wellness support. Instead, Jamal joined a smaller company that invests in wellbeing programs and offers hybrid work options.



“It wasn’t the biggest paycheck, but it felt like a place I could stay healthy, and stay for the long run.”

Jamal



Stories like Mia’s and Jamal’s highlight a critical shift in the hiring landscape: candidates aren’t just evaluating jobs, they’re evaluating lifestyles. Employers who fail to prioritize wellbeing risk losing talent to companies that do.

For organizations competing for top talent, wellness has become a clear differentiator. Companies that offer holistic wellbeing programs and build cultures of flexibility, balance, and health are signaling something today’s workforce values most: a sustainable way to work and live.

Employee Satisfaction

5.2

WHEN WELLBEING BECOMES A DRIVER OF HAPPINESS AND PERFORMANCE

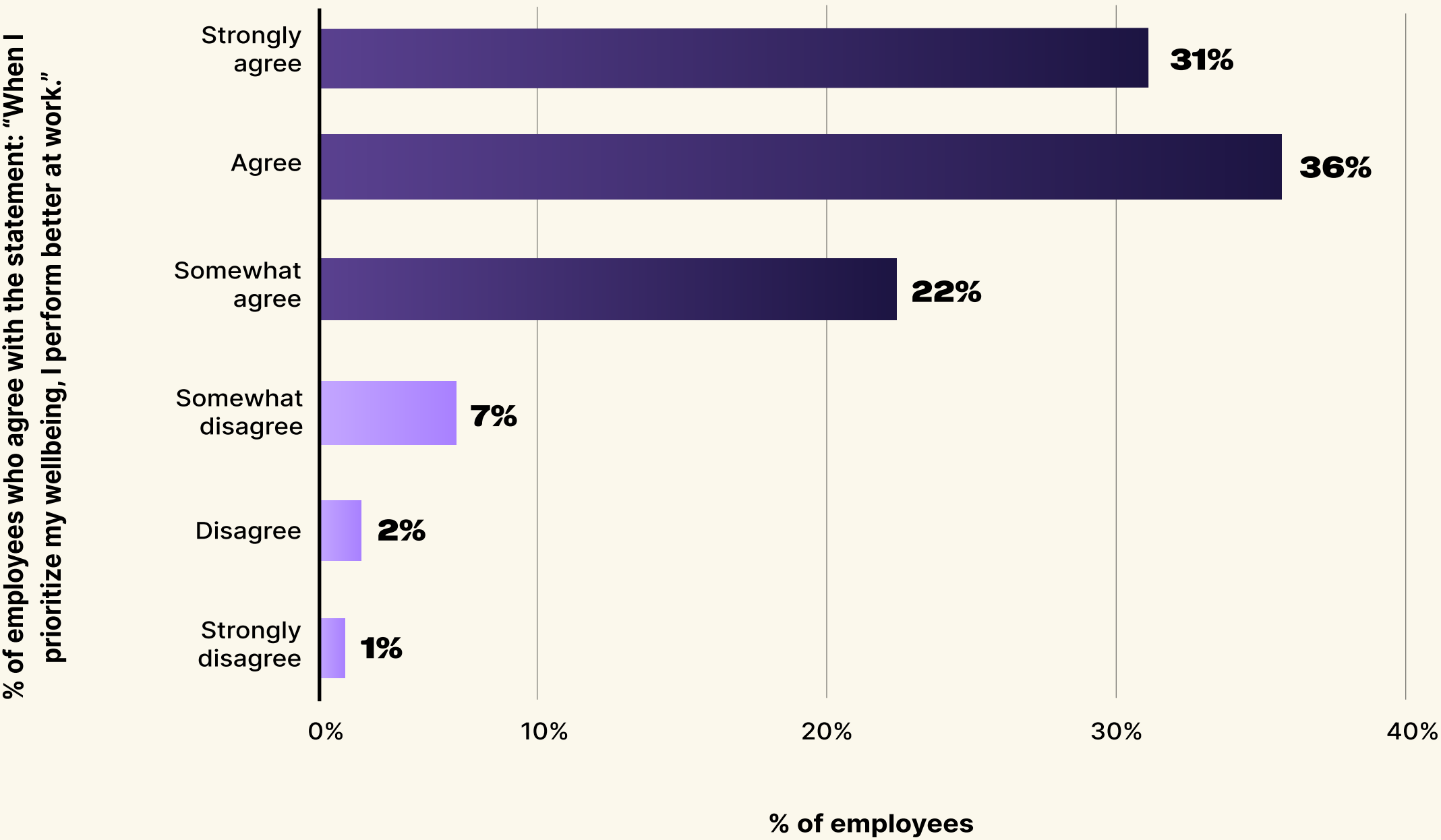
Early in her career, Adriana chased higher salaries and bigger titles, believing those milestones would make her happy at work. But after a few years in a high-pressure environment with little time for herself, she realized something was missing. Despite earning more than she ever imagined, she felt drained and disconnected.

When Adriana moved to her current company, the difference was immediate. Her manager encouraged her to block out time for midday yoga classes and regular mental health days. She finally had space to breathe... And it showed. “When I take care of myself,” she says, “I’m sharper, more creative, and so much better at my job.”

Adriana’s experience reflects a broader truth: employees link their wellbeing directly to happiness and performance. Our survey shows that **89% of employees agree that when they prioritize their wellbeing, they perform better at work.** This isn’t just a feel-good sentiment, it’s a driver of productivity and engagement.

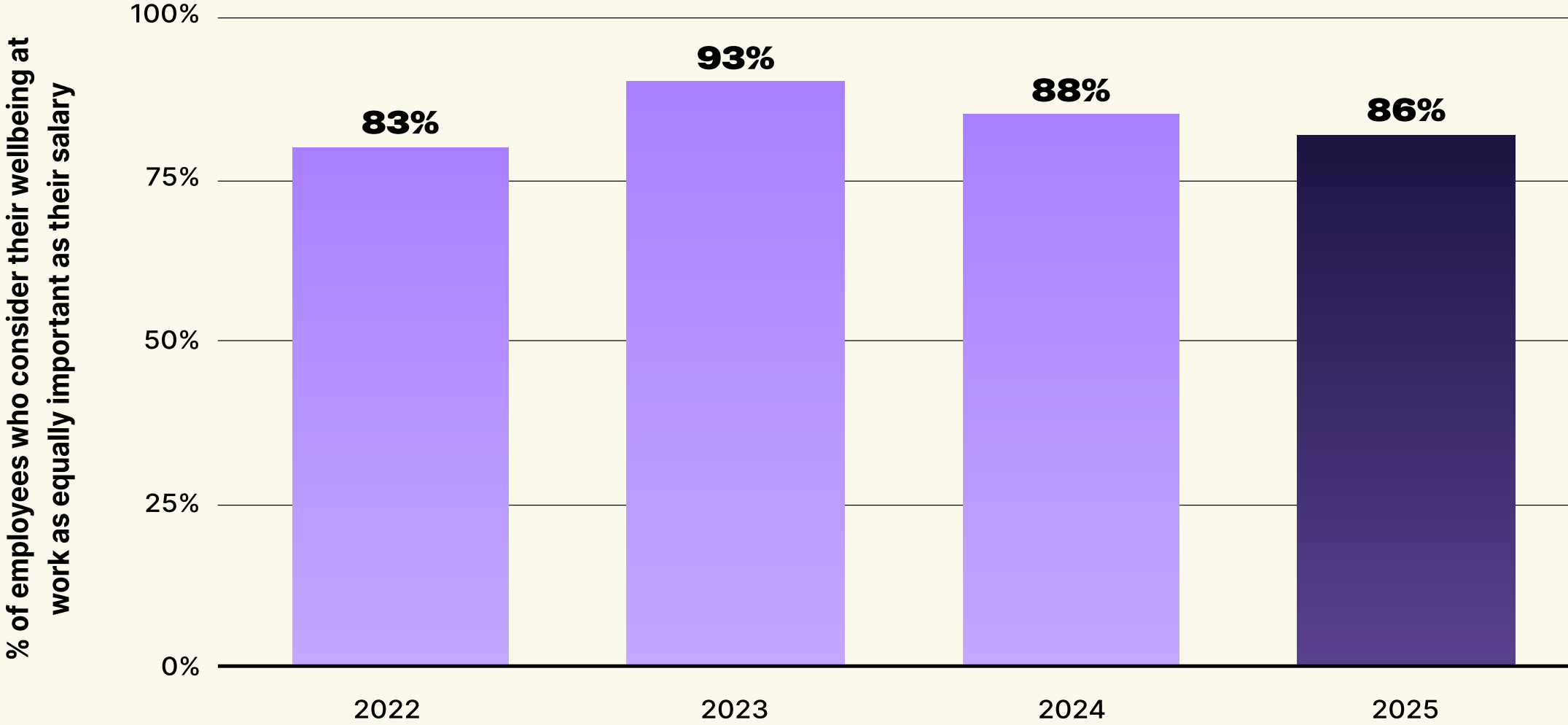


EMPLOYEES LINK WELLBEING TO BETTER PERFORMANCE

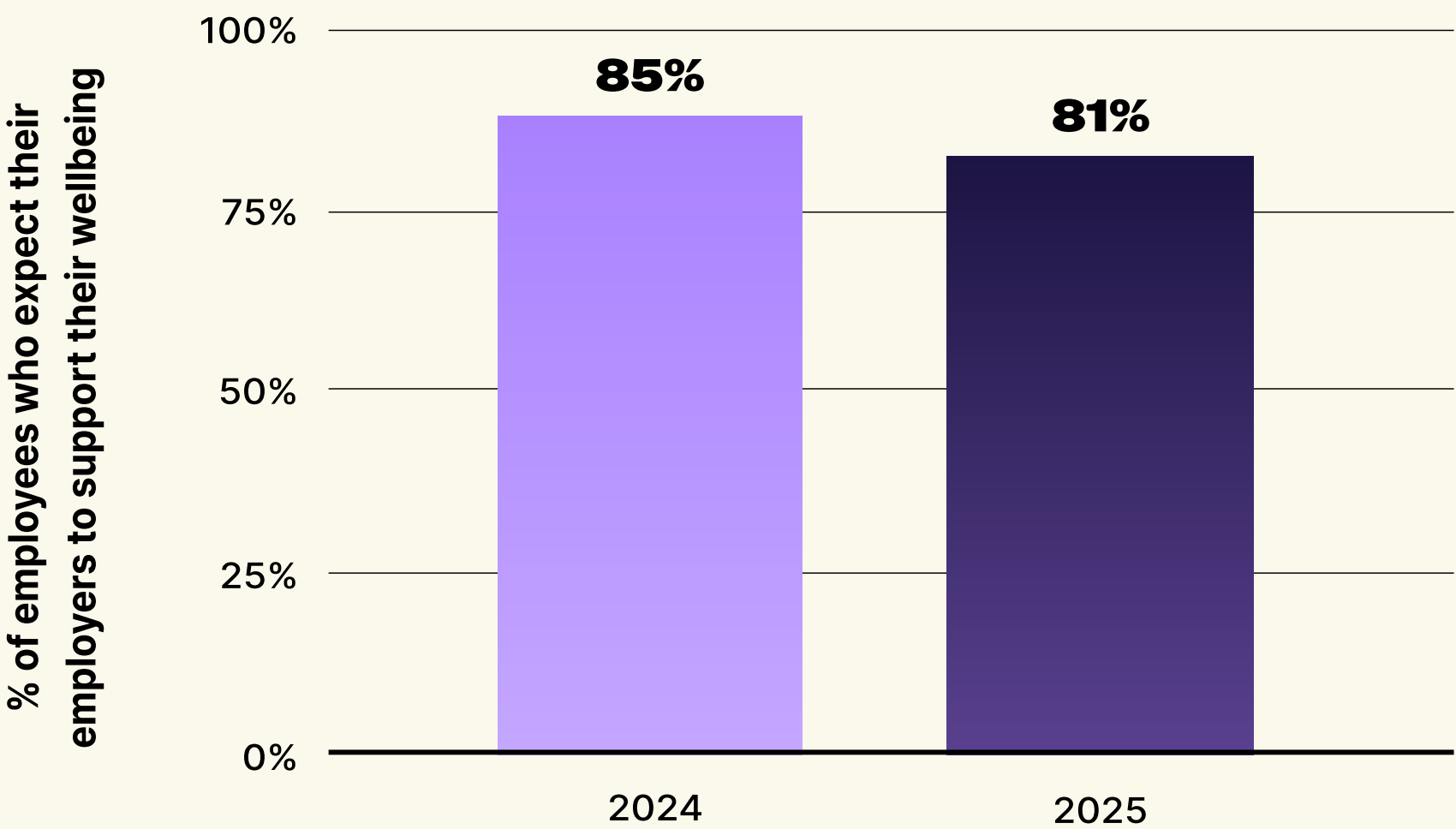


As the modern workforce continues to redefine what matters most in a job, one priority has emerged with striking clarity: health. **Eighty-six percents ay wellbeing at work is as important as salary**, and **81% believe their employer has a responsibility to help them care for their wellbeing**. These numbers continue to support a fundamental shift: people no longer separate their work from their health. They expect their jobs to actively support both.

WELLBEING IS CONSIDERED AS IMPORTANT AS PAY



EMPLOYEES EXPECT EMPLOYERS TO SUPPORT HEALTH



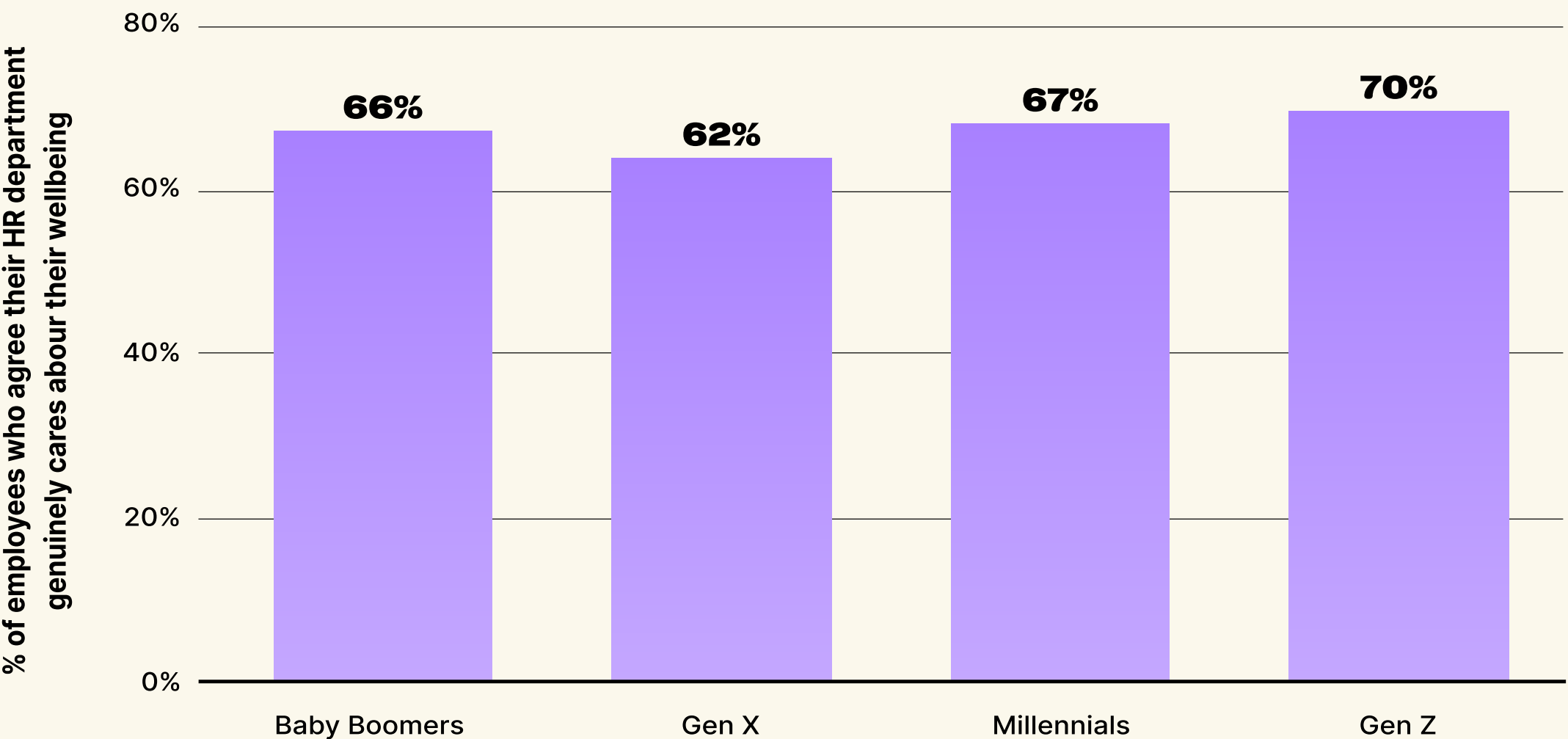
Access to time and resources is a big part of the equation, but access varies significantly depending on whether employees have a wellness program. Among those who have a wellness program, **79% say their work allows them to take time for exercise, counseling, or mental health breaks when needed**, compared to just **55%** of those without a program. This gap highlights how structure and support shape employees’ ability to prioritize their wellbeing.

Compensation and care from HR also follow this pattern. While **90% of employees with a wellness program** say they are adequately compensated for their role and industry, only **57% of those without** say the same. Similarly, **77% of those with access to a wellness program** believe their HR department genuinely cares about their wellbeing, more than double the **38% of those without**.

These contrasts paint a clear picture: when companies offer structured wellness support, employees feel more empowered, valued, and cared for. The presence of a wellness program doesn’t just improve satisfaction, it builds the kind of trust and commitment that drives long-term engagement.

While younger employees tend to feel slightly more supported, the differences across age groups are not dramatic. This consistency suggests that although many employees recognize HR’s efforts, there is still considerable room to strengthen trust and demonstrate genuine care for all employees.

WELLBEING PROGRAMS STRENGTHEN TRUST IN HR



The message for leaders is clear: Wellbeing is not just an HR initiative. It is a foundation for job satisfaction, engagement, and peak performance. When employees feel supported, when they have the freedom to manage their health during the workday, when their employer takes responsibility for their wellbeing, and when HR shows genuine care, they are not only happier, they are more motivated, more productive, and more likely to stay.

Adriana's journey from burnout to balance shows what is possible when organizations take this seriously. Employees feel most satisfied when they can say, with conviction, "This is a place where I can thrive."



Employee Retention

5.3

WHY WELLBEING IS THE NEW RETENTION STRATEGY

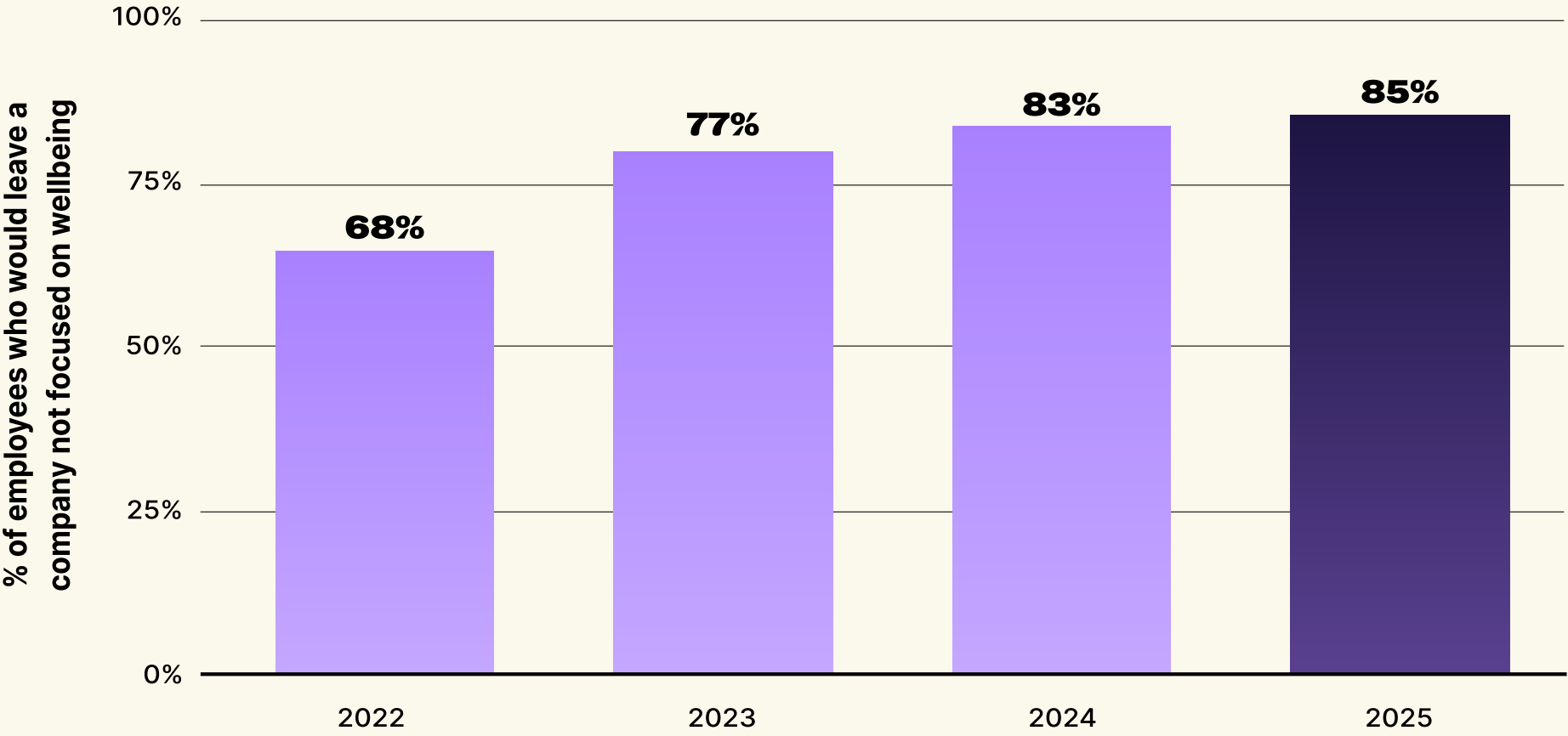
For Alejandro, leaving his last company wasn't about pay or promotion. He was well-compensated and was quickly climbing the corporate ladder. But the long hours and constant travel left him feeling like his health wasn't valued. "It wasn't one big thing," he recalls. "It was the feeling that wellbeing just didn't matter here." When a new employer offered a role with structured wellness support and genuine flexibility, the decision to move on was easy.

Alejandro's story reflects a strong message from employees everywhere: **85% say they would consider leaving a company that does not focus on employee wellbeing.** This number has steadily climbed from 68% in 2022 to 85% today, showing that wellbeing is no longer a secondary concern, it's central to retention.

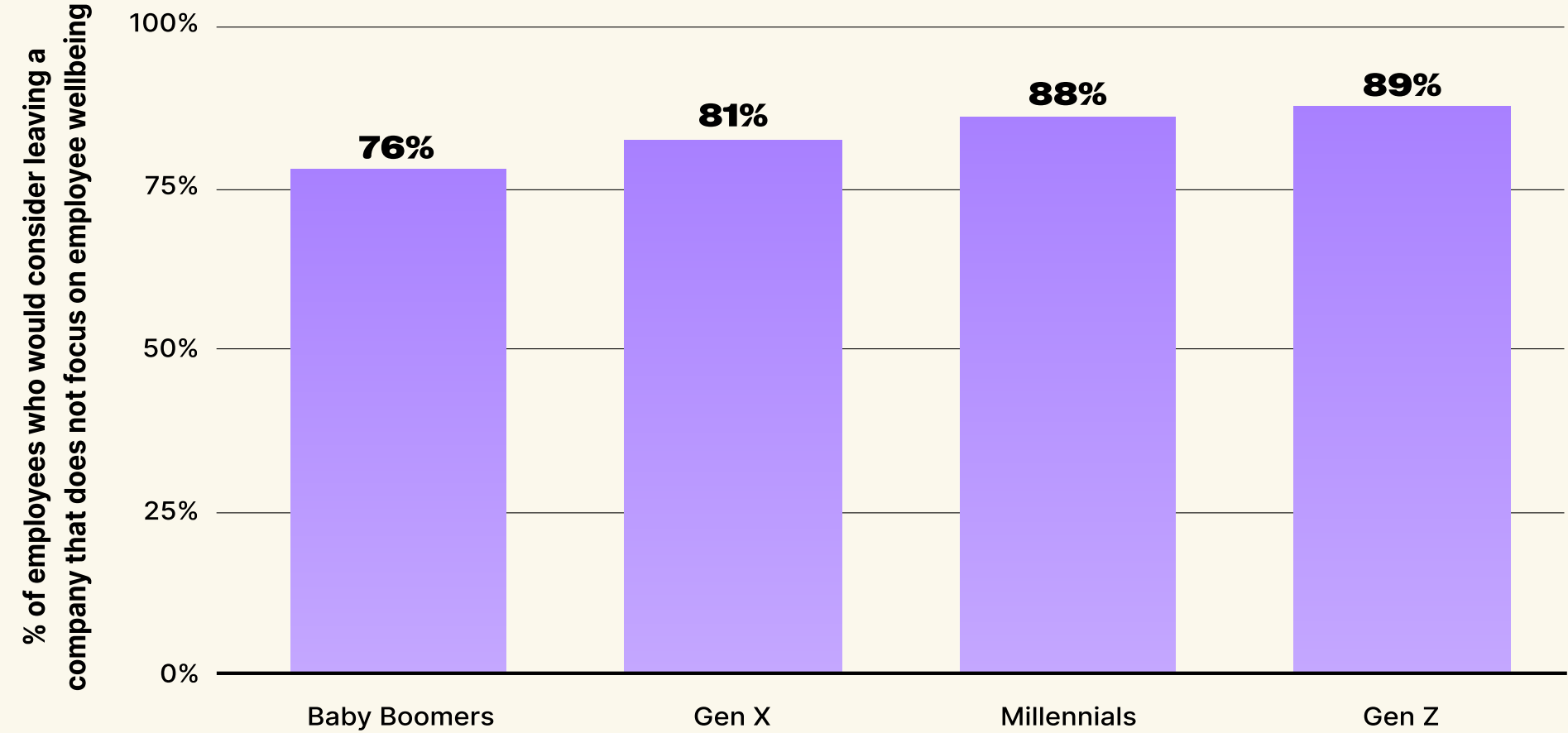


Alejandro

LACK OF WELLBEING SUPPORT DRIVES ATTRITION



YOUNGER WORKERS ARE MORE LIKELY TO LEAVE OVER WELLBEING GAPS



Younger workers are the most likely to leave if their wellbeing isn't supported, signaling future retention challenges for companies that fail to modernize their approach.

What we found was that **retention strategies focusing only on pay and promotion are incomplete**. Employees are now making career decisions based on how much an organization supports their holistic wellbeing, through wellness programs, mental health resources, and flexible work structures.

Companies that invest in these areas aren't just improving engagement, they're building loyalty. Employers who fail to respond will increasingly see their top performers, like Alejandro, leave for organizations that prioritize wellbeing as a core part of their culture.



The Wellhub Effect: Higher Wellbeing, Stronger Connections, Better Work



Year over year, our survey shows a clear pattern: employees with access to wellness programs tend to fare better than those without.

But this year's data goes a step further, revealing that when employees have Wellhub, every dimension of their wellbeing rises even further.

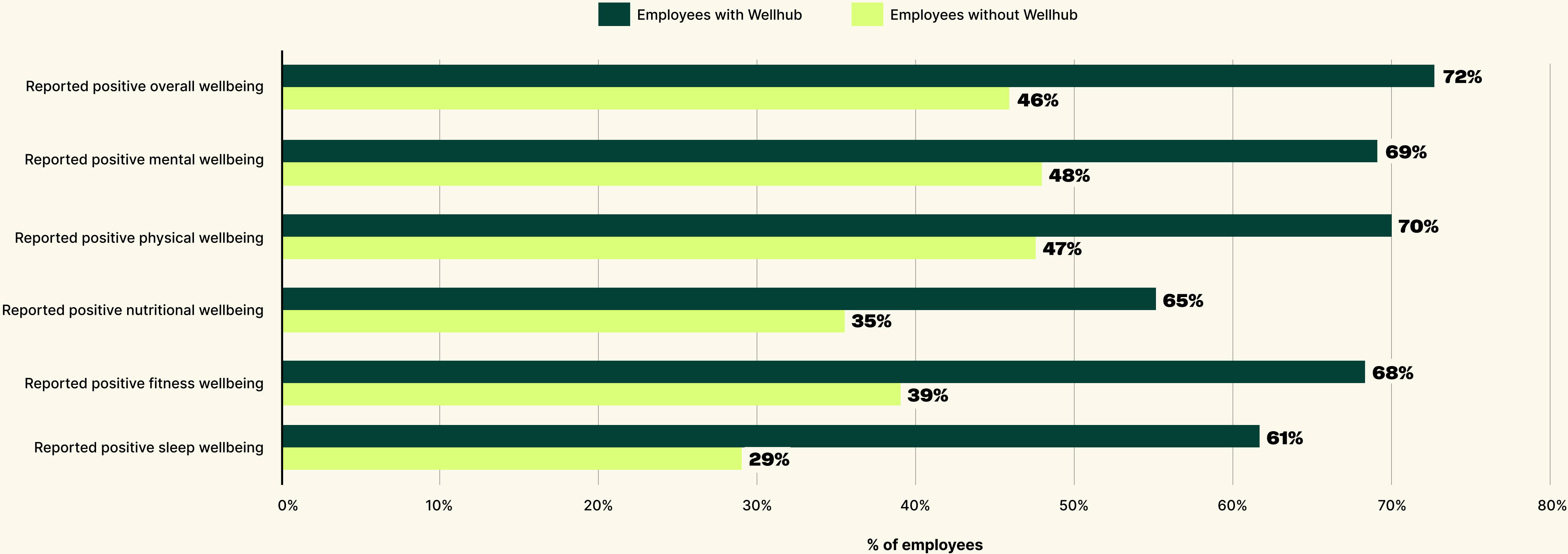
From physical health and mental clarity to social connection and workplace satisfaction, Wellhub members report thriving at far higher rates than their peers without access to the platform.

WELLBEING THAT REACHES EVERY CORNER OF LIFE

The impact of Wellhub begins at the most fundamental level: How people feel each day. **Nearly three-quarters of Wellhub members (72%) describe their overall wellbeing as thriving or good, compared with just 46% of non-members.** The advantage extends into every key dimension we

measured. **In terms of mental wellbeing, 69% of Wellhub users rate themselves as thriving or good, more than 21 points higher than those without Wellhub.** The same pattern emerges for physical wellbeing (70% vs. 47%), overall fitness (68% vs. 39%), nutritional health (65% vs. 35%), and even sleep health (one of the hardest areas to improve) where 61% of Wellhub members feel they are thriving, compared with just 29% without Wellhub.

EMPLOYEES WITH WELLHUB REPORTED A BETTER WELLBEING THAN THOSE WITHOUT

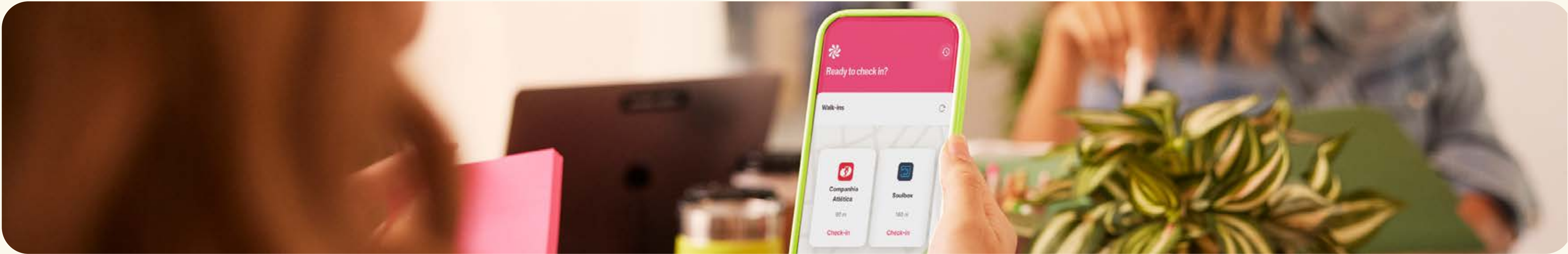
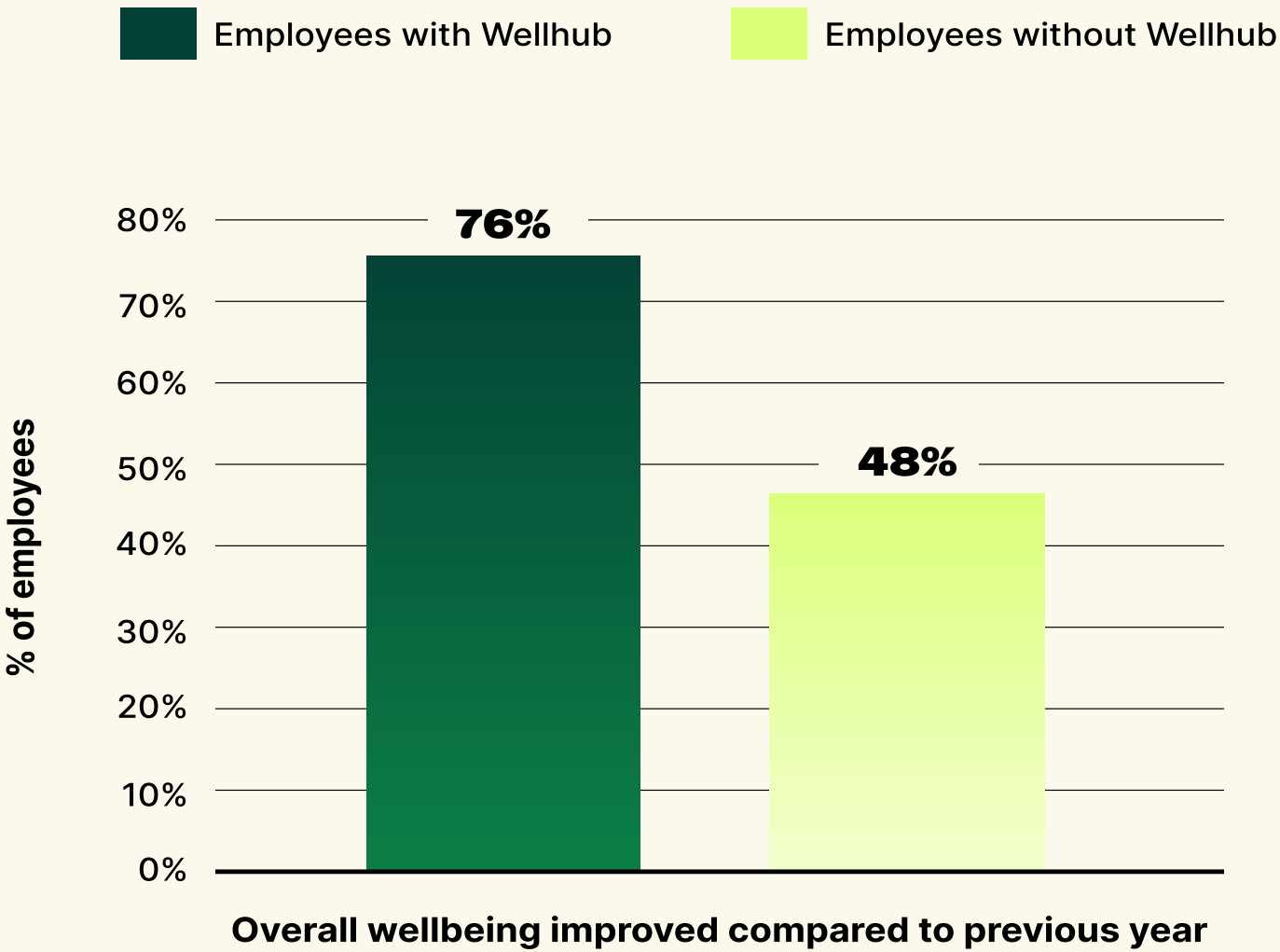


These gains are not isolated. They feed into each other, creating a powerful, reinforcing cycle of wellbeing. When employees improve their nutrition, they have more energy and stamina for physical activity. As their fitness grows, they experience better, more restorative sleep. Quality sleep, in turn, supports sharper mental focus, emotional balance, and resilience in the face of stress.

Wellhub amplifies this cycle by making every pillar of wellness accessible in one place. With a single membership, employees can choose from gyms and fitness studios, mindfulness and meditation apps, nutrition coaching, and more. This variety allows people to personalize their wellness journey, finding activities they enjoy and can stick with long term. Over time, these small, daily choices compound, transforming short bursts of motivation into lasting habits and a healthier, more balanced way of living.

The benefits of Wellhub aren't just snapshots in time, they represent year-over-year improvement. In 2025, over three-quarters of Wellhub members (76%) said their overall wellbeing had improved compared to the previous year, far surpassing the 48% improvement rate among those without Wellhub.

YEAR-OVER-YEAR IMPROVEMENT IN OVERALL WELLBEING



AFFORDABILITY AS A PATHWAY TO BETTER WELLBEING

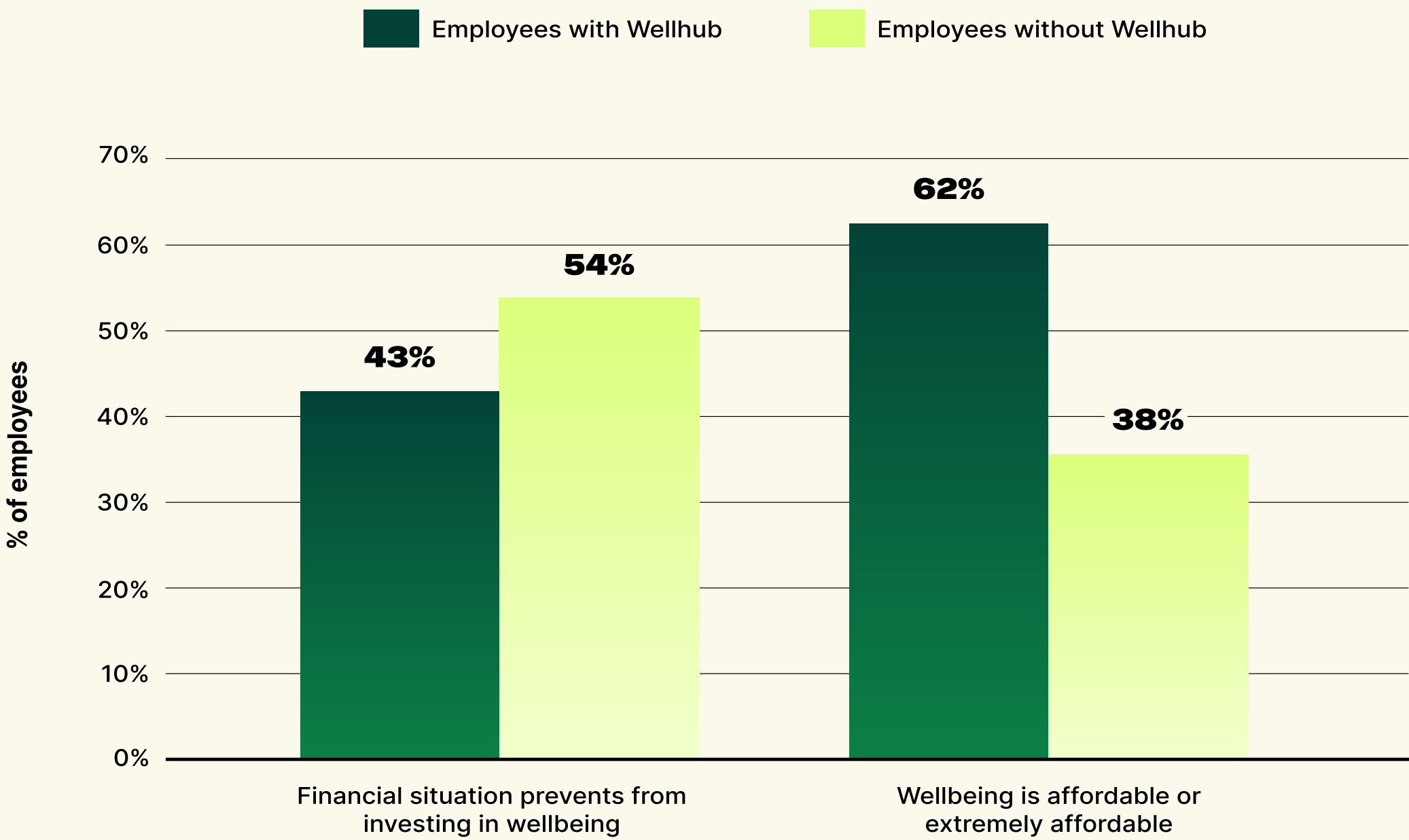
For many employees, the biggest obstacle to improving their health and happiness is not time or motivation, but cost. Gym memberships, healthy food, fitness classes, and specialized wellness programs can quickly become unaffordable, creating a gap between the desire to be well and the ability to act on it.

Wellhub helps close that gap. **More than half of employees without Wellhub (54%) say their financial situation prevents them from investing in their wellbeing, but this number drops significantly to 42% among Wellhub members.** This means that Wellhub is not only providing access to wellness, it is reducing the financial strain that keeps people from prioritizing their health.

The difference becomes even clearer when looking at perceptions of affordability. Nearly two-thirds of Wellhub members (62%) say that tending to their wellbeing is affordable or extremely affordable, compared with just 38% of non-members. This shift is driven by Wellhub's inclusive model, which bundles a wide variety of activities such as fitness classes, gyms, mindfulness apps, nutrition coaching, and more into a single, cost-effective membership.



AFFORDABILITY AS A PATHWAY TO BETTER WELLBEING

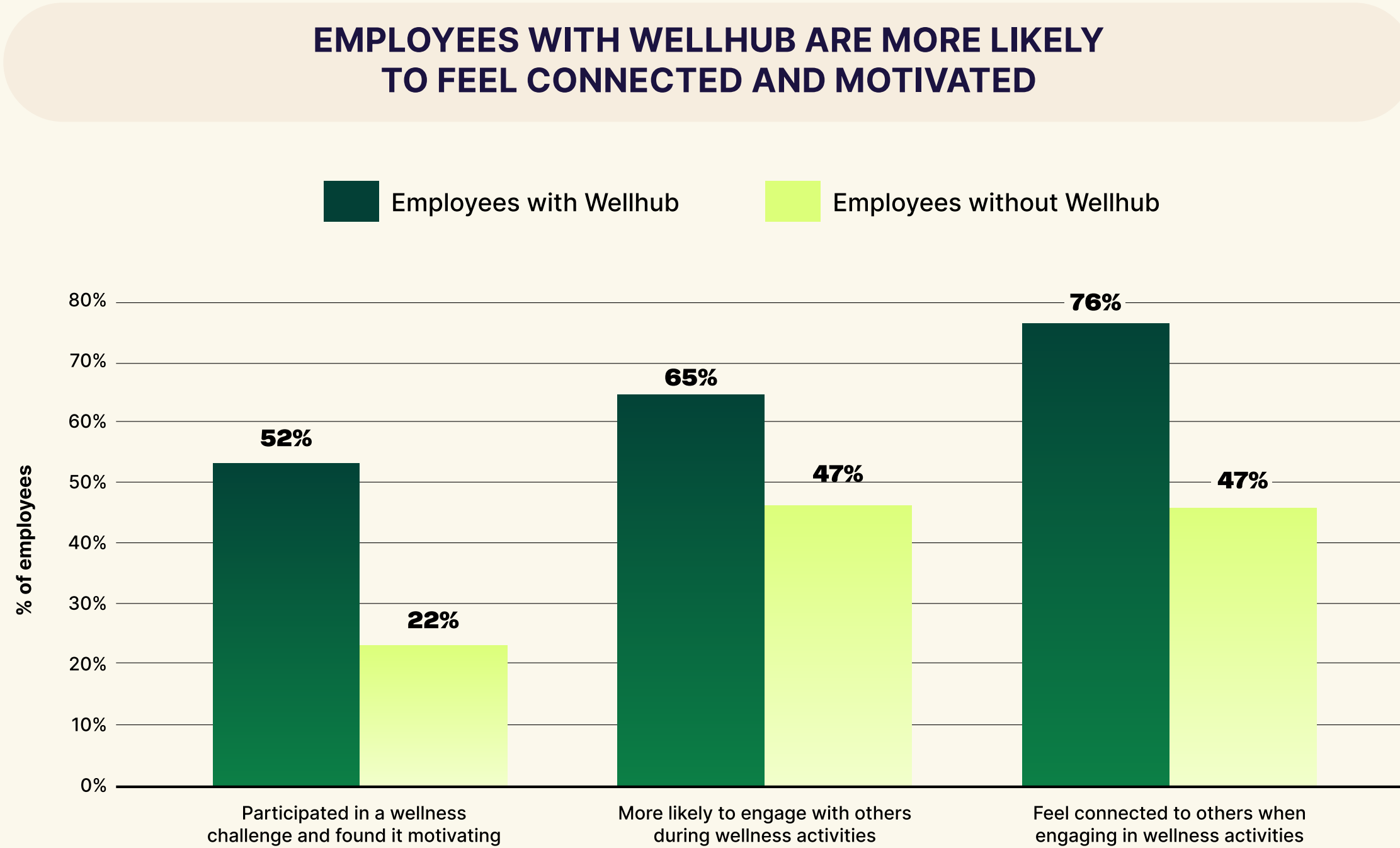


By making wellbeing more financially accessible, Wellhub helps employees make consistent, healthy choices without worrying about cost. This affordability not only improves participation rates but also supports long-term habit formation, as employees can maintain their wellness routines without the fear of financial overreach. Over time, the reduced financial barrier contributes to greater equity in workplace wellness, ensuring that all employees, regardless of income, can benefit from the same opportunities to thrive.

STRONGER SOCIAL CONNECTIONS AND MOTIVATION

Wellhub’s influence extends beyond individual health by actively fostering stronger connections between people. Through access to group workouts, wellness challenges, and community-based activities, Wellhub gives employees more opportunities to meet, interact, and support each other around shared wellness goals. **As a result, 76% of Wellhub members say they feel extremely or very connected to others when engaging in wellness activities, compared with only 47% of those without Wellhub.**

These connections also drive motivation. **More than half of Wellhub members (52%) say participating in wellness challenges or group activities keeps them engaged, more than double the rate among non-members (22%).** Wellhub members are also more likely to feel motivated to participate in wellness activities when doing them with others (65% vs. 47%). By creating spaces where health and social connection overlap, Wellhub helps employees build consistent habits, strengthen camaraderie, and enjoy a greater sense of belonging in today’s dispersed and hybrid work environments.

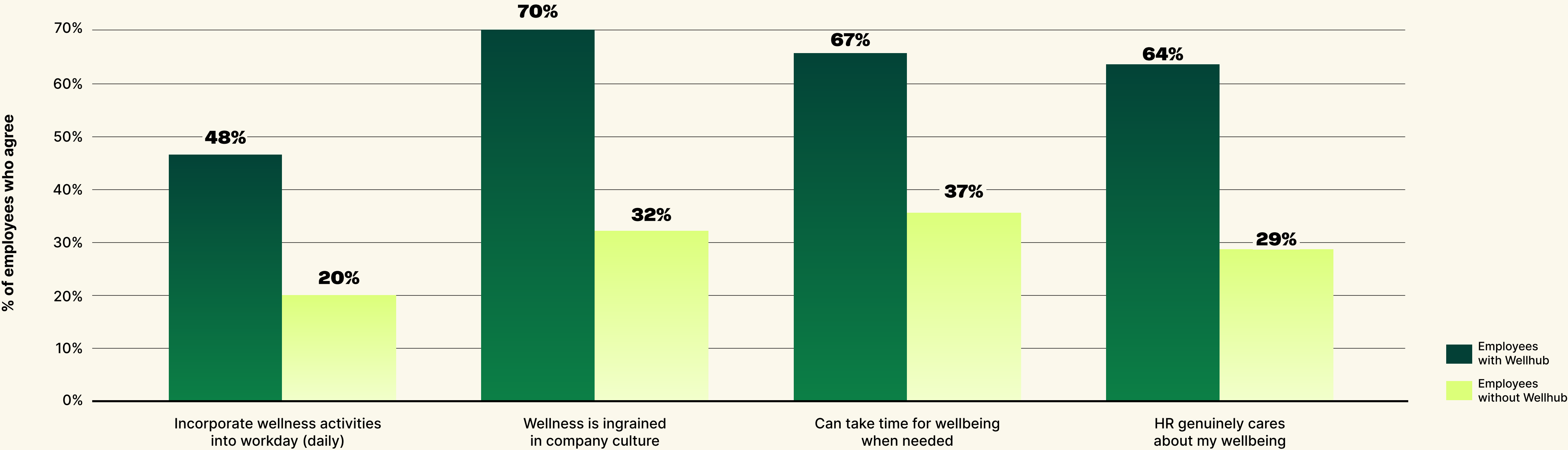


A WORKPLACE CULTURE THAT ACTIVELY SUPPORTS WELLNESS

Wellhub doesn't just improve personal habits, it helps reshape workplace culture by making wellness flexible, inclusive, and accessible to all employees. **Nearly half of Wellhub members (48%) incorporate wellness activities into their workday at least once per day, compared with just 20% of those without the platform.** This difference reflects more than individual effort. It shows how Wellhub enables employees to integrate wellbeing into their routines in ways that work for them, whether that means a quick meditation, a lunchtime workout, or a post-meeting stretch.

The cultural shift is even clearer in how employees perceive their organizations. **Seven in ten Wellhub members (70%) agree that wellness is ingrained in their company's culture, compared with just 32% of non-members.** Wellhub's broad choice of activities and modalities helps employees feel supported when they need time for self-care, with 67% agreeing they can take time for wellbeing when needed versus 37% without Wellhub. And perhaps most telling, **64% of Wellhub members believe their HR department genuinely cares about their wellbeing, compared with fewer than three in ten employees without Wellhub (29%).**

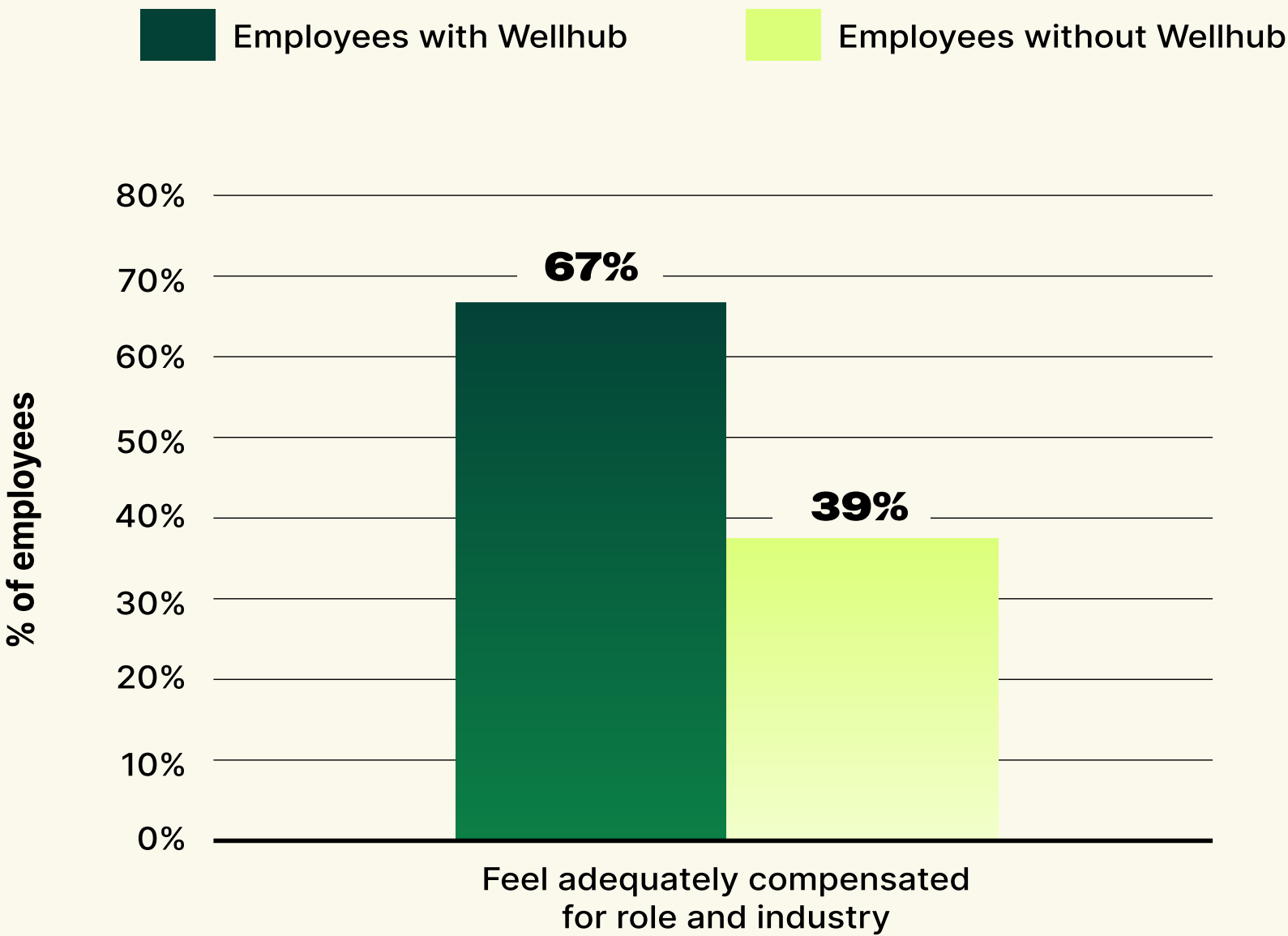
A WORKPLACE CULTURE THAT ACTIVELY SUPPORTS WELLNESS



These shifts matter because workplace culture and leadership support often determine whether employees actually use wellness benefits. By offering a variety of accessible and inclusive options that fit different schedules, preferences, and abilities, Wellhub bridges that gap and makes it easier and more acceptable for employees to prioritize their health during the workday.

Compensation is also part of the wellbeing equation. Financial security influences everything from stress levels to the ability to invest in healthy habits. **Two-thirds of Wellhub members (67%) feel they are adequately compensated for their role and industry, compared with just 39% of non-members.**

COMPENSATION AND WELLBEING



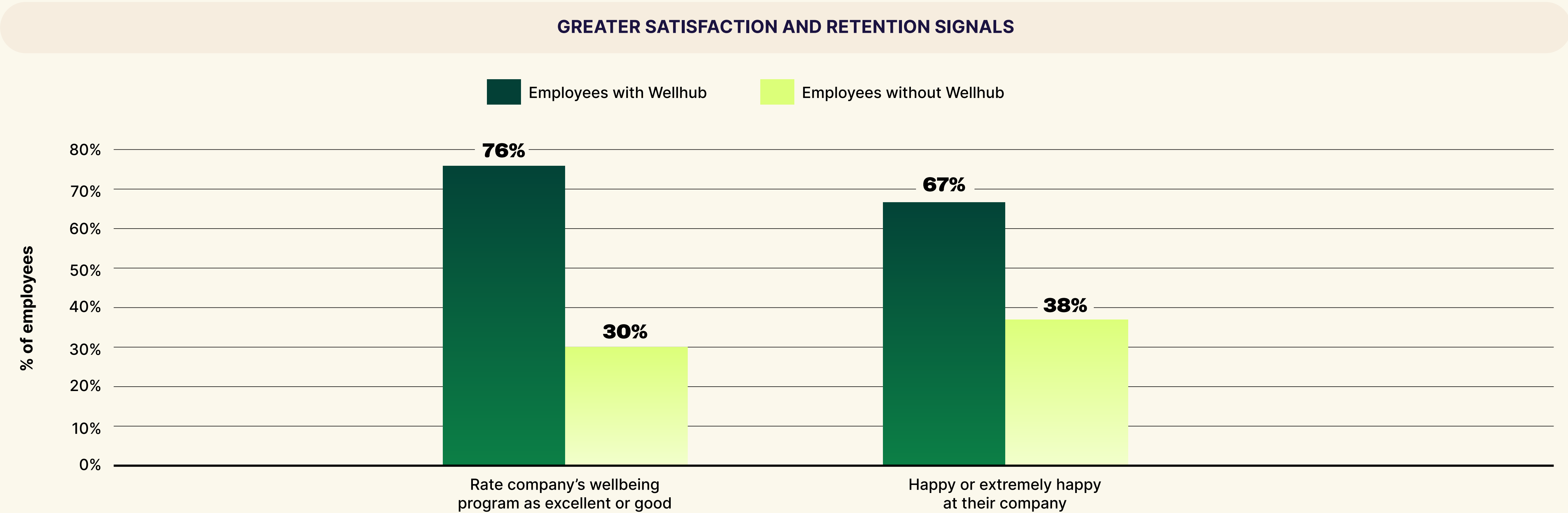
This difference is more than a matter of pay. It reflects how valued employees feel, how confident they are in their financial stability, and how empowered they are to make choices that support their health. Adequate compensation reduces the financial strain that can derail wellness efforts, making it easier for employees to access nutritious food, participate in fitness activities, and take time off for recovery. When combined with Wellhub's affordability advantage, this perception strengthens job satisfaction, reinforces loyalty, and helps organizations retain engaged, high-performing talent.



GREATER SATISFACTION AND RETENTION SIGNALS

The Wellhub Effect reaches deep into employee engagement and satisfaction. **More than three-quarters of Wellhub members (76%) rate their company's wellbeing program as excellent or good, compared with just 30% without Wellhub.** This satisfaction extends to how they feel about their role: 67% of Wellhub members say they are happy or extremely happy at their company, compared with 38% without the program.

These are not just feel-good numbers, they are indicators of retention. Employees who feel their company values and support their wellbeing are far more likely to stay, reducing costly turnover. By embedding Wellhub into the benefits package, organizations send a powerful message: we care about you, and we are investing in your ability to thrive.



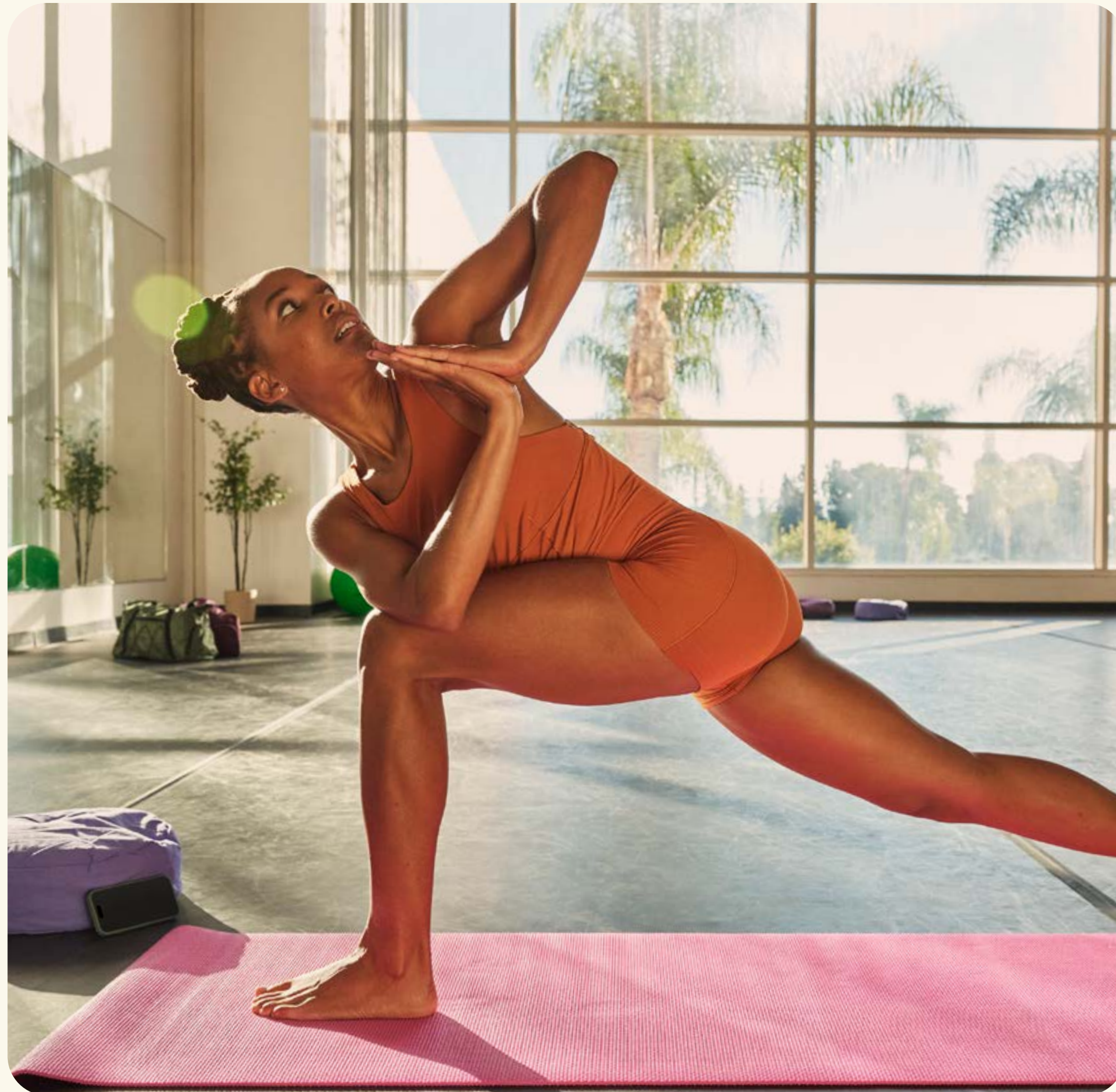
THE BOTTOM LINE FOR EMPLOYERS

Across nearly all measures we examined as part of this study, spanning health, connection, culture, and satisfaction, Wellhub members outperform their peers by wide margins. This is not a marginal effect, it is a systemic shift. Wellhub equips employees with tools and opportunities that make wellness accessible, affordable, and integrated into daily life. In doing so, it strengthens not only individual health, but also the cultural and operational fabric of the workplace.

The result is a workforce that is healthier, more engaged, and more loyal, proof that investing in holistic wellness delivers measurable returns for both employees and employers.



Playbook: Building Company Culture Through Wellness



For years, corporate wellness meant gym discounts, annual health fairs, and scattered initiatives.

They sat on the fringes of workplace life, requiring extra effort from employees and heavy admin work from HR. Participation often fizzled after launch.

That approach no longer works. **Employees now expect wellness to be integrated, flexible, and accessible.** They want something they can engage with on their own terms, whether they are in the office, at home, or on the go. They want variety to match their personal interests, digital access so they can participate anytime, and programs that grow with them over time.

Meeting this expectation requires a shift from managing disconnected perks to delivering a holistic, all-in-one wellness program that combines physical, mental, nutritional, financial, and social wellbeing. Done well, this kind of program boosts engagement, improves health outcomes, and greatly reduces the administrative burden for HR and benefits teams.

Here's how to make it happen:

STEP 1

Define the Vision and Make Wellness a Strategic Priority



Wellness cannot be treated as an optional perk—it has to be part of the company's long-term vision and brand.

- Link wellness to business outcomes. Show how wellbeing impacts productivity, retention, innovation, and employer brand.
- Secure leadership commitment. Work with your C-suite to set goals, allocate budgets, and publicly model healthy behaviors.
- Make wellness part of the employee value proposition. Include it in recruitment messaging and onboarding so it's seen as a core benefit from day one.

When employees see wellness prioritized from the top, they're more likely to believe it's safe, and expected to participate.

STEP 2

Assess Employee Needs and Build a Holistic Program



The most effective programs start with employee input and address the full spectrum of wellbeing.

- Collect data through surveys, focus groups, and benefits utilization reports to uncover needs, preferences, and participation barriers.
- Design for the whole person. Include offerings for physical activity, mental health, nutrition, financial literacy, and social connection.
- Ensure hybrid compatibility. Choose a platform that works seamlessly for in-office, remote, and hybrid employees without creating different program tracks.

An all-in-one, digital-first platform makes this easy, housing all wellbeing resources in a single, customizable environment.

STEP 3**Prioritize Flexibility,
Accessibility,
and Variety**

Choice drives engagement. Your wellness program should allow employees to participate in ways that suit their schedules, locations, and personal interests.

- Offer 24/7 access from any device so time zones, shifts, and travel don't limit participation.
- Provide a diverse menu, from yoga to strength training, mindfulness to nutrition coaching, budgeting tools to team challenges.
- Allow personalization so employees can set goals, track progress, and explore new activities.

A variety-rich, digital program ensures that employees can engage wherever they are and however they want, without requiring multiple vendors or extra admin time.

STEP 4

Integrate Wellness into the Flow of Work



Wellness needs to feel like part of the workday, not an after-hours add-on.

- Encourage micro-moments like stretch breaks, walking meetings, or guided breathing between calls.
- Leverage the platform's scheduling and reminders so employees can join activities without disrupting their calendars.
- Offer synchronous and asynchronous options, including live classes for those who want group energy, on-demand content for those who prefer flexibility.

When wellness is built into the rhythm of the day, participation becomes consistent and cultural.

STEP 5**Build Psychological Safety and Normalize Participation**

Even the best resources won't be used if employees fear judgment for engaging.

- Train managers to support healthy boundaries, encourage breaks, and actively promote wellness tools.
- Share stories from leaders and peers who use the program, showing it's part of being high-performing, not a sign of slacking.
- Make participation visible by celebrating milestones and recognizing individuals or teams who prioritize wellbeing.

Digital platforms with social features make it easier to normalize participation, especially for remote teams.

STEP 6

Keep Wellness Visible, Social, and Evolving



Sustained engagement depends on variety, relevance, and community.

- Use the program's social tools (i.e. team challenges, leaderboards, shared goals) to build camaraderie.
- Refresh program options regularly so employees always have something new to explore. Or use a program that evolves with trends and changes in behaviors.
- Track and share impact metrics to show the value to both employees and leadership.

An all-in-one platform allows you to refresh offerings without complex vendor management, and analytics help you refine programs based on real usage data.

THE ROLE OF HR AND PEOPLE MANAGERS

HR leaders are no longer just benefit administrators—they’re culture architects. Their influence determines whether wellness is a checkbox program or a lived workplace value. People managers are equally pivotal: when they model healthy behaviors, taking breaks, encouraging flexible scheduling, openly using wellness tools, they signal psychological safety for employees to do the same.



Closing the gap between employee expectations and employer offerings requires HR to:



Bridge communication gaps so employees understand what’s available and how to use it.

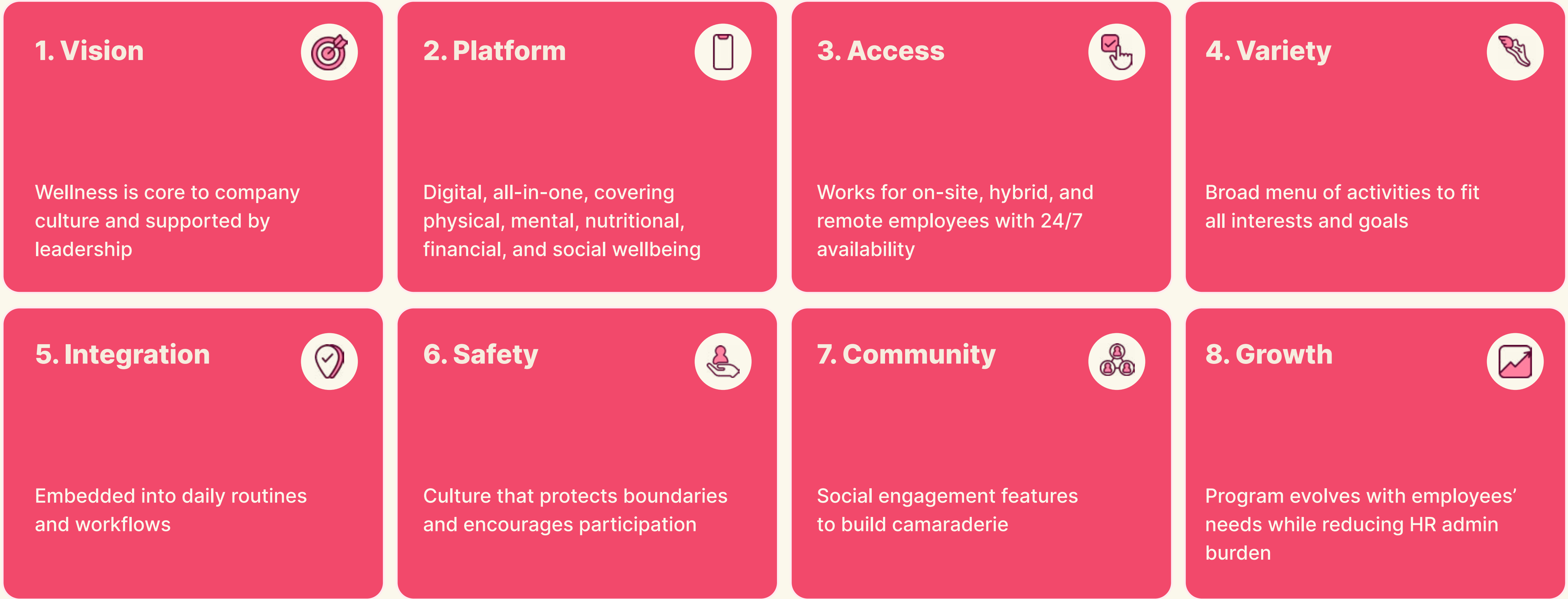


Evolve policies faster, keeping pace with shifting needs and work models.



Equip managers with the training and tools to normalize participation in wellness programs.

WELLNESS CULTURE BLUEPRINT



Conclusion

Across the world, a new rhythm is taking hold: one where wellness is no longer an HR director's passion project, but the center of how people live, connect, and work. Employees are moving more, meditating, tracking and recovering. They're walking into gyms and studios not just to sweat, but to belong. They're opening wellbeing apps not just to stay fit, but to feel focused, grounded, and in control.

This is the wellness-first lifestyle, and it's reshaping expectations for the modern workplace.

At its core, this shift is about integration. Today's employees aren't compartmentalizing their lives into home, work, and health. They're looking for alignment: workplaces that reflect the same holistic values they've adopted outside of work. And when companies meet that moment by embedding wellness into their work environment, digital tools, and daily rituals, employees respond.

We see this clearly in the data. Workers with access to structured wellness programs report significantly higher wellness across every dimension, including physical, mental and social wellbeing. They're also more likely to say wellness is ingrained in their company's culture, that their HR team genuinely cares, and that they're happy at work. This points to a broader truth: organizations that treat wellness as a foundation for culture, not just another initiative, are the ones driving real impact.

But this isn't just about benefits. It's about belonging. As the lines between work and life continue to blur, employees are seeking out third places, such as gyms, studios, parks, and community-based wellness spaces that support their need to recharge, reset, and reconnect. These third places serve as vital hubs for holistic health: spaces that support not only movement and recovery, but also emotional and social connection.

When companies invest in these spaces, either physically or digitally through employee wellness platforms like Wellhub, they aren't just offering perks. They're anchoring themselves in the everyday rhythms of employees' lives. They're building bridges between personal and professional wellbeing. And in doing so, they're becoming part of the reason people thrive, not just at work, but in life.

The opportunity in front of organizations is clear: make wellbeing a visible, daily, and shared priority. Replace outdated norms like overwork, presenteeism, and burnout with new rituals built on rest, movement, connection, and care. Empower managers to model wellness, not just message about it. Make third places more accessible. And support employees with a toolkit that matches the way they live today: flexible, digital, and rooted in real community.

In 2025 and beyond, thriving teams won't come from companies that work the hardest. They'll come from companies that **live the healthiest**.



Worldwide Wellness

Global Key Findings

86%

of employees consider their wellbeing at work and their salary equally important.

89%

say that when they prioritize their wellbeing, they are able to perform better at work.

91%

say that spending time in wellness spaces (gyms, yoga studios, fitness classes) improves their ability to manage work-related stress.

90%

indicated that they experienced burnout symptoms in the past year.

95%

agree that physical, mental, emotional, and social aspects of wellbeing are interconnected, with 46% strongly agreeing.

62%

say community or social support is extremely or very important for maintaining long-term wellness habits.

Only
17%

strongly agree that wellness is ingrained in their company's culture.

81%

agree their employer has a responsibility to help them tend to their wellbeing.

85%

would consider leaving a company that does not focus on employee wellbeing.

Argentina

86%

of employees consider their wellbeing at work and their salary equally important.

89%

say that when they prioritize their wellbeing, they are able to perform better at work.

94%

say that spending time in wellness spaces (gyms, yoga studios, fitness classes) improves their ability to manage work-related stress.

91%

indicated that they experienced burnout symptoms in the past year.

97%

agree that physical, mental, emotional, and social aspects of wellbeing are interconnected, with 51% strongly agreeing.

63%

say community or social support is extremely or very important for maintaining long-term wellness habits.

Only

12%

strongly agree that wellness is ingrained in their company's culture.

80%

agree their employer has a responsibility to help them tend to their wellbeing.

84%

would consider leaving a company that does not focus on employee wellbeing.

Brazil

89%

of employees consider their wellbeing at work and their salary equally important.

94%

say that when they prioritize their wellbeing, they are able to perform better at work.

96%

say that spending time in wellness spaces (gyms, yoga studios, fitness classes) improves their ability to manage work-related stress.

86%

indicated that they experienced burnout symptoms in the past year.

98%

agree that physical, mental, emotional, and social aspects of wellbeing are interconnected, with 51% strongly agreeing.

74%

say community or social support is extremely or very important for maintaining long-term wellness habits.

Only
22%

strongly agree that wellness is ingrained in their company's culture.

69%

agree their employer has a responsibility to help them tend to their wellbeing.

88%

would consider leaving a company that does not focus on employee wellbeing.

Chile

88%

of employees consider their wellbeing at work and their salary equally important.

91%

say that when they prioritize their wellbeing, they are able to perform better at work.

93%

say that spending time in wellness spaces (gyms, yoga studios, fitness classes) improves their ability to manage work-related stress.

90%

indicated that they experienced burnout symptoms in the past year.

97%

agree that physical, mental, emotional, and social aspects of wellbeing are interconnected, with 58% strongly agreeing.

65%

say community or social support is extremely or very important for maintaining long-term wellness habits.

Only
14%

strongly agree that wellness is ingrained in their company's culture.

84%

agree their employer has a responsibility to help them tend to their wellbeing.

87%

would consider leaving a company that does not focus on employee wellbeing.

Germany

84%

of employees consider their wellbeing at work and their salary equally important.

85%

say that when they prioritize their wellbeing, they are able to perform better at work.

85%

say that spending time in wellness spaces (gyms, yoga studios, fitness classes) improves their ability to manage work-related stress.

87%

indicated that they experienced burnout symptoms in the past year.

94%

agree that physical, mental, emotional, and social aspects of wellbeing are interconnected, with 34% strongly agreeing.

55%

say community or social support is extremely or very important for maintaining long-term wellness habits.

Only
11%

strongly agree that wellness is ingrained in their company's culture.

83%

agree their employer has a responsibility to help them tend to their wellbeing.

82%

would consider leaving a company that does not focus on employee wellbeing.

 Italy

72%

of employees consider their wellbeing at work and their salary equally important.

84%

say that when they prioritize their wellbeing, they are able to perform better at work.

88%

say that spending time in wellness spaces (gyms, yoga studios, fitness classes) improves their ability to manage work-related stress.

86%

indicated that they experienced burnout symptoms in the past year.

93%

agree that physical, mental, emotional, and social aspects of wellbeing are interconnected, with 36% strongly agreeing.

46%

say community or social support is extremely or very important for maintaining long-term wellness habits.

Only
11%

strongly agree that wellness is ingrained in their company's culture.

69%

agree their employer has a responsibility to help them tend to their wellbeing.

77%

would consider leaving a company that does not focus on employee wellbeing.

Mexico

93%

of employees consider their wellbeing at work and their salary equally important.

93%

say that when they prioritize their wellbeing, they are able to perform better at work.

98%

say that spending time in wellness spaces (gyms, yoga studios, fitness classes) improves their ability to manage work-related stress.

92%

indicated that they experienced burnout symptoms in the past year.

95%

agree that physical, mental, emotional, and social aspects of wellbeing are interconnected, with 49% strongly agreeing.

69%

say community or social support is extremely or very important for maintaining long-term wellness habits.

Only

19%

strongly agree that wellness is ingrained in their company's culture.

88%

agree their employer has a responsibility to help them tend to their wellbeing.

87%

would consider leaving a company that does not focus on employee wellbeing.

Romania

91%

of employees consider their wellbeing at work and their salary equally important.

92%

say that when they prioritize their wellbeing, they are able to perform better at work.

88%

say that spending time in wellness spaces (gyms, yoga studios, fitness classes) improves their ability to manage work-related stress.

90%

indicated that they experienced burnout symptoms in the past year.

95%

agree that physical, mental, emotional, and social aspects of wellbeing are interconnected, with 39% strongly agreeing.

59%

say community or social support is extremely or very important for maintaining long-term wellness habits.

Only
16%

strongly agree that wellness is ingrained in their company's culture.

89%

agree their employer has a responsibility to help them tend to their wellbeing.

93%

would consider leaving a company that does not focus on employee wellbeing.

Spain

83%

of employees consider their wellbeing at work and their salary equally important.

86%

say that when they prioritize their wellbeing, they are able to perform better at work.

89%

say that spending time in wellness spaces (gyms, yoga studios, fitness classes) improves their ability to manage work-related stress.

84%

indicated that they experienced burnout symptoms in the past year.

94%

agree that physical, mental, emotional, and social aspects of wellbeing are interconnected, with 42% strongly agreeing.

54%

say community or social support is extremely or very important for maintaining long-term wellness habits.

Only
11%

strongly agree that wellness is ingrained in their company's culture.

80%

agree their employer has a responsibility to help them tend to their wellbeing.

84%

would consider leaving a company that does not focus on employee wellbeing.

United Kingdom

85%

of employees consider their wellbeing at work and their salary equally important.

89%

say that when they prioritize their wellbeing, they are able to perform better at work.

92%

say that spending time in wellness spaces (gyms, yoga studios, fitness classes) improves their ability to manage work-related stress.

91%

indicated that they experienced burnout symptoms in the past year.

95%

agree that physical, mental, emotional, and social aspects of wellbeing are interconnected, with 44% strongly agreeing.

66%

say community or social support is extremely or very important for maintaining long-term wellness habits.

Only

20%

strongly agree that wellness is ingrained in their company's culture.

86%

agree their employer has a responsibility to help them tend to their wellbeing.

85%

would consider leaving a company that does not focus on employee wellbeing.

United States

86%

of employees consider their wellbeing at work and their salary equally important.

87%

indicated that they experienced burnout symptoms in the past year.

Only

29%

strongly agree that wellness is ingrained in their company's culture.

92%

say that when they prioritize their wellbeing, they are able to perform better at work.

95%

agree that physical, mental, emotional, and social aspects of wellbeing are interconnected, with 47% strongly agreeing.

86%

agree their employer has a responsibility to help them tend to their wellbeing.

89%

say that spending time in wellness spaces (gyms, yoga studios, fitness classes) improves their ability to manage work-related stress.

70%

say community or social support is extremely or very important for maintaining long-term wellness habits.

85%

would consider leaving a company that does not focus on employee wellbeing.

Appendices

10.1 METHODOLOGY

Wellhub conducted its **State of Work-Life Wellness 2026** survey to assess the current status of worker wellness and examine how well employee benefits packages are meeting worker needs.

Between **May 13, 2025, and June 13, 2025**, more than 5,000 full-time employees were surveyed online through the polling agency QuestionPro. The response pool included only workers 18 and older who have worked a full-time job in the last three months. The results have a 95% confidence level and a 5% margin of error.

Response options for the survey’s 94 questions (see “Survey Questions”) included Likert scales, multiple-choice, and multi-select options.

The countries included in this survey were: **United States, United Kingdom, Brazil, Argentina, Chile, Spain, Italy, Germany, Mexico, and Romania**. Between 500 and 505 responses were collected from each country. Where necessary, question sets and response options were adapted to reflect regional variations in benefit availability.

10.2 SURVEY QUESTIONS

1. What best describes your employment status over the last three months?
2. In which country do you currently reside?
3. How many full-time employees (FTEs) are in your company?
4. When were you born?
5. Which of the following industries best describes your company?

6. Which best describes your current role within your company?
7. Which of the following contributes to your day-to-day stress at work? (select all that apply)
8. Over the past year, how often have you experienced burnout symptoms (exhaustion, disengagement, reduced productivity)?
9. Has your level of work stress changed over the last 12 months?
10. Which of the following healthy activities help you best manage work-related stress? (select all that apply)
11. Looking back five years, how would you say your approach to wellbeing has evolved?
12. Over the past five years, which of the following factors have improved your overall wellbeing? Select all that apply.
13. Over the past five years, which of the following factors have decreased your overall wellbeing? (select all that apply)
14. To what extent do you agree or disagree with the following statement: “Different aspects of wellbeing — physical, mental, emotional, and social — are interconnected”
15. In the past 12 months, have you made any lifestyle changes to prioritize your personal wellbeing (e.g., setting boundaries, exercising more, reducing work hours)?
16. What would most improve your sense of fulfillment at work?
17. Since before the COVID-19 pandemic, how have your expectations for workplace wellness support changed?
18. Which of the following would you give up to improve your overall wellness (at work and home)? (Select all that apply)
19. Where do you usually go to unwind or recharge outside of work and home? (select all that apply)
20. Why do you go to this space/place? (select all that apply)
21. To what extent do you agree with the statement: “Spending time in wellness spaces (e.g., gyms,

- yoga studios, fitness classes) improves my ability to manage work-related stress.”

22. How often do you visit these types of third places (e.g., gym, studio, park)?

23. What barriers, if any, prevent you from visiting these places more often? (Select all that apply)

24. How frequently do you use wellness app(s) or digital tools as part of your routine?

25. What effect have these apps/tools had on your wellness habits? (Select all that apply)

26. Do you actively use the social features of your fitness wearable or wellness app? (e.g., seeing friends’ bike miles on Strava, family’s steps on Fitbit)?

27. Who are you connected with on the social features of fitness wearables or wellness apps? (Select all that apply)

28. How do the social features of fitness wearables or wellness apps affect your wellbeing? (Select all that apply)

29. When engaging in wellness activities (fitness, mindfulness, nutrition), what motivates you most?

30. Have you ever participated in a wellness challenge, group workout, or community-based wellness activity?

31. How much more likely are you to engage in a wellness activity (e.g., working out, meditating, eating healthy) when doing it with others?

32. What motivates you most to participate in wellness challenges, group workouts, or community-based wellness activities?

33. In your experience, how important is community or social support in maintaining long-term wellness habits?

34. Which of the following group-based wellness activities appeal to you most? (Select all that apply)

35. How connected do you feel to others when engaging in wellness activities (e.g., at the gym, in a class, or during a challenge)?

36. To what extent do you agree with the following statement: “I would be more likely to participate in a
- workplace wellness initiative if it included a community or team-based component.”

37. How would you currently rate your overall wellbeing?

38. Do you feel your wellbeing has improved or declined in 2025 (compared to 2024)?

39. To what extent do you agree or disagree with the following statement: “My financial situation prevents me from investing in my overall wellbeing.”

40. How affordable is tending to your overall wellbeing?

41. How would you rate your mental wellbeing?

42. Do you feel your mental wellbeing has improved or declined in 2025 (compared to 2024)?

43. What is negatively impacting the state of your mental wellbeing? Select all that apply.

44. Which of the following do you struggle with as a result of the state of your mental wellbeing? Select all that apply.

45. How important is practicing mindfulness to your overall wellbeing?

46. What are you currently doing to practice mindfulness? Select all that apply.

47. How frequently are you practicing mindfulness?

48. How important is therapy/counseling to your overall wellbeing?

49. Are you currently seeing a therapist/counselor?

50. What is preventing you from seeing a therapist/counselor?

51. How would you rate your physical wellbeing?

52. Do you feel your physical wellbeing has improved or declined in 2025 (compared to 2024)?

53. How would you rate your overall fitness?

54. How are you currently tending to your fitness? Select all that apply.

55. How frequently are you tending to your fitness?

- 56.** What is preventing you from tending to your fitness more? Select all that apply.
- 57.** How would you rate your overall nutritional health?
- 58.** How are you currently practicing good nutritional habits? Select all that apply.
- 59.** What is preventing you from eating healthier? Select all that apply.
- 60.** How would you rate your overall sleep health?
- 61.** How important is sleep to your wellbeing?
- 62.** On average, how many hours do you sleep each night?
- 63.** What is impacting your sleep quality? Select all that apply.
- 64.** Which of the following benefits does your company currently offer to employees? Select all that apply.
- 65.** How would you rate your company's benefit program?
- 66.** Which wellbeing programs does your company offer as part of its overall benefits program? Select all that apply.
- 67.** How would you rate your company's wellbeing program?
- 68.** Of the benefits your employer offers, which ones do you use? Select all that apply.
- 69.** Does your company adjust its benefits offering at least once a year to reflect the changing needs and interests of its employees?
- 70.** Of the wellness programs your employer offers, which ones do you use? Select all that apply.
- 71.** Which benefits do you want, but that your company doesn't currently offer?
- 72.** Which wellness programs do you want, but that your company doesn't currently offer?
- 73.** How often do you incorporate wellness activities into your workday? (e.g., exercise, meditation, stretching, walks)?
- 74.** Which wellness focused social activities would you participate in with your coworkers?
- 75.** To what extent do you agree or disagree with the following statement: "Wellness is ingrained in my

company's culture – my workplace actively encourages employees to prioritize their wellbeing."

- 76.** Do you feel comfortable setting boundaries (e.g., saying no to extra work, logging off on time) within your company culture?
- 77.** How much does your company culture influence your decision to stay with your current employer?
- 78.** What aspects of your company's culture positively affect your wellbeing? (Select all that apply)
- 79.** Which of the following perks do you consider to be important when joining a company? Select all that apply.
- 80.** Which of the following perks do you consider to be the MOST important when joining a company?
- 81.** To what extent do you agree or disagree with the following statement: "When looking for my next job, I will only consider companies that place a clear emphasis on employee wellbeing."
- 82.** Do you work from the office, from home, or in a hybrid setting?
- 83.** Would you rather work from the office, from home, or in a hybrid setting?
- 84.** In the past year, has your employer implemented a return-to-office policy that is more restrictive than before?
- 85.** To what extent do you support your company's current return-to-office policy?
- 86.** What aspects of returning to office have negatively impacted your wellbeing? (Select all that apply)
- 87.** What aspects of returning to office have positively influenced your wellbeing? (Select all that apply)
- 88.** How happy are you working at your company?
- 89.** To what extent do you agree or disagree with the following statements:
 - a.** My work allows me to take time for my wellbeing when needed (e.g. exercise during the workday, meditate, attend a counseling session, take a mental health day, etc.)
 - b.** I consider my wellbeing at work to be equally important to my salary.
 - c.** My employer has a responsibility to help me tend to my wellbeing.

- d.** My HR department genuinely cares about my wellbeing.
- e.** I am adequately compensated for my role and industry.
- f.** When I prioritize my wellbeing (e.g., exercise, good sleep, managing stress), I am able to perform better at work.
- 90.** To what extent do you agree or disagree with the following statement: "I would consider leaving a company that does not focus on employee wellbeing."
- 91.** Which of the following, if any, would make you consider looking for a new role? Select all that apply
- 92.** Which of the following would you consider looking for a new role the MOST? Select one.
- 93.** Does your company offer Wellhub (previously called Gympass)?
- 94.** How often do you use Wellhub (previously called Gympass)?



10.3 CITATIONS

American Psychological Association. (2016, June 6). *Workplace well-being linked to senior leadership support, new survey finds*. <https://www.apa.org/news/press/releases/2016/06/workplace-well-being>

Deloitte Global. (2025, May 14). *2025 Gen Z and millennial survey [Press release]*. <https://www.deloitte.com/global/en/about/press-room/deloitte-2025-gen-z-and-millennial-survey.html>

Euromonitor International. (2024, November 14). *2025 global consumer trends [White paper]*. <https://go.euromonitor.com/white-paper-2025-global-consumer-trends.html>

Gallup. (n.d.). *Over 1 in 5 people worldwide feel lonely a lot*. Gallup. Retrieved August 13, 2025, from <https://news.gallup.com/poll/646718/people-worldwide-feel-lonely-lot.aspx>

Gallup. (n.d.). *State of the global workplace*. Gallup. Retrieved August 13, 2025, from <https://www.gallup.com/workplace/349484/state-of-the-global-workplace.aspx>

Global Wellness Institute. (2024). *2024 global wellness economy monitor*. <https://globalwellnessinstitute.org/industry-research/2024-global-wellness-economy-monitor/>

Health & Fitness Association. (n.d.). *The 2023 IHRSA global report*. Retrieved August 13, 2025, from <https://www.healthandfitness.org/publications/the-2023-ihrsa-global-report/>

Les Mills. (n.d.). *Generation Active: The 80% your club can’t ignore*. Retrieved August 13, 2025, from <https://www.lesmills.com/clubs-and-facilities/research-insights/audience-insights/generation-active-the-80-your-club-cant-ignore/>

McKinsey & Company. (2025, May 29). *The \$2 trillion global wellness market gets a millennial and Gen Z glow-up*. <https://www.mckinsey.com/industries/consumer-packaged-goods/our-insights/future-of-wellness-trends>

McKinsey & Company. (n.d.). *A turning point amid tailwinds for fitness and wellness [PDF]*. Retrieved from <https://drive.google.com/file/d/14mnuGdSMaQ0W8rtHksHN7Kj9VQnuTQMt/view>

Mercer. (n.d.). *Global talent trends*. Retrieved August 13, 2025, from <https://www.mercer.com/insights/people-strategy/future-of-work/global-talent-trends/>

PwC. (n.d.). *The wearable future [PDF]*. Retrieved August 13, 2025, from <https://www.pwc.co.uk/assets/pdf/wearable-tech-design-oct-8th.pdf>

Robert Walters. (2024, September 23). *Conscious unbossing – 52% of Gen-Z professionals don’t want to be middle managers*. <https://www.robertwalters.co.uk/insights/news/blog/conscious-unbossing.html>

Schnall, R. P., Sheffy, J. K., & Penzel, T. (2022). *Peripheral arterial tonometry—PAT technology*. *Sleep Medicine Reviews*, 61, Article 101566. <https://doi.org/10.1016/j.smrv.2021.101566>

Wellable. (2025). *120 employee wellness statistics for 2025*. <https://www.wellable.co/blog/employee-wellness-statistics/>

Wellhub. (2024). *Wellness trends report Q4 2024*. <https://wellhub.com/en-us/resources/wellness-trends-report-2024-q4/>

Wellhub. (2025). *Work-life wellness report 2025*. <https://wellhub.com/en-us/resources/work-life-wellness-report-2025/>

Williams, S. G., Collen, J. F., & Lettieri, C. J. (2018). *More than just a good night’s sleep*. *Journal of Clinical Sleep Medicine*, 14(5), 851–857. <https://doi.org/10.5664/jcsm.7084>

Hamilton, N. A., Affleck, G., Tennen, H., Karlson, C., Luxton, D., Preacher, K. J., & Templin, J. L. (2008). *Fibromyalgia: The role of sleep in affect and in negative event reactivity and recovery*. *Health Psychology*, 27(4), 490–497. <https://doi.org/10.1037/0278-6133.27.4.490>

Duchaine, C. S., Aubé, K., Gilbert-Ouimet, M., Vézina, M., Ndjaboué, R., Massamba, V., Talbot, D., Légaré, F., & Brisson, C. (2020). *Psychosocial stressors at work and the risk of sickness absence due to a diagnosed mental disorder*. *JAMA Psychiatry*, 77(8), 842–851. <https://doi.org/10.1001/jamapsychiatry.2020.0322>

Theorell, T., Hammarström, A., Aronsson, G., Träskman Bendz, L., Grape, T., Hogstedt, C., Marteinsdottir, I., Skoog, I., & Hall, C. (2015). *A systematic review including meta-analysis of work environment and depressive symptoms*. *BMC Public Health*, 15, 738. <https://doi.org/10.1186/s12889-015-1954-4>

© Gympass US, LLC (dba Wellhub) 2025.

Produced in the United States of America, October 2025.

Wellhub, , and Gympass are trademarks or registered trademarks of Gympass US, LLC, dba Wellhub (“Wellhub”), in the United States and/ or other countries.

This document is current as of the initial date of publication and may be changed by Wellhub at any time. Not all offerings are available in every country in which Wellhub operates.

The performance data and client examples cited are presented for illustrative purposes only. Actual performance results may vary depending on specific operating conditions and other factors. THE INFORMATION IN THIS DOCUMENT IS PROVIDED “AS IS” WITHOUT ANY WARRANTY, EXPRESS OR IMPLIED, INCLUDING WITHOUT ANY WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE.

Wellhub services are warranted according to the terms and conditions of the agreements under which they are provided.

Statements regarding Wellhub’s future direction and intent are subject to change or withdrawal without notice and represent goals and objectives only.
