

THE STATE OF

# WORK-LIFE WELLNESS

2024

Understand why employees crave better wellbeing, and how it can supercharge performance and productivity



Presented by **Gympass**

INTRODUCTION  
INTRODUCTION  
INTRODUCTION  
INTRODUCTION  
INTRODUCTION  
INTRODUCTION  
INTRODUCTION  
INTRODUCTION



# Wellbeing is foundational to living a good life

But it goes well beyond the individual. We are discovering an undeniable correlation between wellness, productivity, and employee satisfaction, revealing a prolific driver of sustained business success.

---

I see the core need for wellbeing in life and employment as Northwell's Chief People Officer. Wellbeing is what we deliver every day across our 21 hospitals and 890 outpatient facilities, and I have the honour of leading the charge to raise the standard of health of our more than 85,000 team members.

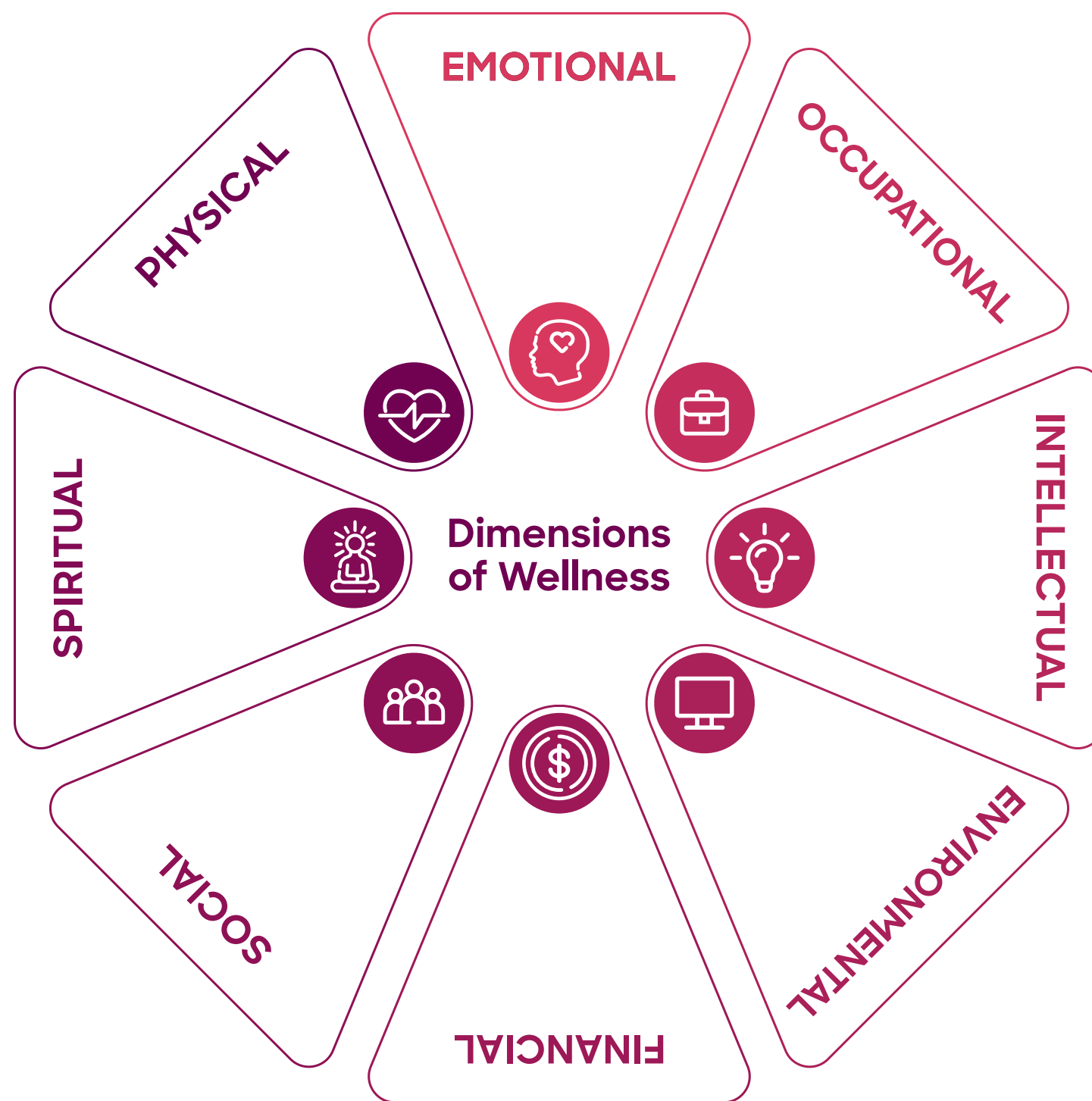
This unique vantage point lets me see clearly that many companies are getting in our own way on the road to wellbeing. Striving for work-life balance by separating our personal and professional wellbeing makes it more difficult to succeed in work or life. In reality, you cannot fully have one without the other – they are interdependent.

---

Decades of research have determined that wellbeing is the holistic outcome of our occupational, physical, emotional, social, financial, intellectual, spiritual, and environmental wellness.<sup>1/2</sup>

Each dimension of wellness is a critical contributor to how we are doing, both at work and at home. A deficit anywhere degrades our overall wellbeing. We cannot thrive in pieces. We are one being, and our wellness must be treated as such for us to experience it.

## THE EIGHT CORE DIMENSIONS OF WELLBEING



That is why this report, Gympass' State of Work-Life Wellness 2024, analyses workforce wellbeing across all eight dimensions of wellness. An international sample of more than 5,000 full-time employees were asked more than 80 questions spanning the eight dimensions of wellness to assess their holistic wellbeing and – most importantly to this report – to measure how each dimension impacts their performance at work.

The results reveal that the push for work-life balance is fatally flawed. Our professional experiences cannot be tended to separately from our life. The futility is instantly apparent when you apply this line of thinking to any other dimension of wellness. You would not tell somebody who is sick to focus on improving their health-life balance, or somebody who is lonely to do a better job of community-life balance. We all know those experiences are what constitutes wellbeing itself. Occupational wellbeing is no different.

This is why we must look beyond work-life balance,

adopting a more holistic approach to wellbeing. We must embrace that the aspects of wellness traditionally viewed as separate from work in fact have a profound impact on your professional success.

Promoting holistic wellbeing is foundational to Northwell Health's approach to raising the standard of health. A healthy, engaged workforce has a direct impact on our ability to deliver exceptional care. Helping our team members live healthier lives has a positive ripple effect on their household and the entire community. It enables us to raise the standard of health on a broader scale for all. A holistically well team brings their best selves to work, positively influencing our company culture, the care they provide at the bedside, and the impact that care has on our communities.

You don't have to be a health provider to benefit from holistic wellness. Operating this way gives any employer an edge. It allows you to attract and retain talent, while maximising productivity.

As revealed in this report, wellness is non-negotiable for today's workers. Ninety-three percent of workers say their wellbeing at work is as important as their salary, up from 83% in last year's survey.<sup>3</sup>

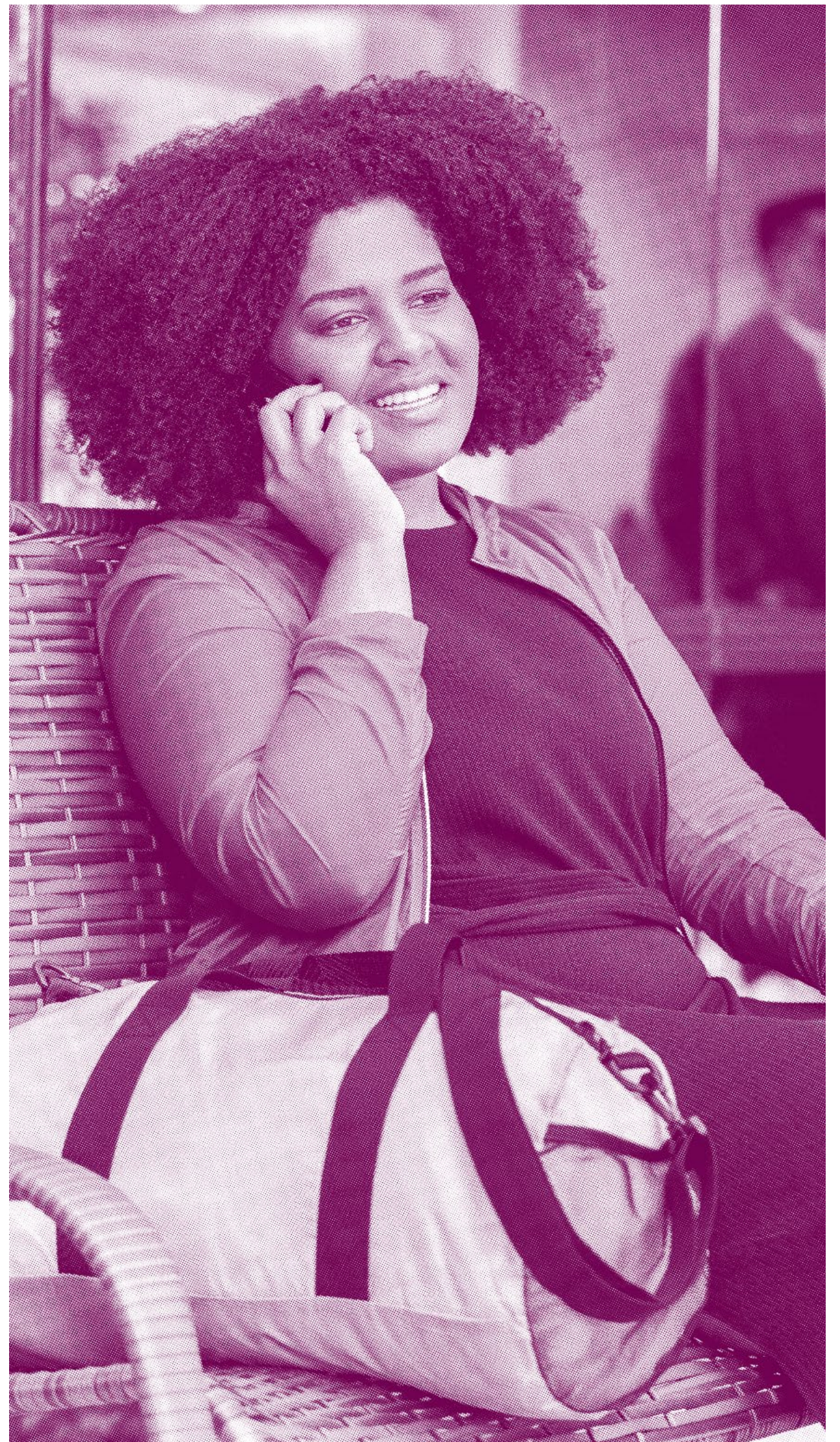
And when they say 'wellbeing at work,' they are talking about holistic wellness. *The majority of workers say that every dimension of wellbeing – from physical to intellectual – impacts their productivity at work.* They know being strapped for cash is distracting, and a bad night's sleep saps your focus. Workers are saying loud and clear that they must be well to work well, and are only looking for employers in step with that reality:

**96% of respondents said they will only consider companies that place a clear emphasis on wellbeing next time they are looking for a job.**

This is great news for employers. Workers know that they do best when they are doing well, and are actively seeking environments that allow them to do their best work. It is now on employers to deliver an employee experience optimised for workforce wellness.

The world has a way to go. While the results of this international report show global wellbeing is bouncing back from the pandemic, the recovery is uneven. Who you are, where you work, and the prestige of your position all impact your wellbeing.

Ninety-one percent of leaders, for example, agree they can take care of their wellbeing during the workday. Compare that to the 76% of managers and 66% of non-managers who say the same. And 69% of cisgender women say they can take the time they need, in contrast to 77% of cisgender men. Then there's how you feel about your work



environment: 77% of employees in their preferred working environment (office, hybrid, or remote) say they can take care of their wellbeing. This drops down to 65% for employees wishing for a different work environment. (This insight is particularly relevant for the many companies around the world issuing back-to-office mandates today.)

Companies must care about these gaps if for no other reason than these inequities limit their success. Happy employees run more profitable departments,<sup>4</sup> while burnout drives productivity and turnover losses of \$322 billion annually globally.<sup>5</sup>

This is why nine out of 10 companies that track their wellness spending see a positive ROI – this intentional fostering of wellness increases productivity, decreases healthcare costs, and delivers talent management savings.<sup>6</sup>

I see that return on investment every day at Northwell thanks to innovative solutions like Gympass that consider the holistic wellbeing of the employee. While we have experimented with various programmes, Gympass stands out as one of the most successful and well-received benefits we offer. Its accessibility, affordability, and variety lets our team members access activities that meet their individual needs. Gympass empowers them to access holistic wellbeing resources conveniently and at reduced costs, ensuring their wellbeing remains a priority. It meets the core need voiced in this report by employees around the world: People want to tend to their holistic wellbeing. They don't need motivation from their employers – they need the

resources, support, and flexibility required to act.

Our journey towards holistic wellness and the success of initiatives like Gympass have not gone unnoticed. We have received various accolades and awards as a great place to work and have been recognized for our commitment to diversity and inclusion. These achievements validate our ongoing efforts and motivate us to continue listening, evolving, and co-creating with our team members to ensure that we are meeting their needs.

It's well past time to build a world that supports the wellbeing of the individual in all aspects of their life. Northwell Health brings the world one step closer every day as we raise the standard of health. And every check-in at Gympass brings us one step closer to making wellbeing universal. We are thrilled to have you **walking with us**.

**Maxine Carrington**

*Chief People Officer,  
Northwell Health*

*A nonprofit integrated healthcare network that is New York State's largest private employer*



# 1.2 Key Findings

Our State of Work-Life Wellness report 2024 provides actionable insights HR leaders can use to improve both employee wellbeing and employee productivity. Here is a snapshot of our key takeaways:



## Employee Wellbeing Is Non-Negotiable

**96%**

of employees will only consider companies that place a clear emphasis on employee wellbeing when looking for their next job.

**93%**

believe wellbeing to be as important as their salary.

**87%**

consider leaving a company not focusing on wellbeing.



## Top Wellbeing Trends

**37%**

of employees wish they worked in a different work environment that aligns with their preference (office, hybrid, or remote).

**83%**

of workers feel their wellbeing has improved in 2023, compared to 2022.

**77%**

engage with their employer's available wellbeing benefits.



## Wellness Drives Productivity

**95%**

of workers say their emotional wellness impacts their productivity.

**93%**

of workers say their physical wellbeing impacts their work productivity.

**93%**

of people say their productivity at work is impacted by how engaging they find their work tasks.



## Disparities in Wellbeing

**69%**

of cisgender women say they can take the time they need to take care of their wellbeing during the workday, in contrast to **77% of cisgender men**.

**91%**

of leaders agree they can take care of their wellbeing during the workday, compared to **76% of managers** and **66% of non-managers**.

**90%**

of employees in their preferred work environment are happy with their current company, compared to **80% of workers in their non-preferred environment**.

Gympass

# Wellness. Productivity. Savings.

All in one benefit.



Learn why companies all over the world are building effective wellness programs with Gympass.



Get in touch with a wellbeing specialist



# CONTENTS

|          |  |           |
|----------|--|-----------|
| <b>1</b> | <b>INTRODUCTION</b>                                    | <b>2</b>  |
|          | 1.1 Foreword   | 3         |
|          | 1.2 Key Findings                                       | 7         |
| <b>2</b> | <b>HOLISTIC WELLNESS POWERS WORKPLACE PERFORMANCE</b>  | <b>11</b> |
|          | 2.1 Wellness is Non-Negotiable to Today's Workforce    | 14        |
|          | 2.2 Personal Wellness Drives Professional Productivity | 17        |
|          | 2.2.1 Overall Wellness                                 | 17        |
|          | 2.2.2 Occupational Wellness                            | 18        |
|          | 2.2.3 Physical Wellness                                | 20        |
|          | 2.2.4 Emotional Wellness                               | 23        |
|          | 2.2.5 Social Wellness                                  | 26        |
|          | 2.2.6 Financial Wellness                               | 27        |
|          | 2.2.7 Intellectual Wellness                            | 28        |
|          | 2.2.8 Spiritual Wellness                               | 30        |
|          | 2.2.9 Environmental Wellness                           | 30        |
| <b>3</b> | <b>WELLBEING INEQUITY IN THE WORKPLACE</b>             | <b>32</b> |
|          | 3.1 Wellbeing Improves with Seniority                  | 34        |
|          | 3.2 Working Where You Want is Good for Your Health     | 36        |
| <b>4</b> | <b>CONCLUSION</b>                                      | <b>39</b> |

|          |  |           |
|----------|--|-----------|
| <b>5</b> | <b>WORLDWIDE WELLNESS</b>  | <b>41</b> |
| 5.1      | Argentina  | 43        |
| 5.2      | Brazil   | 47        |
| 5.3      | Chile  | 51        |
| 5.4      | Germany  | 55        |
| 5.5      | Mexico   | 59        |
| 5.6      | Italy  | 63        |
| 5.7      | Spain  | 67        |
| 5.8      | United Kingdom   | 71        |
| 5.9      | United States  | 75        |
| <b>6</b> | <b>HOW TO BUILD A WELLBEING PROGRAMME THAT INCREASES EMPLOYEE PRODUCTIVITY</b> | <b>79</b> |
| <b>7</b> | <b>THE GYMPASS WELLNESS BOOST</b>  | <b>91</b> |
| <b>8</b> | <b>ABOUT GYMPASS</b>   | <b>95</b> |
| <b>9</b> | <b>APPENDICES</b>  | <b>97</b> |
| 9.1      | Methodology  | 98        |
| 9.2      | Citations  | 99        |
| 9.3      | Demographics   | 104       |
| 9.4      | Survey Questions   | 106       |

# HOLISTIC WELLNESS POWERS WORKPLACE PERFORMANCE



# While the COVID-19 pandemic has waned, its after effects continue to reshape how the world works

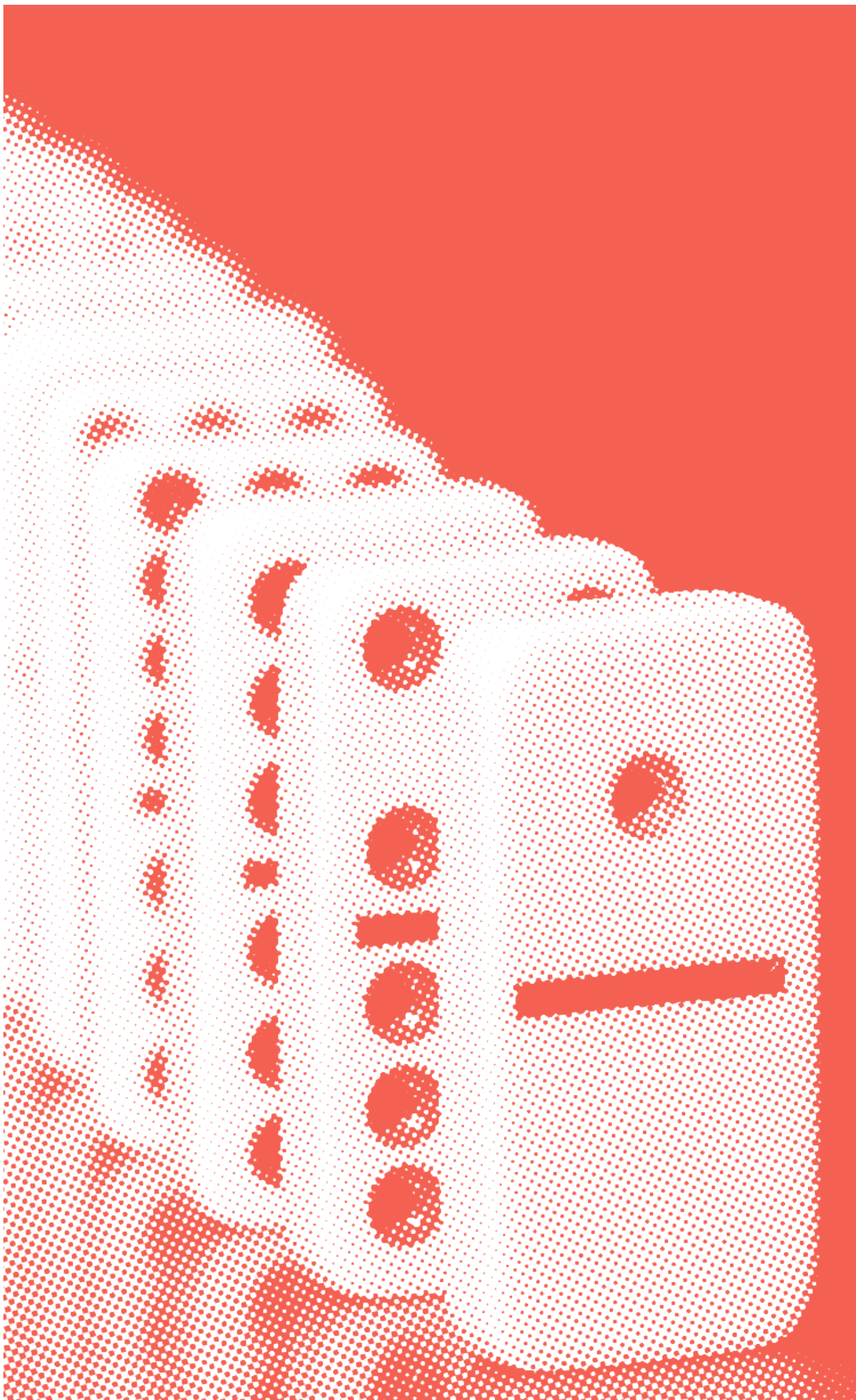
Employees at home and on the front lines reassessed their values and goals. They emerged from the global experience with mental, physical, and overall wellbeing as a higher priority.

---

This drove major upheaval in the short-term labour market, ushering in The Great Resignation as swaths of employees quit and switched jobs. Even as headlines today blare there is an ongoing rise of boomerang employees – a trend coined “The Great Regret” – workers around the world are clear: Wellbeing is no passing fad, and employers that don’t care need not apply.

When workers today talk about [workplace wellness](#), they mean more than high achievement or industry accolades. **Research shows that occupational wellness is only one of eight dimensions of wellbeing: physical, emotional, social, financial, intellectual, spiritual, and environmental. Struggling with any dimension of wellness degrades overall wellbeing.** The interrelated nature of these dimensions means improvements or declines in





any aspect can kickstart a domino effect – for better or for worse. Declining physical wellbeing due to an illness, for example, can cause isolation that hampers social and emotional wellness, and lower productivity to the point it decreases occupational wellness. Conversely, for somebody who struggles with depression, improving their mental wellbeing through therapy can make it easier to workout, see friends, and focus at work, improving their physical, social, and occupational wellness.

This integration flies in the face of demands for work-life balance, which emerged as a social norm in the 1970s and 80s.<sup>7</sup> The conventional wisdom maintains that our work and personal experiences

are best approached as different domains of existence. Handling each effectively requires strict separation, workers were told, or else job stress will ruin your evening cocktails and sick children will make you miss an important client meeting.

## Work-Life Wellness (n): A generative state where your professional and personal experience amplify each other.

---

This tenuous tightrope was difficult to walk at the best of times. It became all but impossible when pandemic lockdowns meant work and life both had to happen at home – often simultaneously. Workers suddenly needed a new paradigm for handling their personal and professional demands.

The crumbling of work-life balance made way for [work-life wellness](#), a generative state where your personal and professional experiences amplify each other. Instead of stretching workers thin with an unnatural bifurcation of time and identity, this ethos invites work to be a valuable part of a life well-lived. It acknowledges that life experiences are not to be just accommodated but celebrated, as they add to what people bring to their work.

As a result of this evolution, today's workforce views all dimensions of wellness as foundational to their professional performance – and the data backs them up.

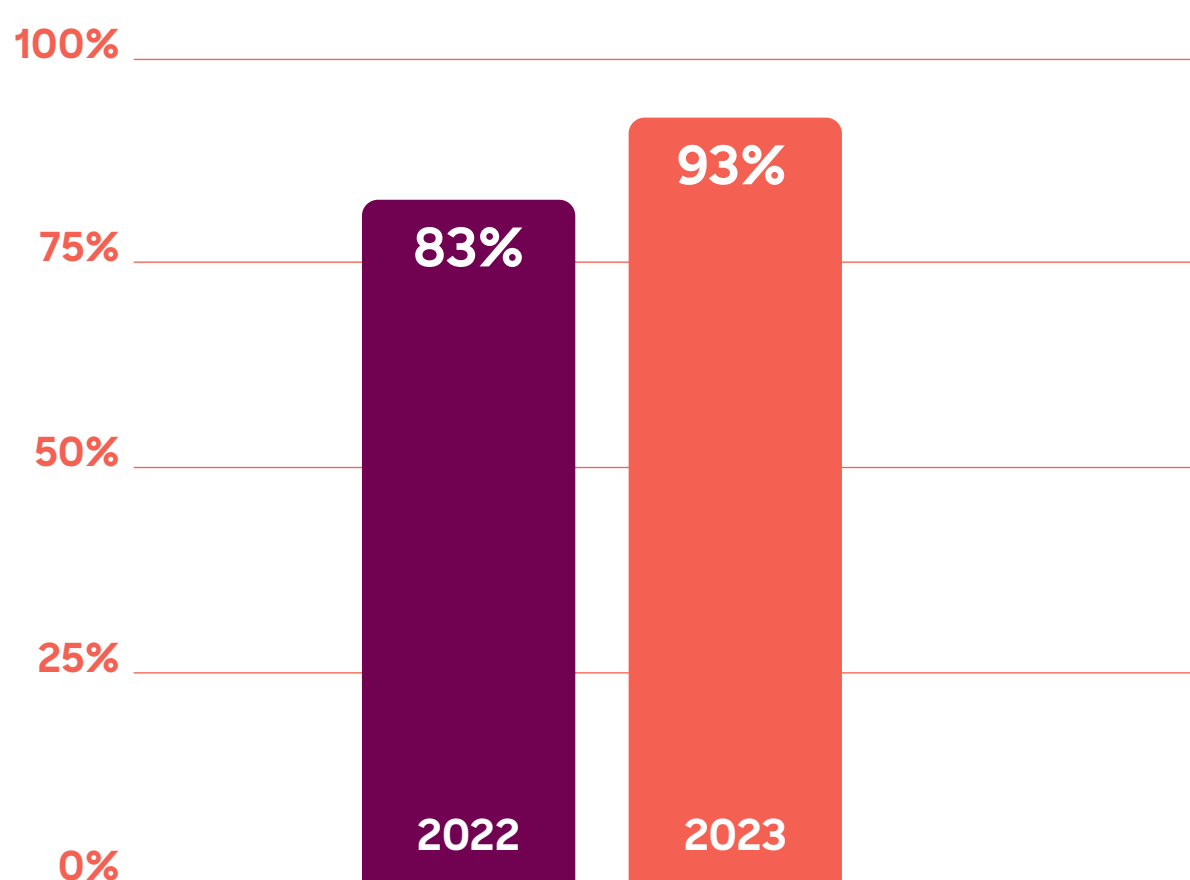
# 2.1 Wellness is Non-Negotiable to Today's Workforce



There is near-universal agreement that employers need to deliver on wellbeing if they expect to have a workforce. Nine out of 10 workers (93%) in Gympass's State of Work-Life Wellness 2024 study considered their wellbeing at work to be equally as important as their salary, up 83% from 2022.

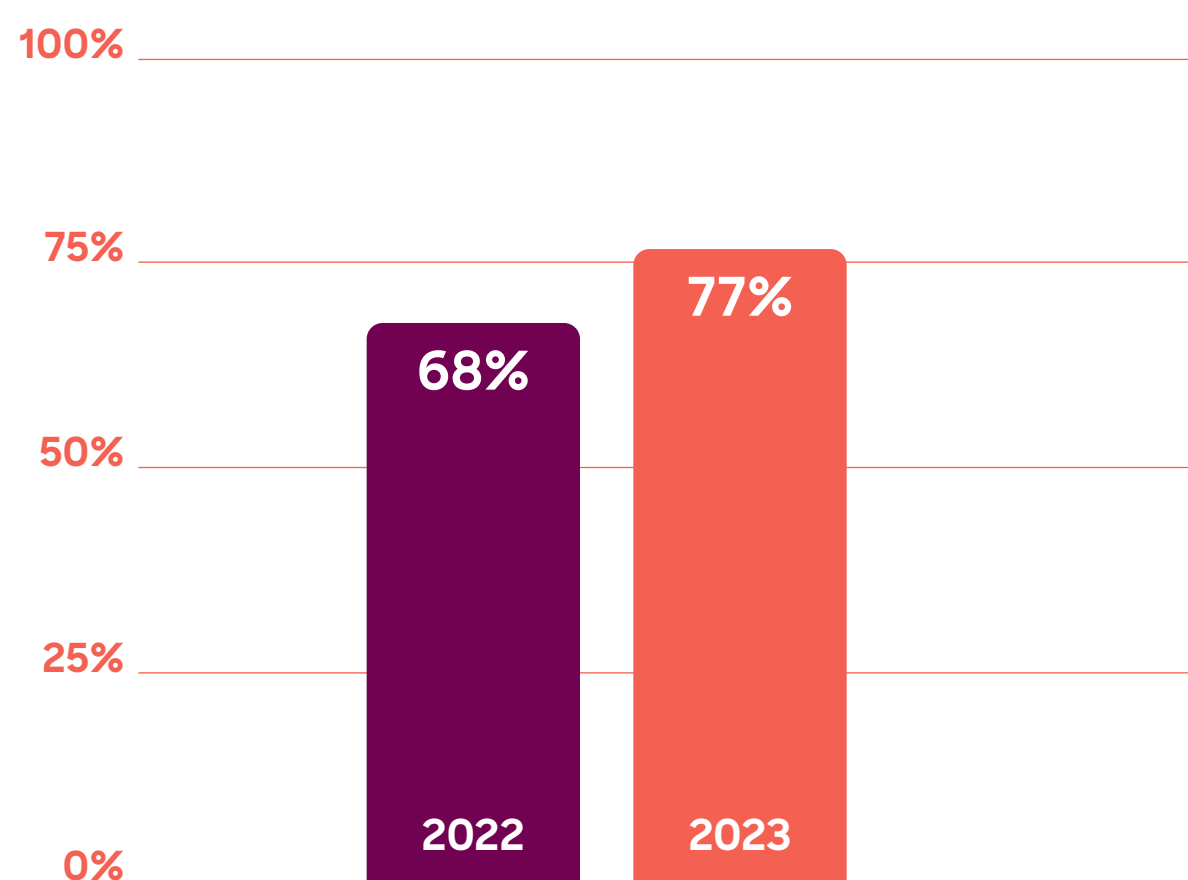
The surging importance of wellness can be seen in the rising usage of employee wellbeing programmes – **77% of workers surveyed say they engage with their employer's wellbeing benefits, a 13% increase year-over-year.**

**Employees Prioritise Their Wellbeing at Work as Much as Their Salary**



% of respondents who consider their wellbeing at work to be equally important to their salary compared to last year

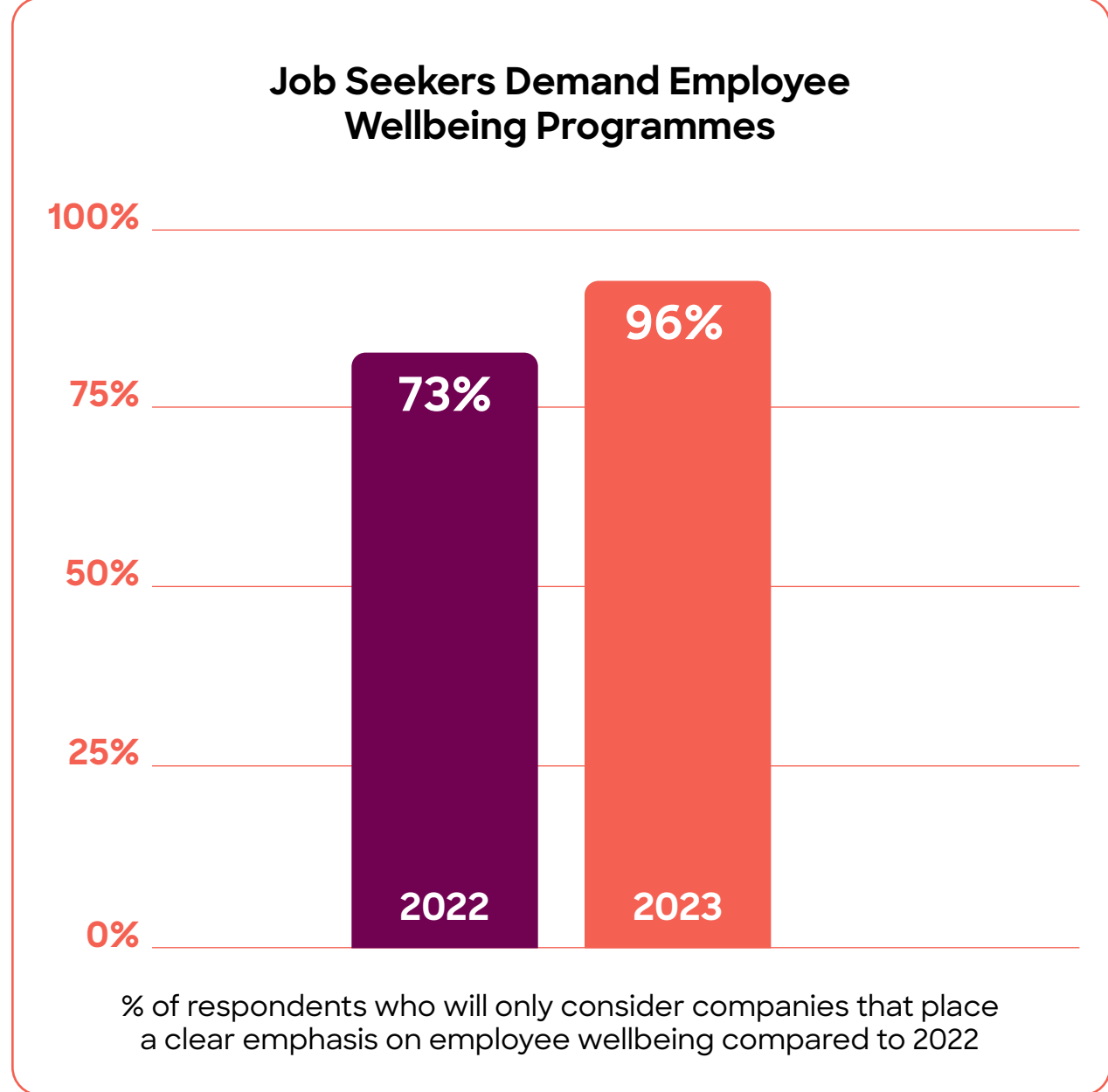
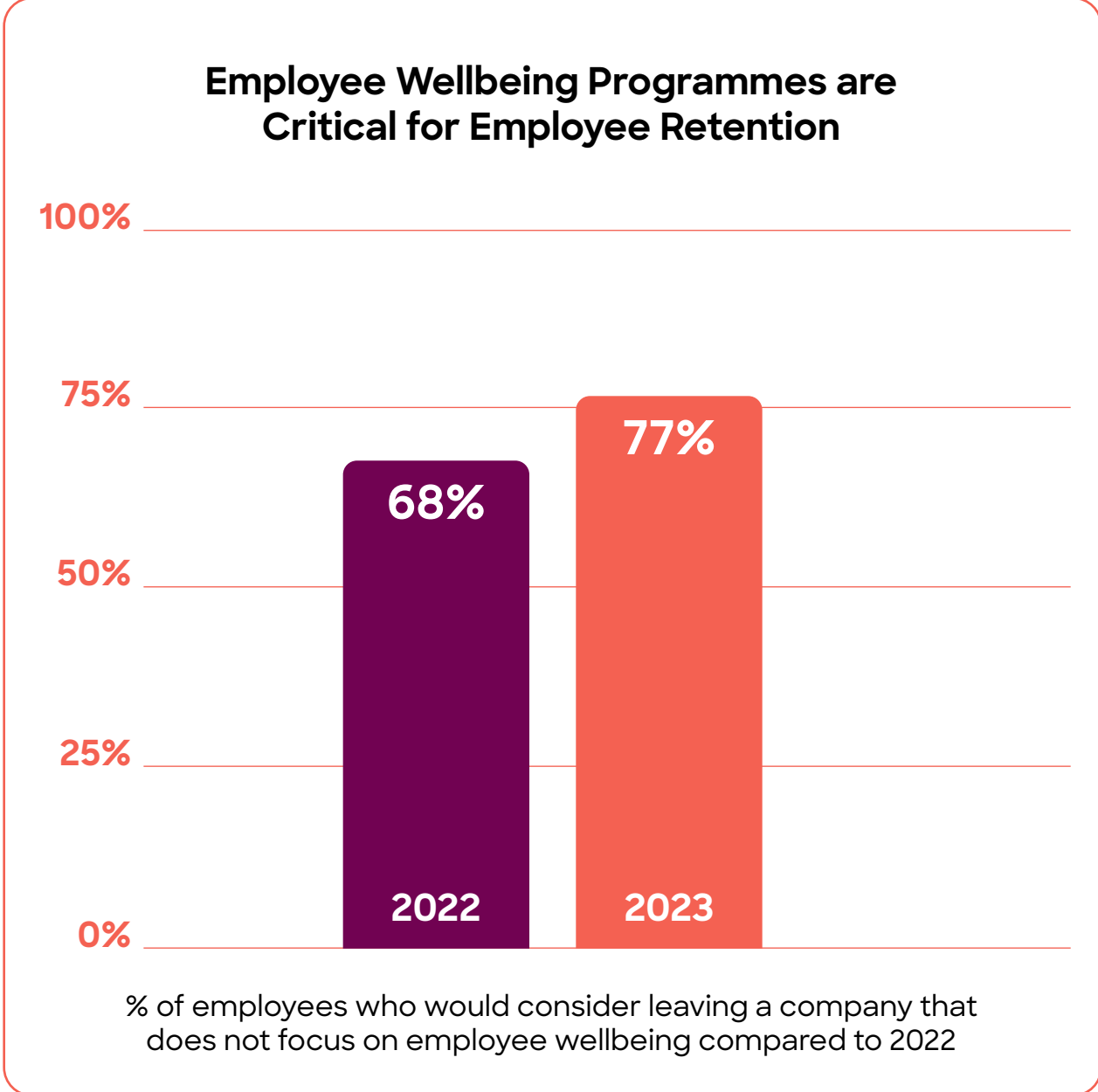
**Employees Are Increasingly Engaging with Their Wellness Benefits**



% of respondents who are engaged with their employer's wellbeing benefits compared to 2022



Failing to meet these expectations will make it difficult to recruit or retain employees, workers say. Eighty-three percent of workers say their wellbeing improved from 2022 to 2023, and they are not willing to give up these gains. Eighty-seven percent of surveyed workers said they would consider leaving a company that doesn't focus on employee wellbeing (a 13% increase over last year). And when deciding where to take their talents, **96% said they will only consider companies that place a clear emphasis on employee wellbeing when looking for their next job (up from the 73% of workers who said the same in 2022)**. These are not idle threats: 60% of employees, 64% of managers, and 75% of C-suites say they are seriously considering quitting their current job for one that better supports their wellbeing.<sup>8</sup>

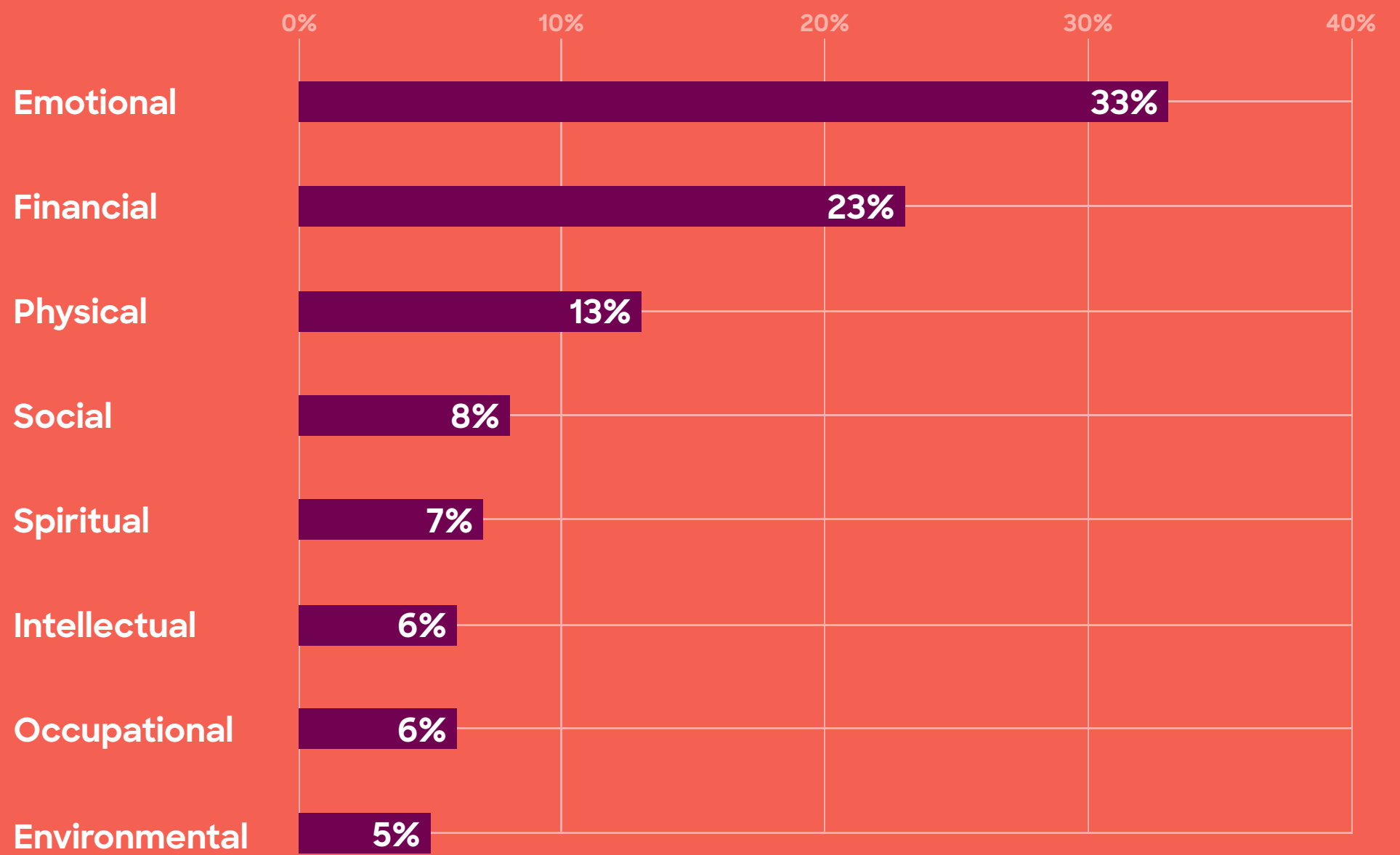


The majority of employees surveyed say there is no separation between professional and personal wellness, that their workplace productivity is impacted by every one of the eight dimensions of wellbeing. When asked which dimension of wellbeing is most important to them overall, a third of workers globally pick emotional wellness. Not only was it the most popular choice worldwide, but also the most common response across generations, workplace environments, seniority levels, sexual orientations, gender identities, and in every single country surveyed.

Financial wellbeing was the second-most common choice across all of these groups – with the exception of Italy, where it ranked third after physical wellness. Physical wellness predominately ranked as the third most important dimension of

## Ranking the Wellness Dimensions in Order of Importance

% of respondents who rank a particular wellness dimension as the most important dimension



wellbeing across these demographic and regional groups.

Today's workforce expects an employee experience that fosters [holistic wellness](#), not just professional wellbeing. Expanding definitions of and expectations for wellness at work have major implications for how organisations can attract, nurture, engage, and hold onto employees. Traditional tactics like compensation packages and professional development programmes still matter – survey respondents rated them as the most important and meaningful factors in how they select an employer – but they are inadequate in isolation.

Many talent professionals are behind the curve, with recent research showing that recruiters often underestimate how much candidates value their happiness.<sup>9</sup> Catching up will be vital in a labour market where the majority of recruiters expect [talent acquisition](#) will favour job hunters over employers in the next five years.<sup>10</sup>

Organisations that lean into wellness report improved talent acquisition and retention, with 85% of human resources leaders with a wellness programme reporting the initiative decreased their talent management costs.<sup>11</sup>

### ↓ THE BOTTOM LINE

*Employee wellness must be a core tenant of any talent acquisition and retention strategy.*



# 2.2

## Personal Wellness Drives Professional Productivity

Today’s workforce views all dimensions of wellness as foundational to their professional performance. Employees cannot effectively maintain safety on a construction site if they are exhausted, deliver an effective sales pitch if they are in the depths of chronic depression, or bring daily enthusiasm to a job they find dull.

This shift changes expectations of the [employee experience](#). In a labour market where the vast majority of workers value wellness on par with salary and use wellbeing as a guiding light for their employment decisions, organisations have to deliver holistic wellbeing through every stage of the employee lifecycle.

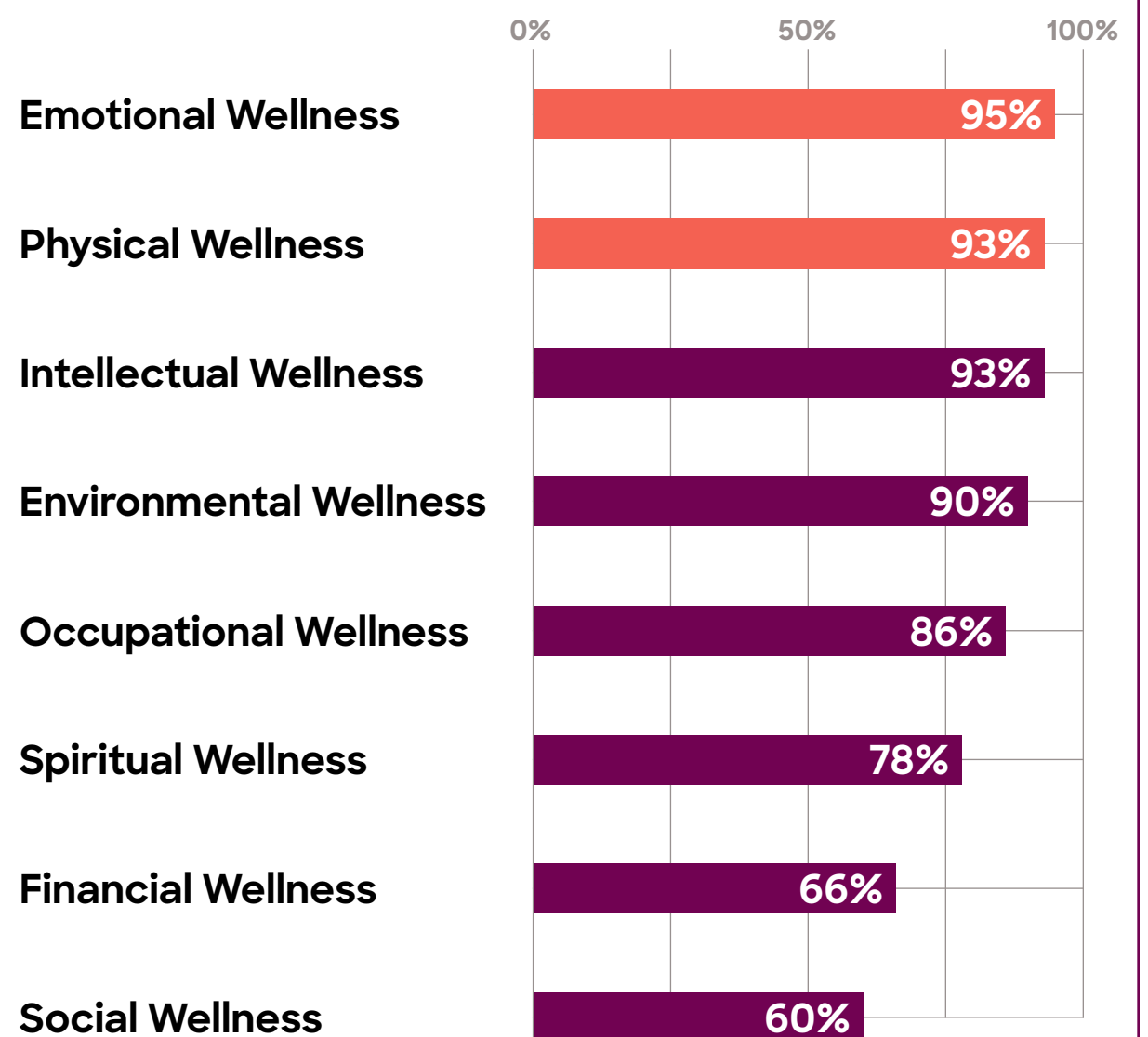
The remainder of this section breaks down how workers are doing within each of these holistic dimensions of wellbeing. Notable differences and similarities in results are addressed as they occur across generational, gender identity, and sexual orientation groups. Due to the international nature of this report, the global response sets could not be broken down by race. For wellbeing breakdowns according to regional race categories, refer to the country-level results in Section 5, Worldwide Wellness.

### 2.2.1 Overall Wellness

Last year’s survey results revealed a crisis in wellbeing. Less than half of employees (46%) said that they were thriving or good overall. This year, the tide appears to be turning. When asked to rank their overall wellness, 60% of workers this year say they are good or thriving.

While that’s a noted improvement, it leaves four out of ten workers okay at best. Few employees say they are struggling or really struggling (4%), but settling for employees who feel ‘okay’ (31%) or poor (6%) is leaving a lot of productivity on the table. Workers who are okay or worse are saying they have a deficit in at least one dimension of wellbeing – and struggling in any aspect of wellness decreases [workplace productivity](#).

### The Impact of Wellness on Employee Productivity



% of respondents who say their productivity is impacted by each dimension

When a wellness deficit grows large enough, it can drive absenteeism, a clear and complete lack of productivity. But the even more widespread – and costly – result is presenteeism, where employees who are physically at work are unproductive due to illness, anxiety, or other distraction.

It's estimated presenteeism costs companies in the U.S. alone \$1.5 trillion a year, making it 10 times more expensive than absenteeism.<sup>12</sup> Restoring wellness can ease absenteeism and presenteeism, delivering cost savings above and beyond the cost of the programme.

### 2.2.2 Occupational Wellness

*Occupational wellness refers to the personal satisfaction and enrichment derived from one's work.*

Occupational wellness looks different to every person, and often changes throughout the course of one's career. One person may define it as reaching the corner office, another says it's doing a job that they love, and another says the work day is a success if they answer half of the emails in their inbox.

Given the highly individualised nature of occupational wellness, organisations typically try to deliver professional wellbeing in their workplace by satisfying the other seven dimensions of wellbeing. Competitive [compensation packages](#), for example, address workers' need for financial health. Gym memberships support physical wellness, providing subscriptions to meditation apps can improve emotional wellbeing, team offsites fosters social wellbeing, professional development advances intellectual wellness, [flexible work arrangements](#) improve workplace environmental wellbeing, and team volunteer days bolster spiritual wellness.

Employee satisfaction measures how well all of these efforts come together to deliver occupational wellness – and workers say their current experience leaves something to be desired. Only one in five workers are extremely happy at their company. More than a quarter (27%) are only somewhat happy, and 14% are unhappy.

This is a costly ratio for employers. Dissatisfaction drives disengagement and turnover.<sup>13</sup> It also damages an employer's reputation, increasing talent acquisition costs.<sup>14</sup> Happy employees, on the other hand, are more engaged and productive. Call centre employees, for example, have been shown to make more calls, convert more calls into sales, and be more likely to operate on schedule when in a good mood.<sup>15</sup>

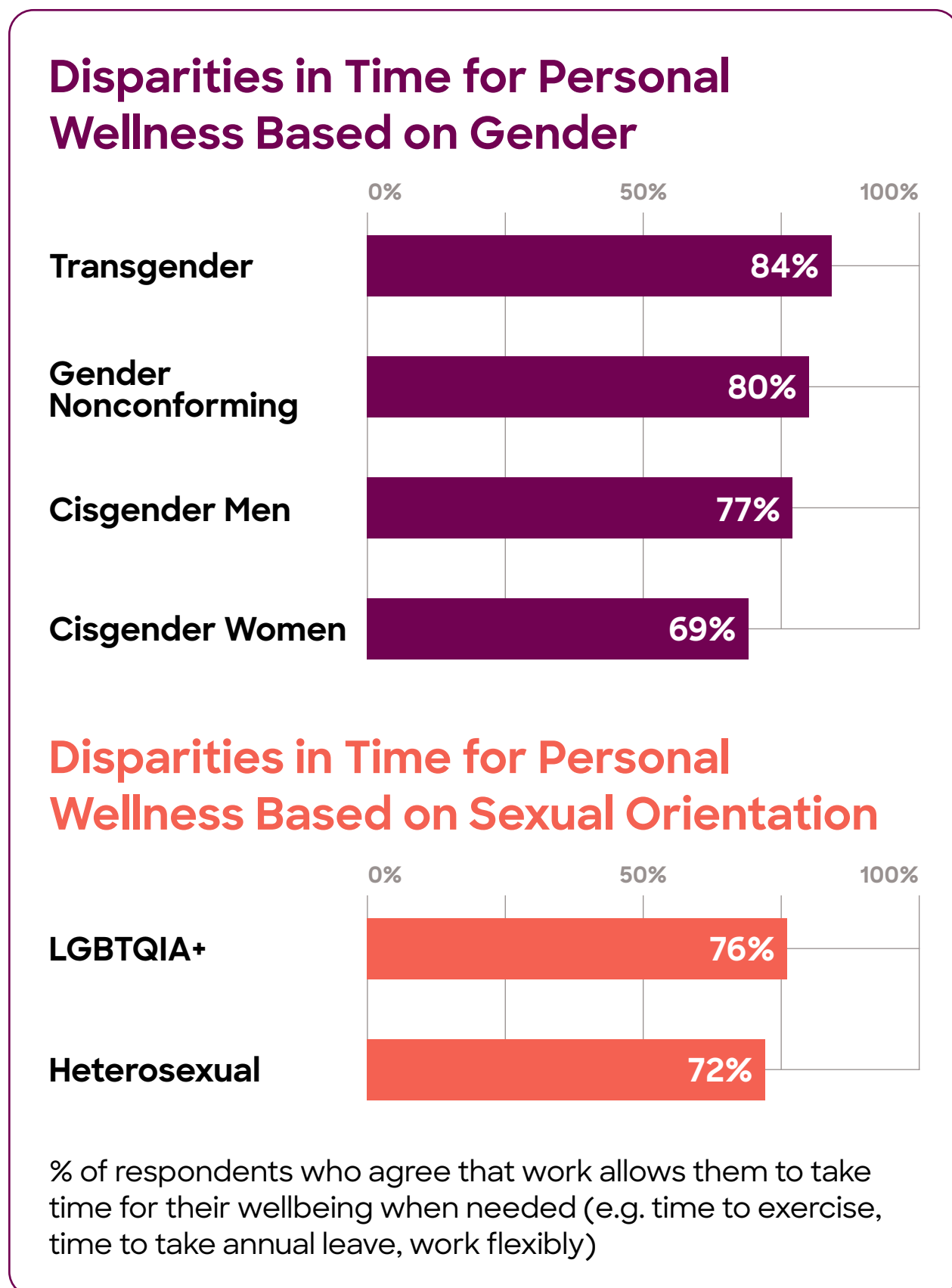
But far from advancing their wellbeing, many people say their occupation actually gets in the way of wellness: More than a quarter of people (27%) report their work does not allow them to take care of their wellbeing when needed, such as exercising during the workday, attending a counselling session, or taking a [mental health day](#).



The degree to which work gets in the way of wellbeing varies among identity groups. The employees most likely to say work gives them time to take care of themselves are transgender\* (84%) and gender nonconforming\*\* 80%) workers. Cisgender women are the least likely to have time to care for themselves, with nearly a third (31%) saying work does not allow them to take time for their wellbeing when needed. Twenty-three percent of cisgender men say the same. This gap is likely related to the gendered division of unpaid labour at home. Women in heterosexual partnerships continue to spend more time than their husbands on childcare and

housework than their husbands and less time at work or doing leisure activities – even when they earn more.<sup>16</sup> COVID-19 interruptions in child and elder care intensified these demands on their time, impacts which continue to affect their workforce participation.<sup>17</sup>

Engaging with employees' wellbeing has been shown to increase their job satisfaction. Four out of five employees who work for companies that support wellbeing say they enjoy work, and 85% say they plan to stay in their current roles.<sup>18</sup> The majority (65%) directly say having access to a [wellbeing programme](#) at work improved their productivity.<sup>19</sup>



**✓ Activation Toolkit**

A culture of wellbeing empowers workers to feel their best so they can do their best. Gympass equips companies and their employees with the robust platform they need to take care of every dimension of their wellbeing with services like **Thrive Global, MyFitnessPal, Strava, Headspace, and Fitness First.**

[Talk to a Wellbeing Specialist](#)

\*According to recent estimates from the PEW Research Center, 5% of the United States is transgender or gender nonconforming.<sup>20</sup> Given the lack of global data, that figure was used in this study as an international baseline. Five percent of workers in this survey identified as transgender – 35 transgender women and 99 transgender men – qualifying it as a sufficient sample size for statistical analysis. The small sample of transgender women meant it was not possible to generate statistically significant findings about their wellbeing, so the aggregate responses of transgender men and women are presented together in this report. \*\*The gender identities included in gender nonconforming are: agender, gender fluid, nonbinary, queer, third-gender, two-spirit, and other. Fifteen percent of respondents identified as gender nonconforming.

### 2.2.3 Physical Wellness

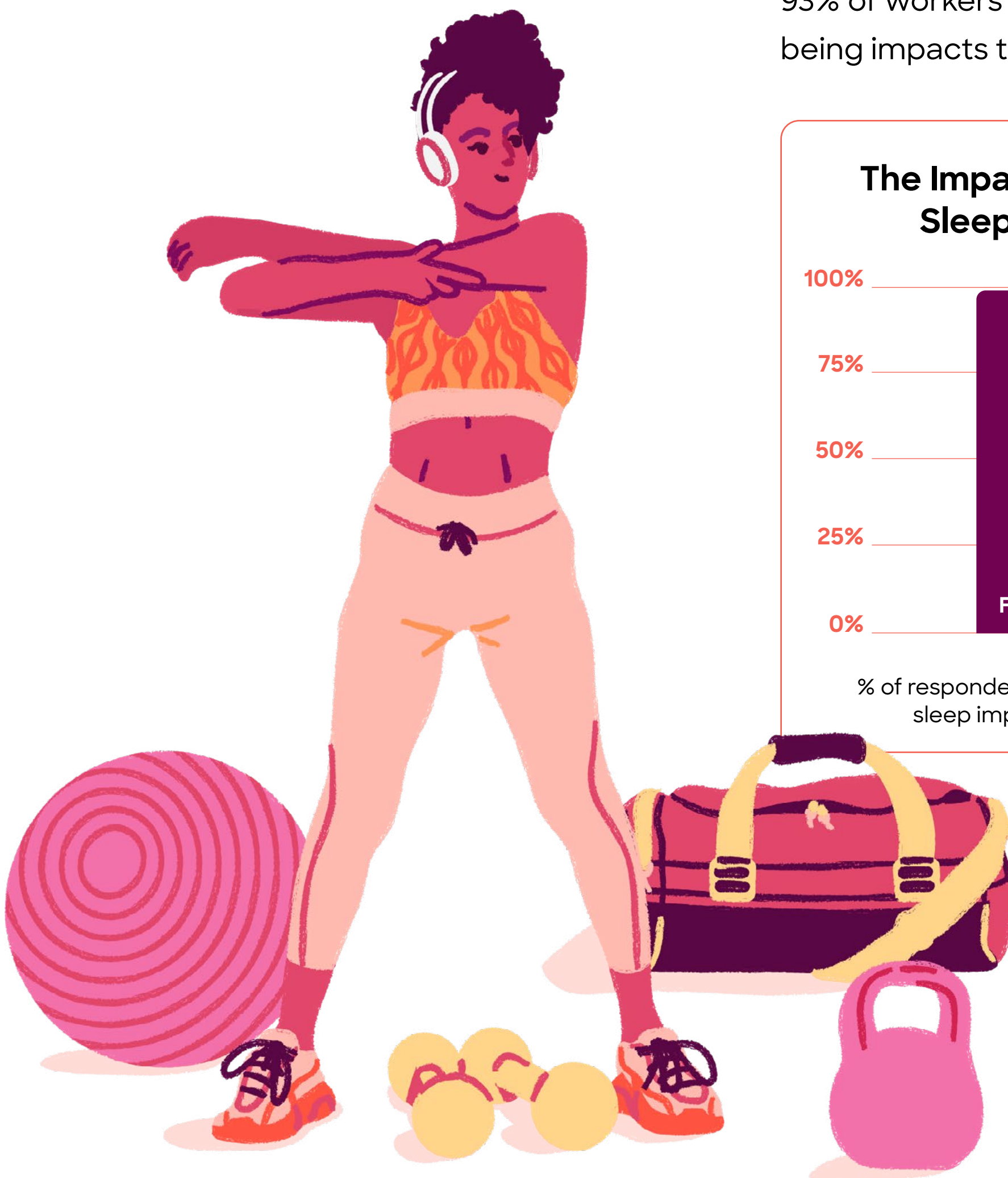
*Physical wellness refers to the overall health and vitality of your body, free from any illnesses or conditions.*

Worker productivity is tightly tied to physical wellness, which many employees say they lack.

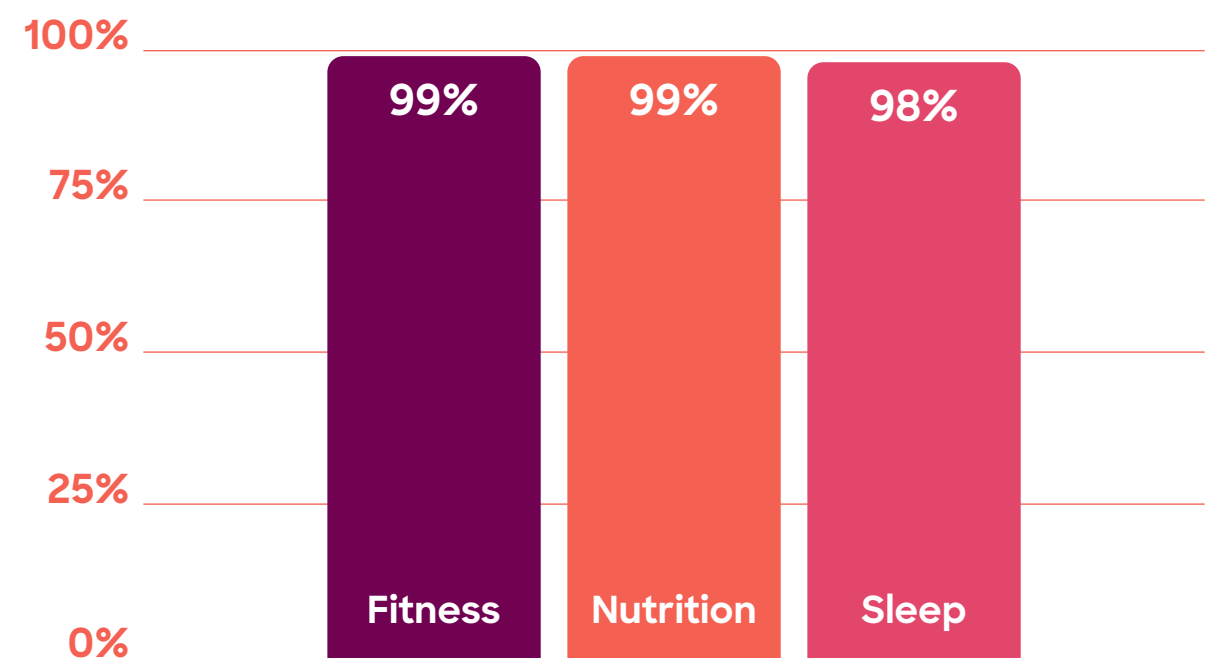
The signs of low physical wellness are widespread: One in four respondents (26%) say they are unfit, about two out of five (19%) report having a poor diet, and one in four (27%) rate their sleep as at least somewhat unhealthy. Suffering from any one of these issues is deleterious to one's wellbeing. Taken together, they can have a compounding effect.

Employees are eager to improve their physical wellness. Nine out of 10 employees report taking steps to improve their sleep, and three out of five track their nutrition in some way. And most would love more support: 85% say nutritionists and trainers would help them achieve their nutritional and fitness goals.

[Improving physical wellness](#) stands to boost productivity. Workers are in near-unanimous agreement that their fitness (99%), sleep (98%), and nutrition (99%) matter to their overall wellbeing. The vast majority also say their physical health determines their professional performance, with 93% of workers reporting that their physical wellbeing impacts their work productivity.



#### The Impact of Fitness, Nutrition & Sleep to Overall Wellbeing



% of respondents who say their fitness, nutrition and sleep impacts overall employee wellbeing

Independent research supports their perception.

Employees who exercise are less likely to suffer from productivity drops.<sup>21</sup> Having a poor diet makes it more likely that a worker suffers from decreased productivity, and productivity losses due to fatigue cost U.S. employers an estimated \$201 billion dollars a year.<sup>22</sup>

Many companies have begun to accommodate the crucial role they play in employee wellbeing, with 79% of respondents saying their company offered at least one wellness benefit.

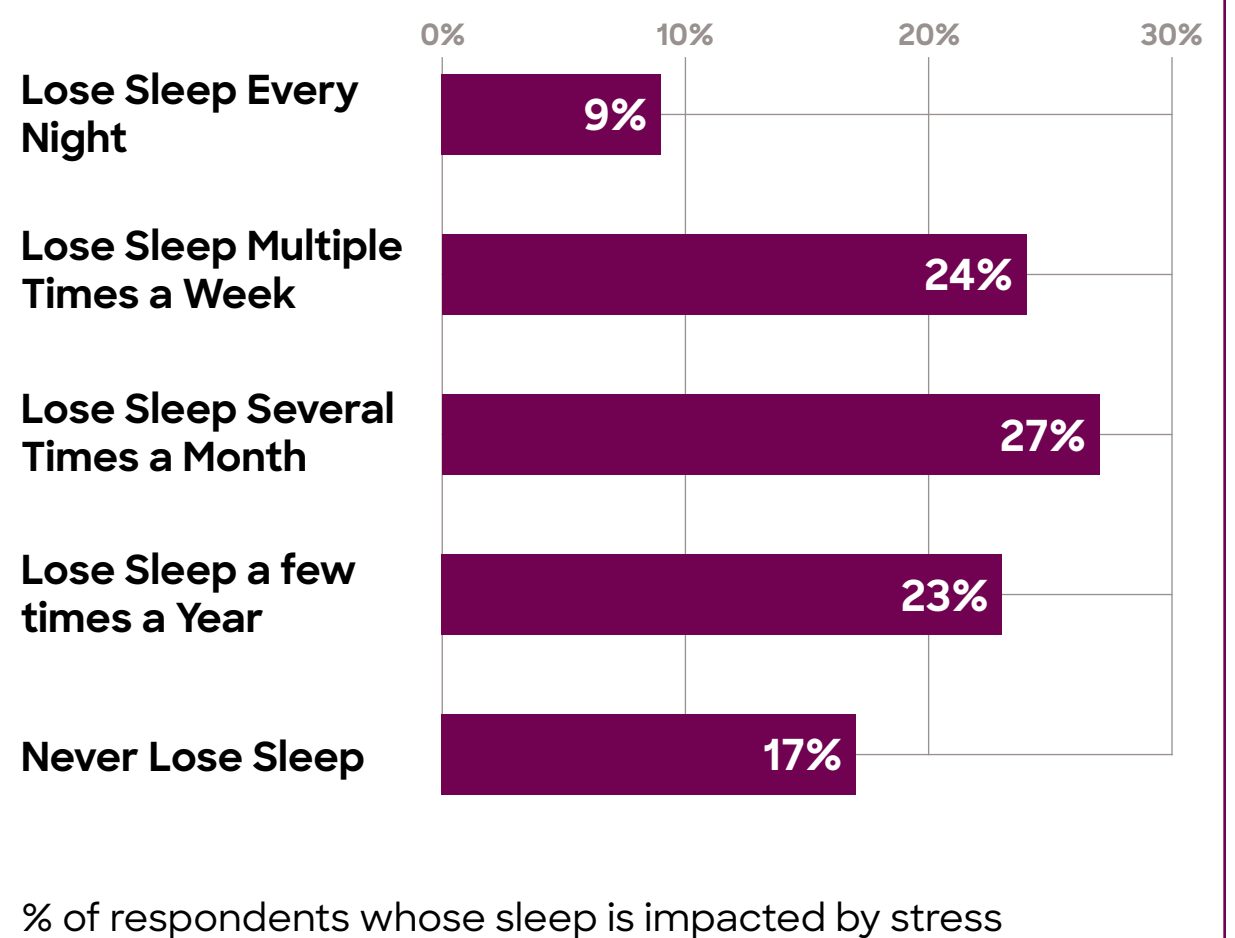
Despite these efforts, many organisations are still getting in their own way.

Over half of workers report their job itself disrupts multiple aspects of their wellbeing. In such cases, this neglect of worker wellbeing kickstarts a self-defeating cycle of lost output and degraded wellness.

Sixty percent of workers, for example, say that work stress keeps them up a few times a month or more. About one in ten says work stress keeps them up every night. Even short-term sleep deprivation impairs thinking, leaves people emotionally strained, and can slow the physical reactions important to preventing accidents in active work environments.<sup>23</sup>

Workers feel this negative impact. Respondents who lose sleep over work say it most commonly decreases their emotional wellbeing, motivation, and productivity at work. This situation can easily spiral, with lost sleep decreasing productivity to the point of causing additional stress, pushing workers to lose more sleep, further harming their performance.

### The Impact of Work Stress on Sleep



Most workers also say their job gets in the way of taking care of their fitness and [nutrition](#). Sixty-three percent of workers say their job makes it hard to work out. Employees who don't exercise regularly are 50% more prone to presenteeism than those who work out often.<sup>24</sup>

Over half of workers (58%) also say work makes it hard to eat healthy. That's a lot of productivity left on the table when nearly four out of five (79%) of workers say the quality of their work would improve with a better diet. Research backs up this stance: Employees with healthy diets are 25% more likely to have higher job performance, and eating fruits and veggies four to five times a week boosts job performance by 20%.<sup>25</sup>

Employment demands that make it harder for people to take care of their physical health – sleep, nutrition, or exercise – ultimately make it harder for them to deliver the results asked of them.

Research shows [employee health](#) can be improved through workforce wellness programs. Such programs can, for example, help employees

get better sleep through sleep apps and exercise – effective tactics used by only 13% and 30% of the workforce, respectively.

Seventy-eight percent of HR leaders say their wellness programme reduces the cost of providing healthcare benefits, and 85% report decreased utilization of sick days.<sup>26</sup> Proprietary research of Gympass customers specifically show company healthcare costs drop by up to 35% when employees check in five or more times a month.<sup>27</sup>

✓ **Activation Toolkit**

Physical activity, sleep, and nutrition are keystones of physical wellbeing. Gympass partners like **Freeletics**, **F45**, **FizzUp**, **SleepCycle** and **LifeSum** give employees a strong foundation for physical health.

[Talk to a Wellbeing Specialist](#)



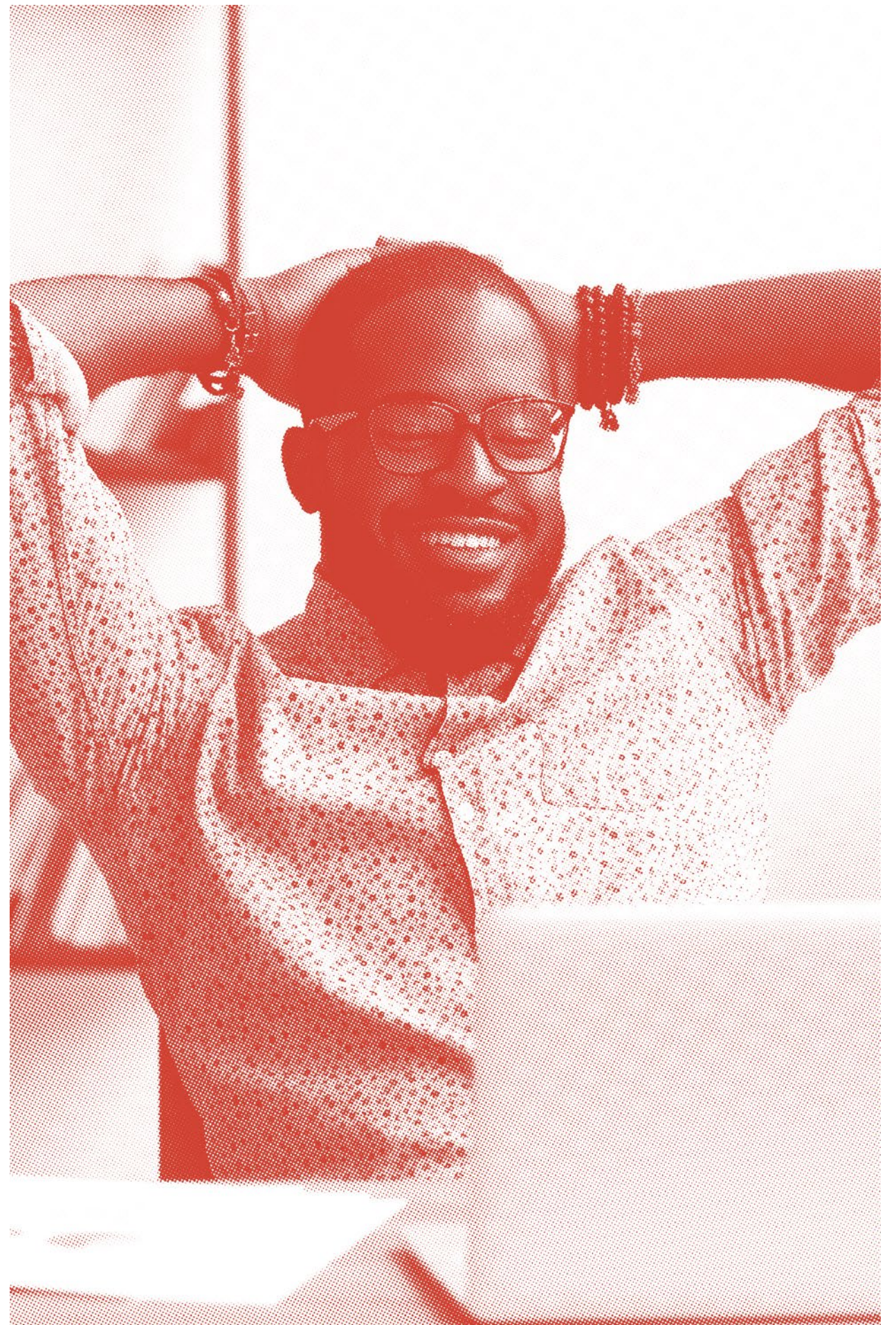
*Replacing processed office snacks like candy bars with healthy options, such as carrots or apples, can make it easier for employees to have a nutritious diet.*

## 2.2.4 Emotional Wellness

*Emotional wellness is the practice of acknowledging your feelings and managing your emotions in a constructive, productive manner.*

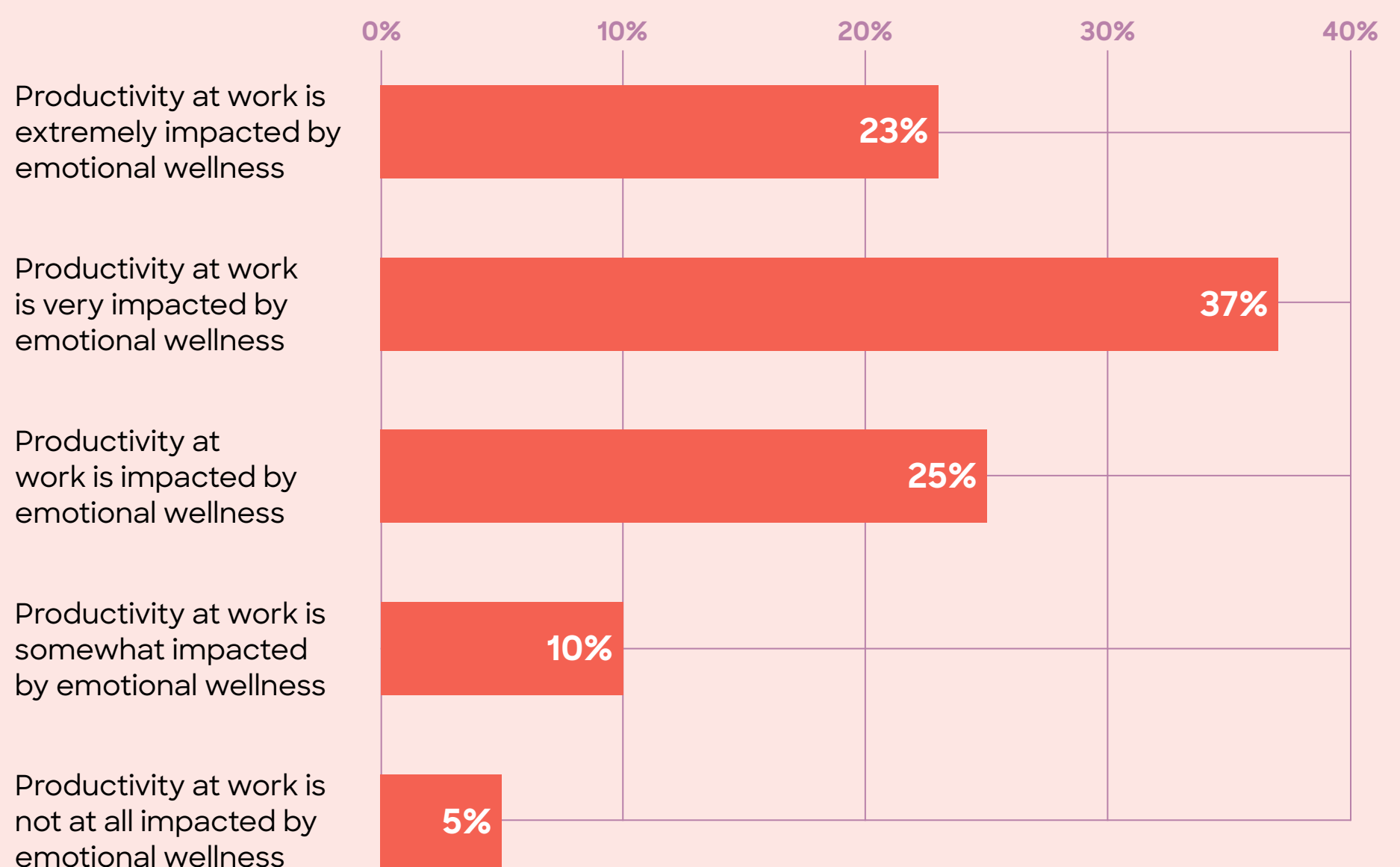
Emotional wellness is a top priority for workers around the world. When asked which dimension of wellbeing is the most important, emotional wellness was the most popular choice, and nearly all (99%) say their emotional wellness is important to their overall wellbeing. More than a third (35%) say it is extremely important to their overall wellbeing, and 43% say it is very important.

Most workers are far from actualising their full emotional health. Eighty-four percent of workers globally say their emotional wellness is at least somewhat healthy. What this doesn't show is that 39% of people say they are only somewhat healthy, and 5% say they have unhealthy emotional wellness. As 95% of workers say their emotional wellness impacts their productivity, these gaps drive major productivity drops.



### The Impact of Emotional Wellness on Productivity at Work

% of respondents whose emotional wellness influences their productivity at work



The proportion of workers who report their emotional wellbeing is at least somewhat healthy is similar across gender and sexual orientation groups. However – and perhaps surprisingly – traditionally marginalised groups were the most likely to report they are extremely emotionally healthy. Transgender employees were most likely to say this (28%), followed by gender nonconforming employees (20%). These two groups were also the most likely to say work gives them time to take care of their wellbeing (See Section 2.2.2 Occupational Wellness). This compares to 10% of cisgender women and 15% of cisgender men who say they are extremely emotionally healthy. LGBTQIA+ employees were slightly more likely than heterosexual employees to say the same (15% and 12%, respectively).

Transgender, gender nonconforming, and LGBTQIA+ individuals struggle with their emotional health more frequently than the general population, suffering from depression and anxiety more often than their cisgender and heterosexual counterparts.<sup>28</sup> Whether these mental health obstacles are the cause of medical or social factors have been long debated.<sup>29</sup> These groups often face systemic barriers to employment, for example, which results in above-average rates of under- and unemployment.<sup>30/31/32</sup> This can lead to economic stresses that degrade mental health.

As this survey only included individuals with a full-time job, these figures represent a specific subsection of these populations. The better-than-average emotional health of these subpopulations suggests social and economic acceptance can have a large impact on the [mental wellbeing](#) of these groups. Self-selection may also be a contributing factor; it is possible these workers expend additional time and energy finding an environment where they will be accepted, and that the companies who hire them are more



likely to be structured for social wellness and inclusive wellbeing.

Taken as a whole, employees globally say their emotional wellbeing has a resounding impact on their ability to perform professionally: 95% say their emotional wellness impacts their productivity, with nearly a quarter (23%) saying their productivity is extremely impacted by their emotional state.

As with physical wellness, workers report their jobs often have a counterproductive impact on their emotional wellbeing. The overwhelming majority of employees (95%) say they experience stress during the work day. Nearly a third of workers (30%) typically experience high stress (defined as those who report being ‘extremely’ or ‘very’ stressed during the work day).

The impacts of stress can be so severe that The Centers for Disease Control and Prevention considers work stress “the leading workplace health problem and a major occupational health risk, ranking above physical inactivity and obesity.”<sup>33</sup>



Stress results in “accidents, absenteeism, employee turnover, diminished productivity, and direct medical, legal, and insurance costs” that cost the United States \$300 billion every year.<sup>34</sup>

It also degrades the social wellbeing of employees: Job stress affects the personal relationships of 70% of working adults,<sup>35</sup> and 91% say their work relationships are negatively impacted by their level of work stress.

Stress management programmes have become increasingly popular and are now one of the five most common wellness programmes offered by employers.<sup>36</sup> Such programmes stand to increase the low usage of research-based stress reduction tactics that workers are underutilising, such as

meditation apps (currently used by 13% of workers) and physical activity (used by less than half of workers). Therapy coverage as an employee benefit can reduce barriers to mental healthcare – an effective tool leveraged by only 14% of employees – and workplace policies that promote taking breaks in between meetings can protect mental health daily.

### ✓ Activation Toolkit

Addressing anxiety, improving mindfulness, and increasing focus all contribute to thriving emotionally. Giving employees access to services like **Headspace** and **Meditopia** through Gympass enables your workforce to enrich their mental wellbeing on their own schedule.

[Talk to a Wellbeing Specialist](#)



## 2.2.5 Social Wellness

*Social wellness refers to the state of having positive and healthy relationships with others. It encompasses the ability to interact with people effectively, establish and maintain healthy boundaries, and contribute to the wellbeing of both oneself and the community.*

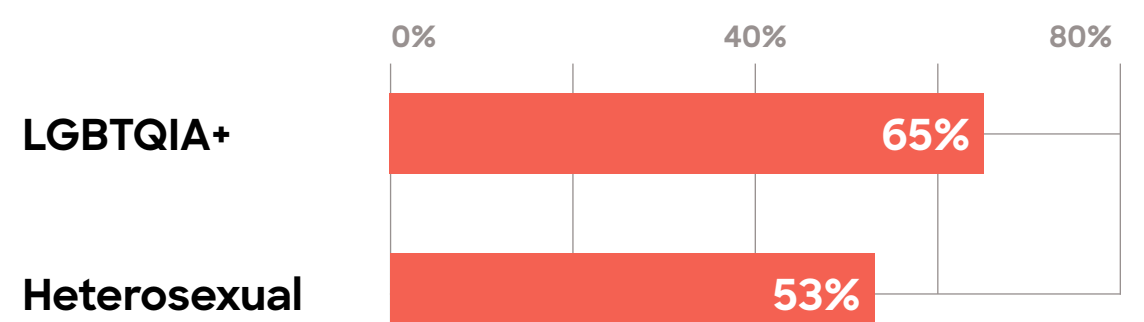
Having a best friend at work is good for more than employee engagement.<sup>37</sup> Nearly every respondent said their workplace relationships and sense of belonging impact their overall wellbeing (99% and 98%, respectively). Lacking either can negatively impact employee performance, with three out of five workers (60%) saying their productivity at work is lower when they feel lonely.

Employees report a largely sunny picture of their social wellness at work, but there are stress fractures. Just over half (53%) say their workplace relationships are healthy or extremely healthy. That leaves more than a third (36%) of workers with relationships that are only somewhat healthy, and one in ten who say their workplace relationships are at least somewhat unhealthy. And although 87% of people at least somewhat agree that they can bring their whole self to work, only 26% strongly agree. (There were no major differences in this response across identity groups.) Research shows that relational and belonging shortfalls hurt productivity, [retention](#), and an organisation's reputation.<sup>38</sup>

Most concerningly, one third of workers feel discriminated against at work at least some of the time, while 10% experience discrimination often and 5% always experience discrimination. Rates of discrimination vary across gender identity and sexual orientation. Despite reporting higher rates of emotional wellbeing, trans (74%) and gender nonconforming employees (71%) are still more

likely to say they experience discrimination than cisgender employees (Women: 54%; Men: 53%). LGBTQIA+ employees were also more likely to experience discrimination (65%) than heterosexual employees (53%). Across generations, Baby Boomers are the only age group where more than half of respondents (58%) say they never experience [discrimination in the workplace](#) (Gen Z: 37%; Millennials: 43%; Gen X: 47%).

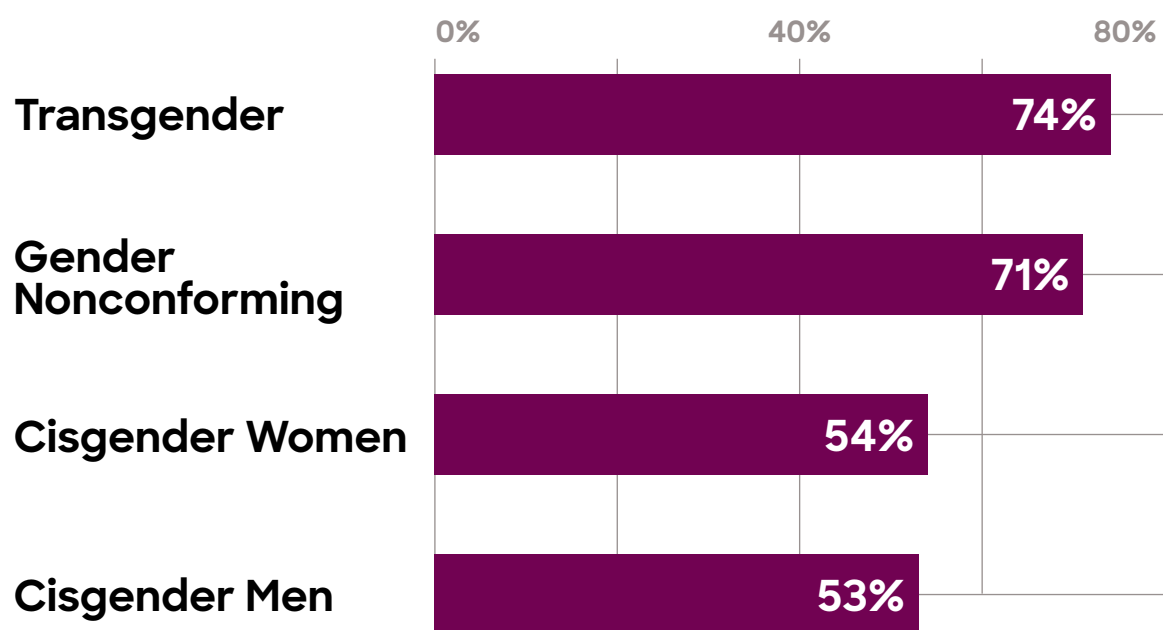
### The Reality of Workplace Discrimination Based on Sexual Orientation



% of respondents that experienced discrimination at work



### The Reality of Workplace Discrimination Based on Gender



% of respondents that experienced discrimination at work

Companies have the opportunity to improve social wellness for workers throughout the employee life cycle. Inclusive hiring practices and action-oriented, contextualised anti-bias training can boost talent diversity and make teams more welcoming.<sup>39</sup> [Team building activities](#) can also strengthen relationships between coworkers, improving team dynamics.<sup>40</sup>

Social belonging drives results: Diverse organisations are more innovative and profitable, and companies where workers feel like they belong see improved job performance, decreased turnover, and fewer sick days.<sup>41/42</sup>

#### ✓ Activation Toolkit

Group bonding is a critical component of social wellness in the workplace. Gympass can help you strengthen team bonds with group workouts at fitness providers like **SoulCycle**, or in-office activities like remote yoga classes

[Talk to a Wellbeing Specialist](#)

## 2.2.6 Financial Wellness

*Financial wellness is the practice of managing and growing your financial resources in a productive manner.*

A job is traditionally viewed as the way people care for their financial wellness, but this is not a one-way street. Workers around the world say their financial wellness also impacts how they do their job.

Nearly half of employees (46%) say personal finances are their main source of stress,<sup>43</sup> and more than a quarter of workers (26%) say they have unhealthy finances. (This characterisation is largely consistent across generational and identity groups.) Many more than that, however, have financial worries that reduce their focus: 66% of full-time employees say their financial situation distracts them from work. Over time, financial stress impacts physical wellness, causing ailments such as headaches, high blood pressure, heart dis-



ease, and chronic inflammation<sup>44/45</sup> – all of which further drive up company healthcare costs.

Personal finance concerns further reduce workplace productivity by disrupting employee sleep patterns – half of workers say their financial situation keeps them awake at night at least a few times a month.

Even short-term sleep deprivation can impact job performance, impair thinking, and reduce emotional capacity. Chronically poor sleep can cause cognitive decline – including dementia – and increase the risk of heart disease and obesity.<sup>46</sup> This, again, can increase the cost of healthcare benefits, implying that companies who underpay employees will ultimately overpay for health care.

Financial health is a top priority for workers across geographies and demographics. Essentially every worker surveyed (more than 99%) said their financial wellness impacts their overall wellbeing. Most, however, feel their current finances limit their overall wellness – 67% of respondents say their financial situation prevents them from investing in their wellbeing.

Many leaders are underestimating the extent of their workforce’s financial stress: Leaders are 28% more likely to say their employees are financially healthy than their employees are to say they are financially healthy.<sup>47</sup>

Inflation is exacerbating the issue: Less than half (45%) of recruiters say their company’s salary increases are keeping pace with inflation, compared to the majority (59%) of employees who say their compensation isn’t keeping up with the cost of living expenses.<sup>48/49</sup>

To address such concerns, many employers have begun to include financial support in their wellbeing initiatives

Four out of five companies that offer financial support boost employee engagement, satisfaction, and retention.<sup>50</sup> Participants in such financial wellbeing programmes report improved physical and mental health – and lower stress levels – than non-participants.<sup>51</sup>

### ✓ Activation Toolkit

Tracking and managing money allows employees to make the most of their resources. Gympass’ partnership with financial budgeting apps like **Mobills** gives employees the control they need to boost their financial wellbeing.

[Talk to a Wellbeing Specialist](#)

## 2.2.7 Intellectual Wellness

*Intellectual wellness is the practice of engaging your curiosity to learn new things and expand your perspective.*

Bored employees are bad for business: 93% of workers say their productivity is impacted by how intellectually stimulating they find their work tasks. And while most workers find some interest in their work, intellectual disengagement is common – one in five workers saying their work is not intellectually stimulating.

High levels of disengagement diminish a company’s bottom line, as [employee engagement](#) levels can have a profound effect on organisational outcomes.

It's estimated that partially and completely disengaged employees cost the world \$8.8 trillion in lost productivity.<sup>52</sup> Engagement levels can also impact an organisation's rates of absenteeism, safety incidents, turnover rates, shrinkage, customer loyalty, product quality, sales, and profitability.<sup>53</sup>

In a win-win for employers, workers say helping them get better at what they do improves their intellectual wellbeing: 89% of workers say that professional development in their field is important to keeping them engaged at work. But many are missing out on these potential benefits, with more than a quarter (26%) of employees reporting their company does not offer professional development opportunities.

Among organisations that do, the most common offerings are workshops and seminars, webinars

and online courses, professional certifications, and conferences. But employees want more, with only 29% of employees reporting they are satisfied with their career advancement opportunities.<sup>54</sup> Management and leadership training, professional certifications, and technical training are the types of professional development most popular with employees.<sup>55</sup>

### ✓ Activation Toolkit

Feed your workforce's curiosity, broaden their horizons, and embrace new experiences with a diverse range of wellness experiences. With Gympass, they can discover how to optimise their daily routine with **Fabulous**, take care of their nutrition with **StrongerU**, or pick a new skill with a personal remote trainer through **Traniac**, or try a new-to-them activity with any of Gympass' thousands of other wellness partners.

[Talk to a Wellbeing Specialist](#)



## 2.2.8 Spiritual Wellness

*Spiritual wellness is defined as expanding a sense of purpose and meaning in life, including one's morals and ethics. It may or may not involve religious activities.*

Reams of research show that igniting a sense of purpose improves loyalty in customers and employees alike.<sup>56</sup> This has inspired many companies to operate as purpose-driven organisations in order to harness the power of helping people become a part of something bigger than themselves. This is a well placed priority, as 78% of workers say their spiritual wellness impacts their productivity at work.

And employees say companies are largely delivering on this push. The bulk of full-time workers (86%) say they find purpose and meaning in the work they do. A similar ratio – 84% – report their values and ethics align with those of their employer's.

But meaningful work is only part of the equation. Companies would do well to improve their support for other aspects of spiritual wellbeing. Only 25% of employees say that their employer always accommodates their religious practices. And, while eight out of 10 workers say participating in charitable activities is important for their wellbeing, more than a third (36%) say their company rarely or never gives employees time for charitable activities.

While these additional aspects of spiritual wellbeing are often treated as separate from the world of work, engaging with them can aid business outcomes. Turnover drops by more than 50% when recent hires participate in a company's charitable programmes, such as structured volunteering.<sup>57</sup>



### ✓ Activation Toolkit

Help your employees cultivate purpose and meaningful rituals in their day-to-day lives. With Gympass partners like the meditation app **Headspace**, the habit log app **Fabulous**, and workout trackers like **Hevy**.

[Talk to a Wellbeing Specialist](#)

## 2.2.9 Environmental Wellness

*Environmental wellness is the practice of maintaining and occupying a safe, healthy, and pleasant environment.*

Environmental wellbeing is a powerful determinant of workplace wellness, with nine out of 10 employees saying their workplace environment wellbeing impacts their productivity.

This relationship between work setting and output became a central question for employers at the start of the pandemic. More than two years later, the debate has not faded. The World Health Organisation declared the global COVID-19 Public Health Emergency over on May 5, 2023<sup>58</sup> and companies are still trying to decide what work looks like in a post-pandemic world.

To date, working in a professional setting is the most common workplace environment: Over half of workers in this survey (57%) say they work in an office, a quarter have hybrid employment, and 18% work at home. Cross-analysis of the data produced no macro trend between the groups of workers in each setting – consistent differences in self-reported wellbeing are more closely tied with how workers feel about their work environment. In other words, wellbeing doesn't improve because everyone is working from home or because reconvening in the office. What boosts wellbeing is working in the environment you prefer (see Section 3.2).

Feeling safe is a major factor determining an individual's environmental wellbeing. Eleven percent of workers worldwide say they feel physically unsafe at work, while 17% feel psychologically unsafe. Feeling unsafe at work can decrease performance, hampering collaboration and willingness to propose creative solutions.<sup>59</sup> Cross-analysis of global responses found no major differences in rates of self-reported workplace safety between gender identity or sexual orientation groups.

Employers are aware of the importance of worker safety, with one in four organisations saying that psychological safety is a key aspect of talent retention.<sup>60</sup> Leaders can promote psychological safety within their organisation through recognising employee contributions, avoiding blame, advocating for diversity, and establishing open lines of communication.<sup>61</sup> Following industry regulations, providing adequate breaks, and ensuring employees have access to enough water and food – especially for skilled workers – all improve physical health and safety in the workplace.

As with all other aspects of wellbeing, nurturing environmental wellness comes back around: Employee safety improves productivity across industries.<sup>62/63</sup>



### ✓ Activation Toolkit

On-demand wellness services enable employees to make any location conducive to their wellbeing. Gympass' extensive network of wellbeing apps and on-demand courses – like **Strava**, **LesMills+**, **Barry's** and **BuddyFit** – lets your employees access wellness any time, anywhere.

[Talk to a Wellbeing Specialist](#)

### ↓ THE BOTTOM LINE

*Employees recognise that the dimensions of wellness traditionally viewed as separate from professional wellbeing are actually foundational to their professional performance. They expect employers to act accordingly in support of holistic wellness.*

# WELLBEING INEQUALITY IN THE WORKPLACE





# It is evident that nurturing wellness can improve life for employers and employees alike

A deeper analysis of survey results, however, reveals wellbeing disparities in the workforce.

---

As explored in Section 2, sporadic differences in self-reported wellbeing appear between gender, age, and sexual orientation groups. But most consistent wellbeing differences track along seniority levels and accommodation of employees' preferred work environments. Such inequalities – which limit productivity, inclusivity, and performance – are directly tied to an organisation's structure and operations, putting them within a company's sphere of influence.



# 3.1

## Wellbeing Improves With Seniority

Workers across seniority levels see the value of wellbeing, responding at near-identical rates that their financial, physical, emotional, and social wellbeing are important to their overall wellbeing.

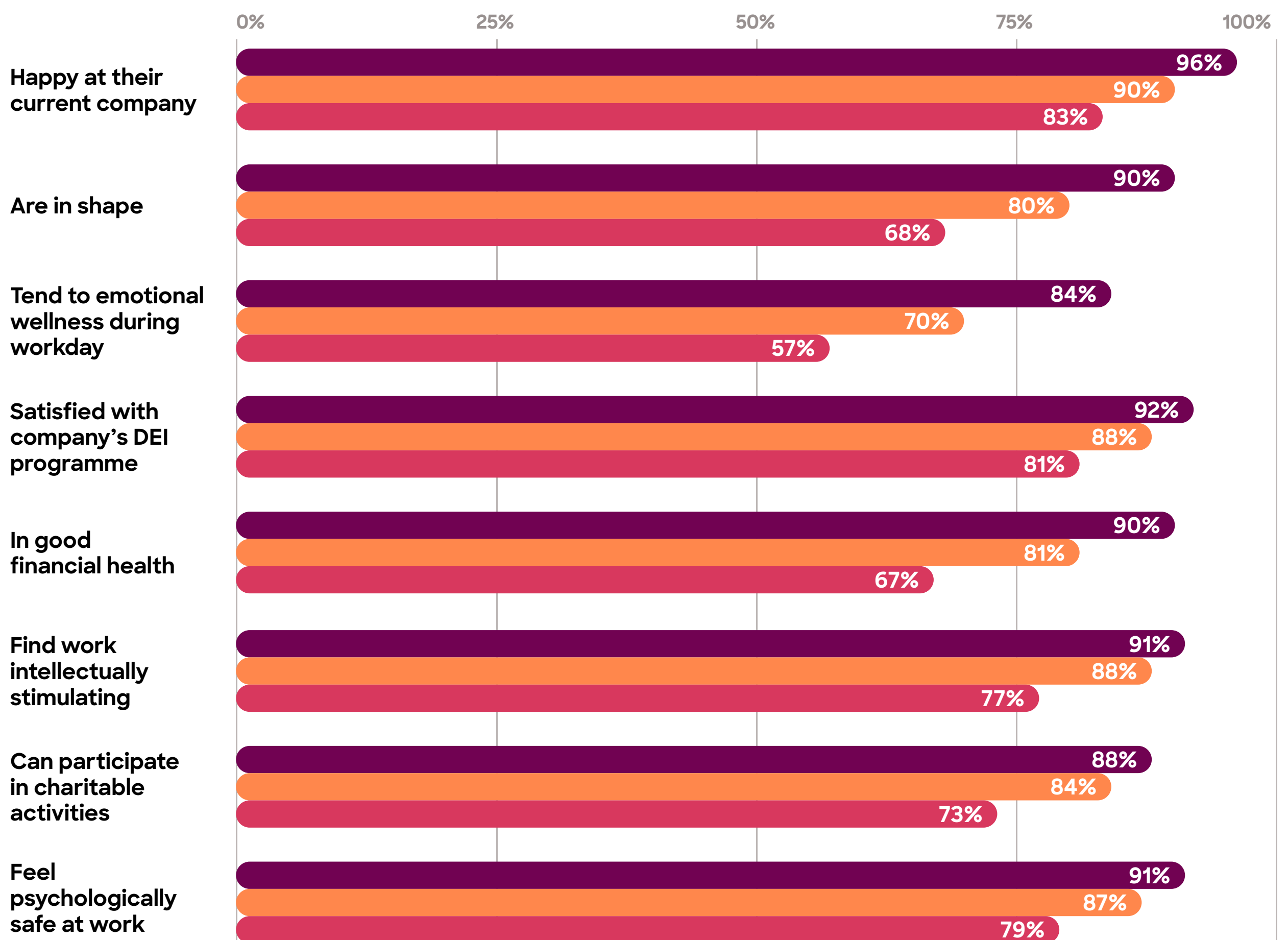
But equal values do not translate into equal wellness.

The higher up somebody works within an organisation, the higher their self-reported wellness: Leaders\* report better wellbeing than managers,\*\* and managers have higher wellbeing than non-managers.\*\*\*

### The Impact of Seniority on Wellness

A comparison of how seniority impacts different facets of wellness

● Leaders ● Managers ● Non-managers



\*The job titles included in the leaders category include: Owner, C-level/Executive vice president, Senior vice president/Vice president, Director/Associate Director.

\*\*The job titles included in the managers category include Senior Manager/Manager.. \*\*\*The job titles included in the non-managerial category include Specialist, Operator, Technician, Consultant, Teacher/Professor, and Other.

Eighty-one percent of leaders say they are good or thriving, for example, compared to 62% of managers and 53% of non-managers. They are also the most likely to say work allows them to take care of their wellbeing: 91% of leaders say their job enables them to take care of their wellness. This falls to 76% among managers and to 66% for non-managerial employees. This decrease in wellbeing from leaders to managers, and then in managers to non-managers is also seen in how respondents rate their:

- Nutritional health
- Sleep health
- Ability to tend to emotional wellness during the work day
- Health of work relationships
- Finding meaning and purpose in work
- Alignment between one's personal values and morals and their employer's values and morals
- Sense of physical safety
- Feelings of psychological safety
- Ability to bring their whole self to work
- Losing sleep over personal finances

The elevated wellbeing of senior employees may inhibit them from noticing when the greater workforce is in need of additional wellbeing support. **Seventy-seven percent of executives say the mental wellbeing of their workers improved over the last year, for example, while only 33% of their employees say the same.** A similar disparity exists across social, financial, and physical wellbeing.<sup>64</sup> *Leaders must be careful not to confuse their own wellness with*

*the wellness of their workforce.* This could prevent them from spotting opportunities to boost employee wellbeing or from making wellness investments that would boost productivity.

The data does not indicate whether seniority boosts wellness or if employees with better wellbeing are more likely to reach senior positions. From a productivity perspective, the impact is the same. Large swaths of an organisation's workers are experiencing wellbeing deficits that artificially cap their output. Providing programmes and resources tailored to support non-managerial employees stands to boost productivity in a group that constitutes the majority of the workforce.



# 3.2

## Working Where You Want is Good for Your Health

It's the question every company is looking to answer: What is the best work environment? Should employees come to the office to harness the power of face-to-face conversation? Or are they outweighed by the pros of remote work, like skipping a commute and increased schedule autonomy? Or does hybrid deliver the best of both worlds?

For all the debate, the answer is simple.

*The best work environment is the one you prefer.*

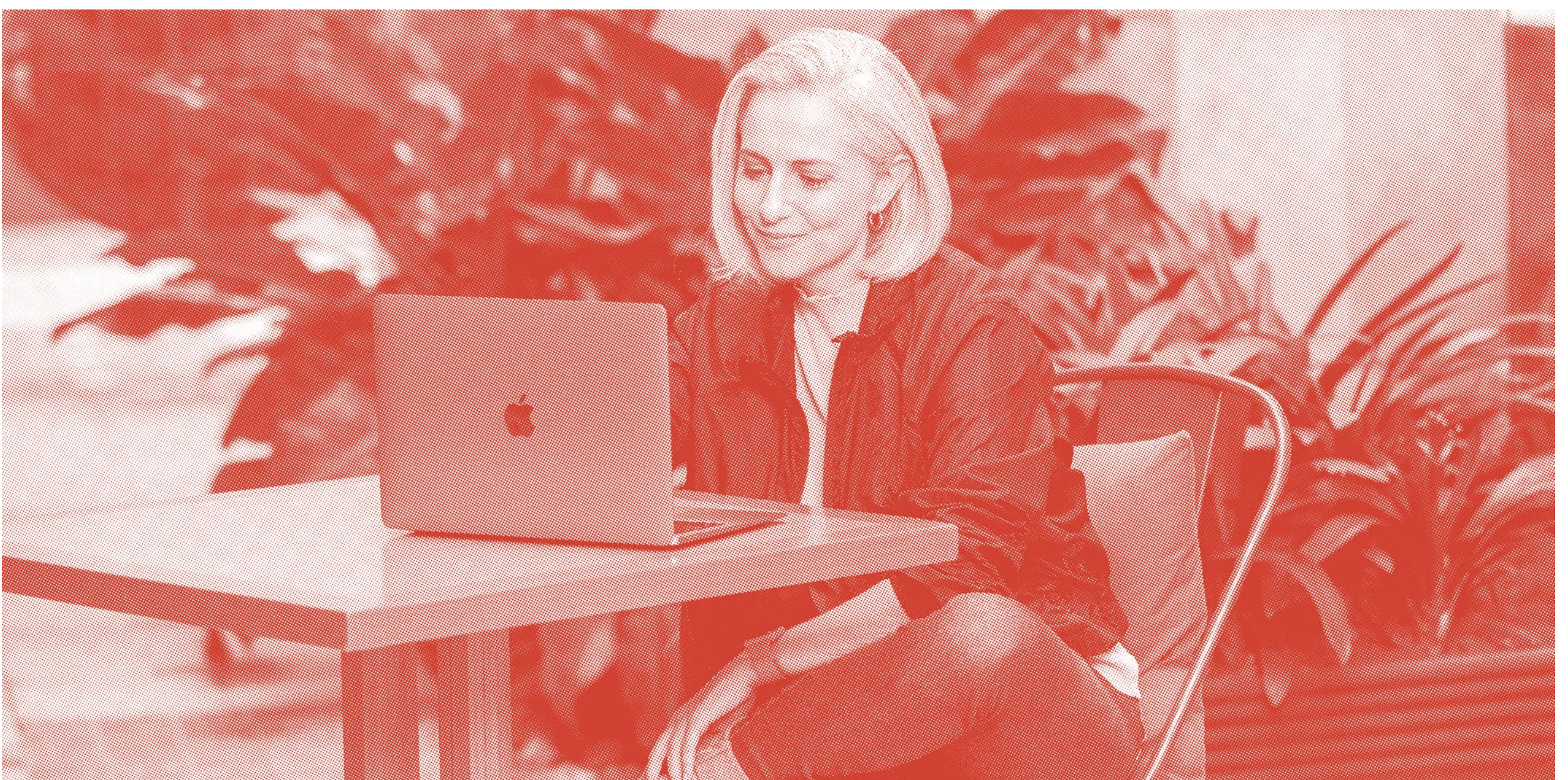
Employees surveyed by Gympass reported whether they work in an office, at home, or hybrid. They then selected which of the three environments from which they would prefer to work.

Their results show there is no best place to work. Employees report similar rates of wellbeing across office, home, and [hybrid work environments](#). But when you compare those working in their preferred environment with those in their non-preferred en-

vironment, there is a clear difference: Employees in their preferred work environment report higher wellbeing across the board. **In fact, workers in their non-preferred environment were twice as likely to report that they were “struggling” or “really struggling” compared to employees in their preferred environment.** This suggests that location flexibility – where possible – may be the best approach to supporting worker wellness.

Workers in their preferred environment, for example, are more likely to say their work enables them to care for their wellbeing when needed. Some of the other wellbeing benefits of being in your preferred work environment include:

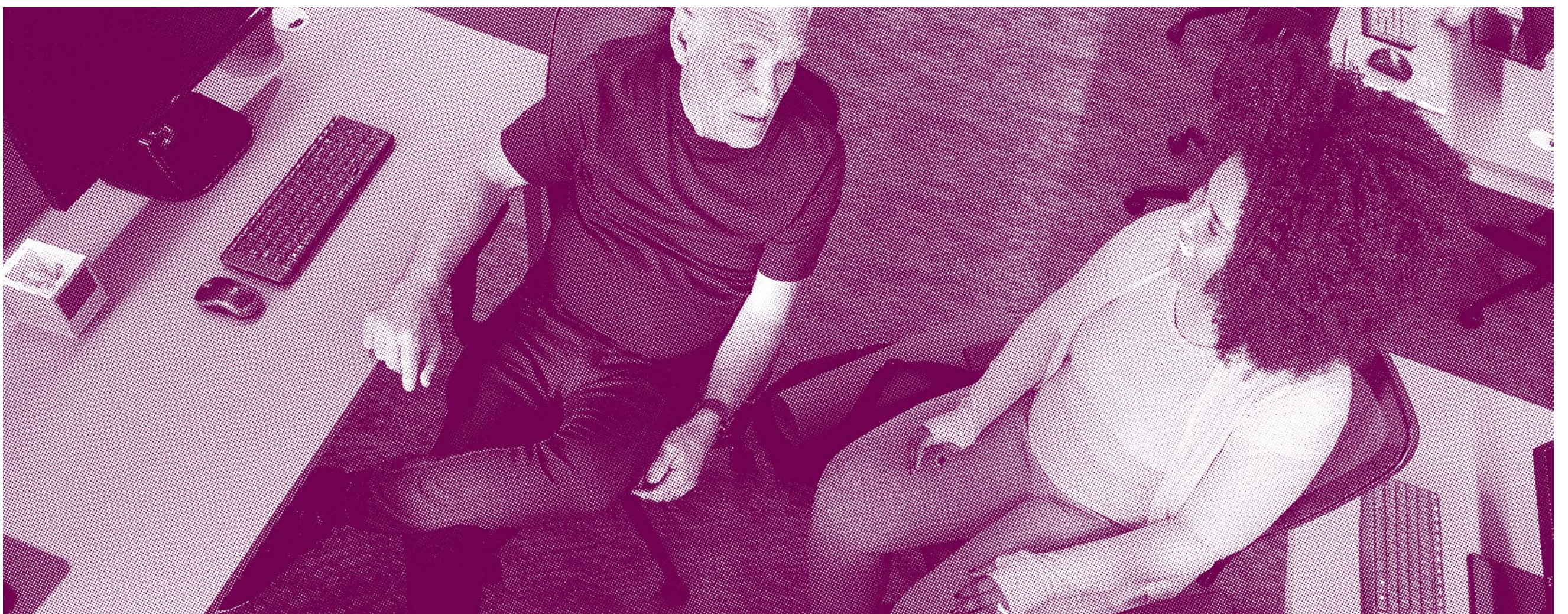
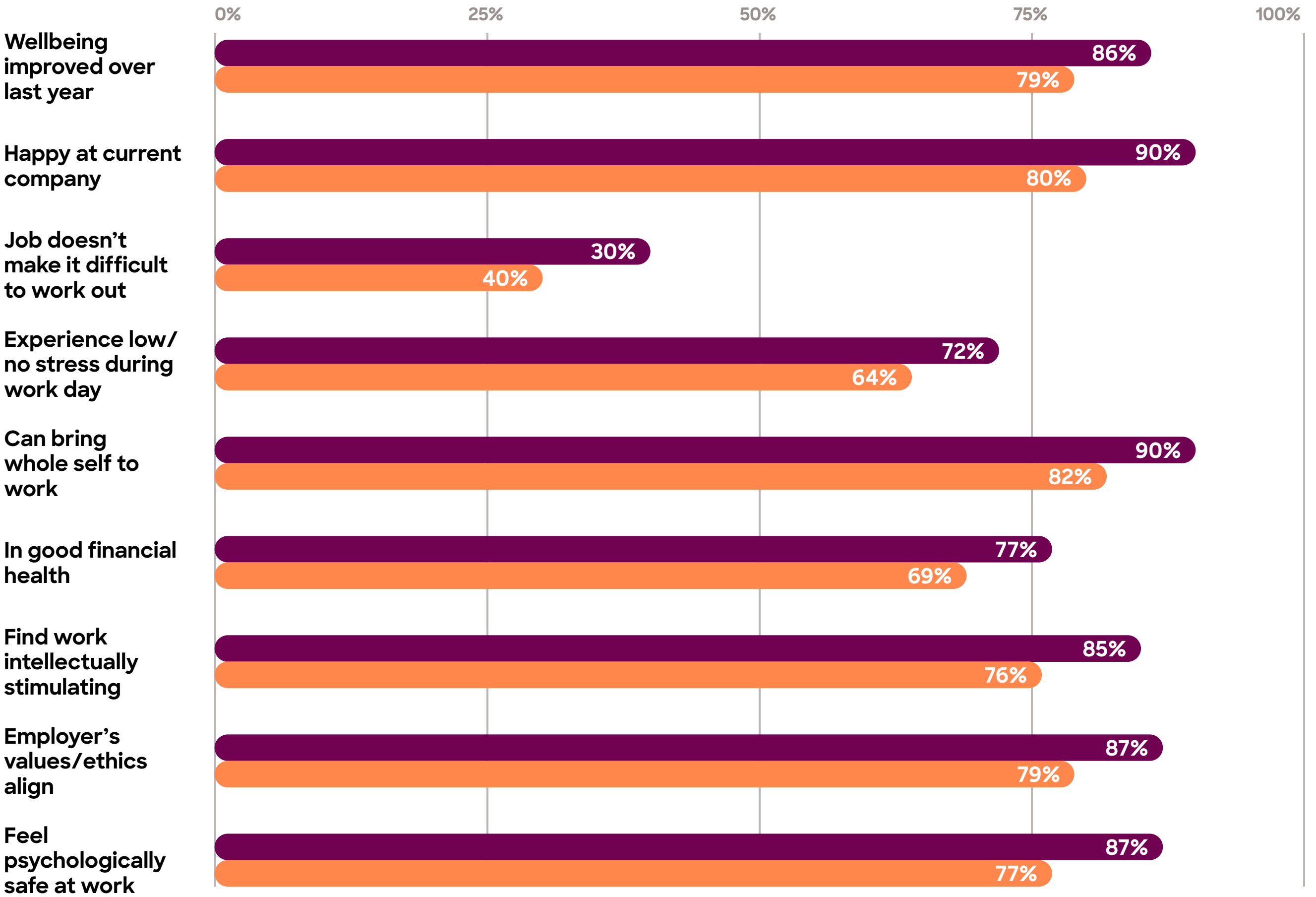
- **Better health of workplace relationships**
- **Lower stress levels**
- **Better emotional wellbeing**
- **Less sleep lost from work stress**
- **Higher satisfaction with workplace DEI programmes.**



## The Impact of Workplace Preference on Wellness

A comparison of how disparities in workplace preference impact different facets of wellness

● Preferred working environment ● Non-preferred working environment



More than a third of workers overall wish they had a different work environment, turning this wellness gap into a widespread productivity drain.

|         | In Preferred Work Environment | Wish They Had a Different Work Environment |
|---------|-------------------------------|--|
| Office  | 60%                           | 39%  |
| Hybrid  | 64%                           | 36%  |
| At Home | 72%                           | 28%  |

A comparison of workers who are in their preferred work environment to those that are not.

Some of this disparity may be a result of what different workers prioritise when looking for a job. Employees in their preferred work environment are more likely to say they will prioritise employee wellbeing during their next job hunt than those in their non-preferred work environment. This preference can easily translate into employees being more likely to skip job opportunities that are not their ideal work setup.

But this self sorting does not make their wellness any less of a concern for their employers. Disregarding wellbeing does not decrease its impact on productivity. In fact, workers in their non-preferred work environment are actually more likely to say their emotional, physical, and environmental wellness impacts their productivity, that their productivity decreases when they are lonely or find their tasks uninteresting, and that their finances distract them from work.

Flex policies that permit employees to operate from their preferred workplace can enable companies to support their employees' individual environment preferences. Companies that cannot offer work-

place flexibility – such as for construction or factory workers – may find external wellness programmes a particularly useful tool to inject flexibility into a more rigid work environment. A flexible wellbeing platform that offers holistic wellness solutions (See Section 6) allows employees to take care of themselves in a customised way that can reduce the impact of their environmental miss-match.

↓ THE BOTTOM LINE

*How a company operates can improve or degrade worker wellbeing. Many organisations are currently limiting their own success with structures that cap wellbeing based on seniority or work environment. Greater customisation of wellness supports and work setups can reduce these inequalities.*

CONCLUSION

## 4 Conclusion

# There is no productivity without wellbeing

Sick people cannot bring their A-game, stressed people are distracted, and exhausted people cannot focus. Being well is the foundation of working well.

---

Employees around the world see this connection. Wellbeing is now a guiding light for employment decisions, and there is not a single dimension of wellbeing they consider unrelated to their career. Every part of life cast as separate from work is actually what enables professional performance.

Companies that grasp this connection have the opportunity to deliver an employee experience optimised for wellbeing and productivity, because they are one in the same. This is particularly important for tackling the persistent workforce wellness inequalities based on identity, workplace preference, and seniority. These deficits are not inevitable – they are driven by workplace factors, putting them within an organisation's sphere of influence.

The complex, interrelated nature of wellbeing requires a holistic approach to eliminating these inequalities. Fortunately, this complexity also means that organisations have various tactics available to improve wellness. From gym memberships to budgeting app subscriptions, nutrition trackers to virtual personal trainers, therapy coverage to charity days, professional development to meditation

---

apps – the multitude of options mean employers and employees alike can cultivate a wellness plan suited to their individual needs. They are further aided by the fact that one solution can improve multiple dimensions of wellbeing. Meditation, for example, aids emotional wellbeing. At the same time, it [eliminates stress](#) to improve sleep and improve focus. One intervention can provide multiple dividends. And the better integrated these tactics are into a singular platform, the more easily they are utilised in concert.

How people tend to their wellbeing evolves over time. It changes day to day, and every person will experience wellbeing highs and lows over the course of their career. This means there is no set-it-and-forget-it wellness solution. Tending to wellbeing requires a holistic solution that keeps up with times. And given the profound impact it has on an organisation's output, worker wellbeing deserves the same hawkish attention devoted to EBITDA and corporate taxes. It is as fundamental to business success as any other market condition – but this is one organisation can control.





# 5 Worldwide Wellness



Zooming in from the global analysis, this section examines worker wellbeing in each of the nine surveyed countries

– Argentina, Brazil, Chile, Germany, Italy, Mexico, Spain, the United Kingdom, and the United States.

Wellness rates are presented overall, as well as by gender, sexual orientation, and race. These results provide HR and business leaders with a powerful insight into where their country is delivering worker wellbeing, and where gaps can be closed to improve productivity.\*

\*The major takeaways presented at the top of each region pull from questions with response sets of at least 30 people. As a result, while the responses of transgender individuals are included in regional charts, they are not factored into the key takeaways as no region had 30 or more transgender participants in its response set. This is also the case for several regional race categories. The number of respondents for each identity group is indicated in parentheses next to the identity group name.

# 5.1 Argentina

Argentinian employees are among the most likely to consider leaving a company that does not focus on employee wellbeing. They are also heavily engaged in their employer's wellbeing benefits. Among the 569 respondents, 94% said their emotional wellness impacts their productivity while 88% indicate their productivity is impacted by their physical wellbeing.

Employees in Argentina are the second-most likely to say their wellbeing declined since 2022 (20%), with only U.K. workers reporting wellness drops at a higher rate (28%). When considering gender identity, 21% of cisgender men say their wellbeing dropped – the highest rate among the surveyed countries. Conversely, the highest rate of wellbeing improvements was reported by gender-nonconforming employees (83%). Among racial identities, those who selected 'other' are the least likely to say they are good or thriving (50%) or to report wellbeing improvements (72%).



**93%**

**of workers consider their wellbeing at work to be equally important as their salary.**

**90%**

**of workers say they would consider leaving a company that does not focus on employee wellbeing.**

**85%**

**of workers engage with their employer's wellbeing benefits.**

My wellbeing \_\_\_\_\_ from 2022 to 2023.

|                      |     |
|----------------------|-----|
| Improved Drastically | 19% |
| Improved Slightly    | 27% |
| Improved             | 34% |
| Declined             | 16% |
| Declined Drastically | 4%  |

|                      | Woman<br>Cisgender (158) | Man<br>Cisgender (168) | Transgender (10) | Gender Non-<br>Conforming (190) |
|----------------------|--------------------------|------------------------|------------------|---------------------------------|
| Improved Drastically | 18%                      | 17%                    | 20%              | 24%                             |
| Improved Slightly    | 28%                      | 27%                    | 30%              | 31%                             |
| Improved             | 35%                      | 35%                    | 40%              | 29%                             |
| Declined             | 13%                      | 20%                    | 10%              | 12%                             |
| Declined Drastically | 5%                       | 2%                     | 0%               | 5%                              |

|                      | Heterosexual (470) | LGBTQIA+ (93) |
|----------------------|--------------------|---------------|
| Improved Drastically | 17%                | 25%           |
| Improved Slightly    | 30%                | 24%           |
| Improved             | 34%                | 33%           |
| Declined             | 16%                | 13%           |
| Declined Drastically | 4%                 | 5%            |

**My wellbeing \_\_\_\_\_ from 2022 to 2023.**

|                      | Amerindian (37) | Of African descent (19) | White (449) | Other (36) | Rather not say (41) |
|----------------------|-----------------|-------------------------|-------------|------------|---------------------|
| Improved Drastically | 32%             | 21%                     | 14%         | 17%        | 17%                 |
| Improved Slightly    | 16%             | 37%                     | 22%         | 33%        | 27%                 |
| Improved             | 38%             | 26%                     | 26%         | 22%        | 42%                 |
| Declined             | 8%              | 16%                     | 12%         | 22%        | 10%                 |
| Declined Drastically | 5%              | 0%                      | 3%          | 6%         | 5%                  |

**How would you currently rate your overall wellbeing?**

|                   |     |
|-------------------|-----|
| Thriving          | 17% |
| Good              | 45% |
| Okay              | 31% |
| Poor              | 5%  |
| Struggling        | 1%  |
| Really Struggling | <1% |

|                   | Woman Cisgender (158) | Man Cisgender (168) | Transgender (10) | Gender Non-Conforming (190) |
|-------------------|-----------------------|---------------------|------------------|-----------------------------|
| Thriving          | 12%                   | 12%                 | 20%              | 24%                         |
| Good              | 53%                   | 46%                 | 50%              | 40%                         |
| Okay              | 27%                   | 35%                 | 20%              | 28%                         |
| Poor              | 6%                    | 5%                  | 0%               | 6%                          |
| Struggling        | 1%                    | 0%                  | 10%              | 2%                          |
| Really Struggling | <1%                   | 1%                  | 0%               | <1%                         |

**How would you currently rate your overall wellbeing?**

|                   | Heterosexual (470) | LGBTQIA+ (93) |
|-------------------|--------------------|---------------|
| Thriving          | 15%                | 29%           |
| Good              | 46%                | 37%           |
| Okay              | 33%                | 23%           |
| Poor              | 5%                 | 9%            |
| Struggling        | <1%                | 3%            |
| Really Struggling | 1%                 | 0%            |

|                   | Amerindian (37) | Of African descent (19) | White (449) | Other (36) | Rather not say (41) |
|-------------------|-----------------|-------------------------|-------------|------------|---------------------|
| Thriving          | 33%             | 21%                     | 13%         | 11%        | 12%                 |
| Good              | 46%             | 42%                     | 34%         | 39%        | 46%                 |
| Okay              | 14%             | 26%                     | 25%         | 36%        | 34%                 |
| Poor              | 5%              | 11%                     | 4%          | 8%         | 5%                  |
| Struggling        | 3%              | 0%                      | <1%         | 3%         | 2%                  |
| Really Struggling | 0%              | 0%                      | <1%         | 3%         | 0%                  |

**The Impact of Wellbeing on Productivity**

**Occupational** → 85% of workers say they are happy working at their current company.

**Physical** → 88% of workers say their physical wellbeing impacts their work productivity.

**Emotional** → 94% of workers say their emotional wellness impacts their productivity.

**Intellectual** → 94% of people say their productivity at work is impacted by how engaging they find their work tasks.

**Environmental** → 89% of people say their workplace environmental wellbeing impacts their productivity.

**Spiritual** → 69% say their spiritual wellbeing impacts their productivity at work.

**Financial** → 66% of people say their financial situation distracts them from work.

**Social** → 56% say their productivity at work is lower when they feel lonely.

# 5.2 Brazil

Brazilians say they're a content and focused workforce overall – but there is still room for improvement. It leads the pack in occupational wellness, with the highest proportion of workers who say they are happy at their current company (93%). Among the 576 respondents in Brazil, 64% said their emotional wellness impacts their productivity while 62% indicate their productivity is impacted by their physical wellbeing. Personal finances also stand out as uniquely distracting when compared to other countries.

It is also the nation with the highest rate of gender nonconforming workers who say their wellbeing improved from 2022 to 2023 (96%). Among racial identities in Brazil, those who selected 'other' are the least likely to say they are good or thriving (53%), or to report wellbeing improvements (77%).



**95%**

**of workers consider their wellbeing at work to be equally important as their salary.**

**92%**

**of workers say they would consider leaving a company that does not focus on employee wellbeing.**

**84%**

**of workers engage with their employer's wellbeing benefits.**

My wellbeing \_\_\_\_\_ from 2022 to 2023.

|                      |     |
|----------------------|-----|
| Improved Drastically | 31% |
| Improved Slightly    | 20% |
| Improved             | 37% |
| Declined             | 9%  |
| Declined Drastically | 3%  |

|                      | Woman<br>Cisgender (226) | Man<br>Cisgender (211) | Transgender (13) | Gender Non-<br>Conforming (100) |
|----------------------|--------------------------|------------------------|------------------|---------------------------------|
| Improved Drastically | 31%                      | 25%                    | 15%              | 46%                             |
| Improved Slightly    | 20%                      | 20%                    | 31%              | 19%                             |
| Improved             | 36%                      | 40%                    | 54%              | 31%                             |
| Declined             | 9%                       | 12%                    | 0%               | 4%                              |
| Declined Drastically | 4%                       | 4%                     | 0%               | 0%                              |

|                      | Heterosexual (502) | LGBTQIA+ (74) |
|----------------------|--------------------|---------------|
| Improved Drastically | 31%                | 34%           |
| Improved Slightly    | 20%                | 19%           |
| Improved             | 37%                | 37%           |
| Declined             | 10%                | 8%            |
| Declined Drastically | 3%                 | 3%            |



**My wellbeing \_\_\_\_\_ from 2022 to 2023.**

|                      | Asian (39) | White (381) | Indian or Native (15) | Black or African American (99) | Other (43) | Rather not say (7) |
|----------------------|------------|-------------|-----------------------|--------------------------------|------------|--------------------|
| Improved Drastically | 26%        | 31%         | 33%                   | 37%                            | 23%        | 14%                |
| Improved Slightly    | 21%        | 20%         | 20%                   | 19%                            | 26%        | 29%                |
| Improved             | 46%        | 37%         | 40%                   | 35%                            | 28%        | 43%                |
| Declined             | 8%         | 9%          | 7%                    | 7%                             | 16%        | 15%                |
| Declined Drastically | 0%         | 3%          | 0%                    | 1%                             | 7%         | 0%                 |

**How would you currently rate your overall wellbeing?**

|                   |     |
|-------------------|-----|
| Thriving          | 24% |
| Good              | 39% |
| Okay              | 28% |
| Poor              | 6%  |
| Struggling        | 1%  |
| Really Struggling | 1%  |

|                   | Woman Cisgender (226) | Man Cisgender (211) | Transgender (13) | Gender Non-Conforming (100) |
|-------------------|-----------------------|---------------------|------------------|-----------------------------|
| Thriving          | 23%                   | 23%                 | 15%              | 31%                         |
| Good              | 43%                   | 35%                 | 39%              | 38%                         |
| Okay              | 23%                   | 34%                 | 39%              | 25%                         |
| Poor              | 7%                    | 7%                  | 8%               | 6%                          |
| Struggling        | 2%                    | 1%                  | 0%               | 0%                          |
| Really Struggling | 3%                    | <1%                 | 0%               | 0%                          |

**How would you currently rate your overall wellbeing?**

|                   | Heterosexual (502) | LGBTQIA+ (74) |
|-------------------|--------------------|---------------|
| Thriving          | 24%                | 26%           |
| Good              | 39%                | 38%           |
| Okay              | 28%                | 24%           |
| Poor              | 6%                 | 8%            |
| Struggling        | 1%                 | 3%            |
| Really Struggling | 1%                 | 1%            |

|                   | Asian (39) | White (381) | Indian or Native (15) | Black or African American (99) | Other (43) | Rather not say (7) |
|-------------------|------------|-------------|-----------------------|--------------------------------|------------|--------------------|
| Thriving          | 15%        | 27%         | 20%                   | 24%                            | 19%        | 0%                 |
| Good              | 44%        | 38%         | 40%                   | 39%                            | 35%        | 57%                |
| Okay              | 33%        | 27%         | 20%                   | 28%                            | 28%        | 43%                |
| Poor              | 5%         | 6%          | 20%                   | 7%                             | 9%         | 0%                 |
| Struggling        | 2%         | <1%         | 0%                    | 1%                             | 5%         | 0%                 |
| Really Struggling | 0%         | 2%          | 0%                    | 0%                             | 5%         | 0%                 |

**The Impact of Wellbeing on Productivity**

**Occupational** → 93% of workers say they are happy working at their current company.

**Physical** → 62% of workers say their physical wellbeing impacts their work productivity.

**Emotional** → 64% of workers say their emotional wellness impacts their productivity.

**Intellectual** → 56% of people say their productivity at work is impacted by how engaging they find their work tasks.

**Environmental** → 51% of people say their workplace environmental wellbeing impacts their productivity.

**Spiritual** → 44% say their spiritual wellbeing impacts their productivity at work.

**Financial** → 72% of people say their financial situation distracts them from work.

**Social** → 61% say their productivity at work is lower when they feel lonely.

# 5.3 Chile

Chilean workers are the second most likely to say their work is equally important to their salary, (95%, tied with Brazil), and third most likely to engage with their employer’s wellbeing benefits (85%). Among the 573 respondents in Chile, emotional wellbeing stands out as the most valued dimension, with 95% of employees saying their emotional wellness impacts their productivity. Physical wellness is also critical, with 90% of respondents indicating it impacts their productivity at work.

Within the workforce, gender nonconforming employees report the highest rates of wellbeing improvement from 2022 to 2023 of any gender identity group (86%), slightly more than cis-gender men (85%). Among racial groups, those with two or more ethnicities are least likely to say wellbeing improved (79%) or that they are thriving or good (50%).



**95%**

**of workers consider their wellbeing at work to be equally important as their salary.**

**89%**

**of workers say they would consider leaving a company that does not focus on employee wellbeing.**

**86%**

**of workers engage with their employer’s wellbeing benefits.**

My wellbeing \_\_\_\_\_ from 2022 to 2023.

|                      |     |
|----------------------|-----|
| Improved Drastically | 18% |
| Improved Slightly    | 30% |
| Improved             | 35% |
| Declined             | 13% |
| Declined Drastically | 3%  |

|                      | Woman<br>Cisgender (120) | Man<br>Cisgender (127) | Transgender (17) | Gender Non-<br>Conforming (229) |
|----------------------|--------------------------|------------------------|------------------|---------------------------------|
| Improved Drastically | 13%                      | 21%                    | 47%              | 17%                             |
| Improved Slightly    | 29%                      | 19%                    | 24%              | 35%                             |
| Improved             | 38%                      | 45%                    | 24%              | 33%                             |
| Declined             | 18%                      | 10%                    | 6%               | 13%                             |
| Declined Drastically | 3%                       | 5%                     | 0%               | 1%                              |

|                      | Heterosexual (480) | LGBTQIA+ (85) |
|----------------------|--------------------|---------------|
| Improved Drastically | 18%                | 4%            |
| Improved Slightly    | 30%                | 5%            |
| Improved             | 36%                | 6%            |
| Declined             | 13%                | 2%            |
| Declined Drastically | 3%                 | <1%           |

**My wellbeing \_\_\_\_\_ from 2022 to 2023.**

|                         | Amerindian (72) | White (233) | Mixed/<br>Two or more<br>ethnicities (133) | Other (38) | Rather<br>not say (105) |
|-------------------------|-----------------|-------------|--|------------|-------------------------|
| Improved<br>Drastically | 33%             | 16%         | 16%  | 16%        | 18%                     |
| Improved<br>Slightly    | 24%             | 31%         | 25%  | 37%        | 37%                     |
| Improved                | 31%             | 40%         | 38%  | 26%        | 29%                     |
| Declined                | 11%             | 12%         | 17%  | 16%        | 12%                     |
| Declined<br>Drastically | 1%              | 1%          | 4%   | 5%         | 3%                      |

**How would you currently rate your overall wellbeing?**

|                   |     |
|-------------------|-----|
| Thriving          | 16% |
| Good              | 41% |
| Okay              | 34% |
| Poor              | 6%  |
| Struggling        | 2%  |
| Really Struggling | 1%  |

|                      | Woman<br>Cisgender (120) | Man<br>Cisgender (127) | Transgender (17) | Gender Non-<br>Conforming (229) |
|----------------------|--------------------------|------------------------|------------------|---------------------------------|
| Thriving             | 13%                      | 18%                    | 18%              | 17%                             |
| Good                 | 35%                      | 49%                    | 47%              | 39%                             |
| Okay                 | 43%                      | 26%                    | 29%              | 35%                             |
| Poor                 | 5%                       | 5%                     | 6%               | 6%                              |
| Struggling           | 3%                       | 3%                     | 0%               | 2%                              |
| Really<br>Struggling | <1%                      | 0%                     | 0%               | 2%                              |

**How would you currently rate your overall wellbeing?**

|                   | Heterosexual (480) | LGBTQIA+ (85) |
|-------------------|--------------------|---------------|
| Thriving          | 16%                | 14%           |
| Good              | 41%                | 47%           |
| Okay              | 34%                | 28%           |
| Poor              | 6%                 | 7%            |
| Struggling        | 2%                 | 4%            |
| Really Struggling | 1%                 | 0%            |

|                   | Amerindian (72) | White (233) | Mixed/<br>Two or more<br>ethnicities (133) | Other (38) | Rather<br>not say (105) |
|-------------------|-----------------|-------------|--|------------|-------------------------|
| Thriving          | 25%             | 14%         | 13%  | 16%        | 17%                     |
| Good              | 40%             | 48%         | 37%  | 45%        | 32%                     |
| Okay              | 25%             | 30%         | 42%  | 24%        | 40%                     |
| Poor              | 8%              | 6%          | 7%   | 5%         | 6%                      |
| Struggling        | 1%              | 1%          | <1%  | 8%         | 3%                      |
| Really Struggling | 0%              | <1%         | <1%  | 3%         | 2%                      |

**The Impact of Wellbeing on Productivity**

**Occupational** → 82% of workers say they are happy working at their current company.

**Physical** → 90% of workers say their physical wellbeing impacts their work productivity.

**Emotional** → 95% of workers say their emotional wellness impacts their productivity.

**Intellectual** → 91% of people say their productivity at work is impacted by how engaging they find their work tasks.

**Environmental** → 92% of people say their workplace environmental wellbeing impacts their productivity.

**Spiritual** → 73% say their spiritual wellbeing impacts their productivity at work.

**Financial** → 69% of people say their financial situation distracts them from work.

**Social** → 54% say their productivity at work is lower when they feel lonely.

# 5.4 Germany

Of all countries surveyed, German workers are the most likely to say their productivity is impacted by their physical (98%), environmental (97%), and spiritual wellbeing (96%). Many, however, are experiencing wellbeing deficits, as Germany hosts the second-highest proportion of workers who say they are poor, struggling, or really struggling (12%) when asked to rate their overall wellbeing.

Within the workforce, cisgender men are the most likely to say they are good or thriving (64%) and that their wellbeing improved between 2022 and 2023 (88%). Seventy-seven percent of employees with a migration background say their wellbeing improved since last year, compared to 86% of employees without an immigration background.



**92%**

**of workers consider their wellbeing at work to be equally important as their salary.**

**83%**

**of workers say they would consider leaving a company that does not focus on employee wellbeing.**

**65%**

**of workers engage with their employer's wellbeing benefits.**

My wellbeing \_\_\_\_\_ from 2022 to 2023.

|                      |     |
|----------------------|-----|
| Improved Drastically | 22% |
| Improved Slightly    | 27% |
| Improved             | 34% |
| Declined             | 10% |
| Declined Drastically | 6%  |

|                      | Woman<br>Cisgender (168) | Man<br>Cisgender (148) | Transgender (31) | Gender Non-<br>Conforming (175) |
|----------------------|--------------------------|------------------------|------------------|---------------------------------|
| Improved Drastically | 15%                      | 26%                    | 23%              | 25%                             |
| Improved Slightly    | 36%                      | 38%                    | 39%              | 31%                             |
| Improved             | 30%                      | 24%                    | 26%              | 28%                             |
| Declined             | 10%                      | 10%                    | 10%              | 11%                             |
| Declined Drastically | 8%                       | 3%                     | 3%               | 5%                              |

|                      | Heterosexual (454) | LGBTQIA+ (120) |
|----------------------|--------------------|----------------|
| Improved Drastically | 21%                | 27%            |
| Improved Slightly    | 34%                | 39%            |
| Improved             | 28%                | 21%            |
| Declined             | 11%                | 8%             |
| Declined Drastically | 7%                 | 5%             |



**My wellbeing \_\_\_\_\_ from 2022 to 2023.**

*Responses based on respondents immigration background.*

|                      | Yes (159) | No (468) |
|----------------------|-----------|----------|
| Improved Drastically | 21%       | 27%      |
| Improved Slightly    | 34%       | 39%      |
| Improved             | 28%       | 21%      |
| Declined             | 11%       | 8%       |
| Declined Drastically | 7%        | 5%       |

**How would you currently rate your overall wellbeing?**

|                   |     |
|-------------------|-----|
| Thriving          | 17% |
| Good              | 40% |
| Okay              | 31% |
| Poor              | 6%  |
| Struggling        | 5%  |
| Really Struggling | 1%  |

|                   | Woman<br>Cisgender (168) | Man<br>Cisgender (148) | Transgender (31) | Gender Non-<br>Conforming (175) |
|-------------------|--------------------------|------------------------|------------------|---------------------------------|
| Thriving          | 17%                      | 24%                    | 10%              | 13%                             |
| Good              | 37%                      | 41%                    | 45%              | 43%                             |
| Okay              | 34%                      | 30%                    | 39%              | 30%                             |
| Poor              | 6%                       | 3%                     | 3%               | 9%                              |
| Struggling        | 5%                       | 2%                     | 3%               | 3%                              |
| Really Struggling | 1%                       | <1%                    | 0%               | 2%                              |

**How would you currently rate your overall wellbeing?**

|                   | Heterosexual (454) | LGBTQIA+ (120) |
|-------------------|--------------------|----------------|
| Thriving          | 17%                | 15%            |
| Good              | 40%                | 39%            |
| Okay              | 32%                | 31%            |
| Poor              | 5%                 | 9%             |
| Struggling        | 5%                 | 4%             |
| Really Struggling | 1%                 | 2%             |

| <i>Broken down by immigration status.</i> | Yes (159) | No (468) |
|---|-----------|----------|
| Thriving                                  | 16%       | 17%      |
| Good                                      | 39%       | 41%      |
| Okay                                      | 31%       | 31%      |
| Poor                                      | 7%        | 5%       |
| Struggling                                | 4%        | 5%       |
| Really Struggling                         | 3%        | 1%       |

**The Impact of Wellbeing on Productivity**

**Occupational** → 83% of workers say they are happy working at their current company.

**Physical** → 98% of workers say their physical wellbeing impacts their work productivity.

**Emotional** → 97% of workers say their emotional wellness impacts their productivity.

**Intellectual** → 95% of people say their productivity at work is impacted by how engaging they find their work tasks.

**Environmental** → 97% of people say their workplace environmental wellbeing impacts their productivity.

**Spiritual** → 96% say their spiritual wellbeing impacts their productivity at work.

**Financial** → 67% of people say their financial situation distracts them from work.

**Social** → 65% say their productivity at work is lower when they feel lonely.

# 5.5 Italy

The Italian workforce is particularly concerned with mental health and engagement: Employees here are most likely to say their emotional wellbeing and interest in their work tasks impact their wellbeing (98% for both). Physical wellbeing is also extremely important, with 96% of the population indicating it impacts their productivity at work.

Italy also leads the pack internationally for cisgender female wellbeing. It is the country with the highest proportion of cisgender women to report their wellbeing as thriving or good (72%), as well as the highest rate of cisgender women who say their wellbeing improved from 2022 to 2023 (90%). It also has the second-highest rate of LGBTQIA+ workers who say their wellbeing improved from 2022 to 2023 (91%), just behind Mexico.



**95%**

**of workers consider their wellbeing at work to be equally important as their salary.**

**86%**

**of workers say they would consider leaving a company that does not focus on employee wellbeing.**

**63%**

**of workers engage with their employer's wellbeing benefits.**

**My wellbeing \_\_\_\_\_ from 2022 to 2023.**

|                             |     |
|-----------------------------|-----|
| <b>Improved Drastically</b> | 12% |
| <b>Improved Slightly</b>    | 42% |
| <b>Improved</b>             | 32% |
| <b>Declined</b>             | 10% |
| <b>Declined Drastically</b> | 4%  |

|                             | <b>Woman<br/>Cisgender (87)</b> | <b>Man<br/>Cisgender (112)</b> | <b>Transgender (28)</b> | <b>Gender Non-<br/>Conforming (251)</b> |
|-----------------------------|---------------------------------|--------------------------------|-------------------------|---|
| <b>Improved Drastically</b> | 21%                             | 11%                            | 18%                     | 11%                                     |
| <b>Improved Slightly</b>    | 37%                             | 32%                            | 39%                     | 33%                                     |
| <b>Improved</b>             | 33%                             | 42%                            | 32%                     | 41%                                     |
| <b>Declined</b>             | 7%                              | 9%                             | 7%                      | 10%                                     |
| <b>Declined Drastically</b> | 2%                              | 6%                             | 4%                      | 4%                                      |

|                             | <b>Heterosexual (331)</b> | <b>LGBTQIA+ (180)</b> |
|-----------------------------|---------------------------|-----------------------|
| <b>Improved Drastically</b> | 9%                        | 21%                   |
| <b>Improved Slightly</b>    | 34%                       | 33%                   |
| <b>Improved</b>             | 42%                       | 37%                   |
| <b>Declined</b>             | 11%                       | 6%                    |
| <b>Declined Drastically</b> | 4%                        | 3%                    |

**My wellbeing \_\_\_\_\_ from 2022 to 2023.**

|                      | White or of European descendent (529) | Of mixed ethnicity (12) | North African (7) | Hispanic/Latino (26) | African American (8) | South Asian (6) | Southeast Asian (1) | Middle Eastern (6) | African (2) | Other (1) | Rather not say (14) |
|----------------------|---------------------------------------|-------------------------|-------------------|----------------------|----------------------|-----------------|---------------------|--------------------|-------------|-----------|---------------------|
| Improved Drastically | 11%                                   | 58%                     | 0%                | 19%                  | 13%                  | 17%             | 0%                  | 17%                | 0%          | 0%        | 7%                  |
| Improved Slightly    | 42%                                   | 17%                     | 29%               | 31%                  | 50%                  | 83%             | 0%                  | 67%                | 100%        | 0%        | 43%                 |
| Improved             | 32%                                   | 25%                     | 71%               | 46%                  | 25%                  | 0%              | 100%                | 17%                | 0%          | 100%      | 14%                 |
| Declined             | 11%                                   | 0%                      | 0%                | 4%                   | 0%                   | 0%              | 0%                  | 0%                 | 0%          | 0%        | 29%                 |
| Declined Drastically | 5%                                    | 0%                      | 0%                | 0%                   | 13%                  | 0%              | 0%                  | 0%                 | 0%          | 0%        | 7%                  |

**How would you currently rate your overall wellbeing?**

|                   |     |
|-------------------|-----|
| Thriving          | 19% |
| Good              | 43% |
| Okay              | 29% |
| Poor              | 6%  |
| Struggling        | 2%  |
| Really Struggling | 1%  |

|                   | Woman Cisgender (87) | Man Cisgender (112) | Transgender (28) | Gender Non-Conforming (251) |
|-------------------|----------------------|---------------------|------------------|-----------------------------|
| Thriving          | 21%                  | 22%                 | 36%              | 16%                         |
| Good              | 52%                  | 44%                 | 32%              | 44%                         |
| Okay              | 22%                  | 25%                 | 21%              | 32%                         |
| Poor              | 5%                   | 4%                  | 7%               | 6%                          |
| Struggling        | 1%                   | 5%                  | 0%               | 1%                          |
| Really Struggling | 0%                   | 1%                  | 4%               | 1%                          |

**How would you currently rate your overall wellbeing?**

|                   | Heterosexual (331) | LGBTQIA+ (180) |
|-------------------|--------------------|----------------|
| Thriving          | 17%                | 25%            |
| Good              | 49%                | 38%            |
| Okay              | 27%                | 29%            |
| Poor              | 5%                 | 7%             |
| Struggling        | 3%                 | 0%             |
| Really Struggling | <1%                | <1%            |

|                   | White or of European descent (529) | Of mixed ethnicity (12) | North African (7) | Hispanic/Latino (26) | African American (8) | South Asian (6) | Southeast Asian (1) | Middle Eastern (6) | African (2) | Other (1) | Rather not say (14) |
|-------------------|------------------------------------|-------------------------|-------------------|----------------------|----------------------|-----------------|---------------------|--------------------|-------------|-----------|---------------------|
| Thriving          | 19%                                | 58%                     | 14%               | 15%                  | 25%                  | 17%             | 100%                | 17%                | 0%          | 0%        | 0%                  |
| Good              | 44%                                | 25%                     | 43%               | 42%                  | 38%                  | 17%             | 0%                  | 50%                | 0%          | 100%      | 36%                 |
| Okay              | 28%                                | 8%                      | 43%               | 35%                  | 13%                  | 17%             | 0%                  | 33%                | 100%        | 0%        | 43%                 |
| Poor              | 6%                                 | 8%                      | 0%                | 7%                   | 13%                  | 50%             | 0%                  | 0%                 | 0%          | 0%        | 7%                  |
| Struggling        | 2%                                 | 0%                      | 0%                | 0%                   | 0%                   | 0%              | 0%                  | 0%                 | 0%          | 0%        | 7%                  |
| Really Struggling | 1%                                 | 0%                      | 0%                | 0%                   | 13%                  | 0%              | 0%                  | 0%                 | 0%          | 0%        | 7%                  |

**The Impact of Wellbeing on Productivity**

- Occupational** → 86% of workers say they are happy working at their current company.
- Physical** → 97% of workers say their physical wellbeing impacts their work productivity.
- Emotional** → 98% of workers say their emotional wellness impacts their productivity.
- Intellectual** → 96% of people say their productivity at work is impacted by how engaging they find their work tasks.
- Environmental** → 96% of people say their workplace environmental wellbeing impacts their productivity.
- Spiritual** → 83% say their spiritual wellbeing impacts their productivity at work.
- Financial** → 64% of people say their financial situation distracts them from work.
- Social** → 63% say their productivity at work is lower when they feel lonely.

# 5.6 Mexico

Mexican workers are all-in on employee wellness, hosting the highest percentage of workers who say they are good or thriving (70%). Employees here are the most likely to say they consider their wellbeing at work to be equally important as their salary (97%), that they would consider leaving a company that does not focus on employee wellbeing (93%), and are the most engaged in their employer's wellbeing benefits (90%). Among the 573 respondents in Mexico, 94% said their emotional wellness impacts their productivity while 92% indicated their productivity is impacted by their physical wellbeing.

They also report the highest improved wellbeing rates overall (93%) and for LGBTQIA+ workers (92%), as well as the lowest proportion of workers who are poor, struggling, or really struggling (5%) when asked to rate their wellbeing.



**97%**

**of workers consider their wellbeing at work to be equally important as their salary.**

**93%**

**of workers say they would consider leaving a company that does not focus on employee wellbeing.**

**90%**

**of workers engage with their employer's wellbeing benefits.**

My wellbeing \_\_\_\_\_ from 2022 to 2023.

|                      |     |
|----------------------|-----|
| Improved Drastically | 30% |
| Improved Slightly    | 20% |
| Improved             | 43% |
| Declined             | 6%  |
| Declined Drastically | 1%  |

|                      | Woman<br>Cisgender (116) | Man<br>Cisgender (112) | Transgender (9) | Gender Non-<br>Conforming (240) |
|----------------------|--------------------------|------------------------|-----------------|---------------------------------|
| Improved Drastically | 27%                      | 28%                    | 56%             | 33%                             |
| Improved Slightly    | 20%                      | 20%                    | 22%             | 18%                             |
| Improved             | 44%                      | 47%                    | 22%             | 42%                             |
| Declined             | 8%                       | 5%                     | 0%              | 6%                              |
| Declined Drastically | 2%                       | 0%                     | 0%              | 2%                              |

|                      | Heterosexual (442) | LGBTQIA+ (111) |
|----------------------|--------------------|----------------|
| Improved Drastically | 27%                | 40%            |
| Improved Slightly    | 22%                | 11%            |
| Improved             | 43%                | 40%            |
| Declined             | 6%                 | 6%             |
| Declined Drastically | 1%                 | 2%             |



**My wellbeing \_\_\_\_\_ from 2022 to 2023.**

|                      | Of African Descent (19) | Amerindian or Indigenous community (35) | Asian (5) | White (129) | Mixed (323) | Other (22) | Rather not say (48) |
|----------------------|-------------------------|---|-----------|-------------|-------------|------------|---------------------|
| Improved Drastically | 47%                     | 49%                                     | 60%       | 36%         | 25%         | 23%        | 21%                 |
| Improved Slightly    | 5%                      | 14%                                     | 20%       | 21%         | 20%         | 27%        | 29%                 |
| Improved             | 42%                     | 37%                                     | 20%       | 36%         | 46%         | 50%        | 46%                 |
| Declined             | 0%                      | 0%                                      | 0%        | 7%          | 7%          | 0%         | 4%                  |
| Declined Drastically | 5%                      | 0%                                      | 0%        | <1%         | 2%          | 0%         | 0%                  |

**How would you currently rate your overall wellbeing?**

|                   |     |
|-------------------|-----|
| Thriving          | 25% |
| Good              | 46% |
| Okay              | 24% |
| Poor              | 2%  |
| Struggling        | <1% |
| Really Struggling | <1% |

|                   | Woman Cisgender (116) | Man Cisgender (112) | Transgender (9) | Gender Non-Conforming (240) |
|-------------------|-----------------------|---------------------|-----------------|-----------------------------|
| Thriving          | 24%                   | 22%                 | 22%             | 29%                         |
| Good              | 44%                   | 52%                 | 44%             | 43%                         |
| Okay              | 28%                   | 24%                 | 33%             | 22%                         |
| Poor              | 2%                    | 2%                  | 0%              | 4%                          |
| Struggling        | <1%                   | 0%                  | 0%              | <1%                         |
| Really Struggling | 2%                    | 0%                  | 0%              | <1%                         |

**How would you currently rate your overall wellbeing?**

|                   | Heterosexual (442) | LGBTQIA+ (111) |
|-------------------|--------------------|----------------|
| Thriving          | 24%                | 33%            |
| Good              | 50%                | 33%            |
| Okay              | 22%                | 24%            |
| Poor              | 2%                 | 9%             |
| Struggling        | <1%                | 0%             |
| Really Struggling | 1%                 | 0%             |

|                   | Of African Descent (19) | Amerindian or Indigenous community (35) | Asian (5) | White (129) | Mixed (323) | Other (22) | Rather not say (48) |
|-------------------|-------------------------|---|-----------|-------------|-------------|------------|---------------------|
| Thriving          | 47%                     | 40%                                     | 0%        | 31%         | 23%         | 9%         | 14%                 |
| Good              | 37%                     | 40%                                     | 60%       | 45%         | 47%         | 55%        | 44%                 |
| Okay              | 11%                     | 20%                                     | 20%       | 19%         | 25%         | 36%        | 38%                 |
| Poor              | 5%                      | 0%                                      | 20%       | 5%          | 3%          | 0%         | 4%                  |
| Struggling        | 0%                      | 0%                                      | 0%        | <1%         | <1%         | 0%         | 0%                  |
| Really Struggling | 0%                      | 0%                                      | 0%        | 0%          | 1%          | 0%         | 0%                  |

**The Impact of Wellbeing on Productivity**

- Occupational** → 91% of workers say they are happy working at their current company.
- Physical** → 92% of workers say their physical wellbeing impacts their work productivity.
- Emotional** → 94% of workers say their emotional wellness impacts their productivity.
- Intellectual** → 94% of people say their productivity at work is impacted by how engaging they find their work tasks.
- Environmental** → 92% of people say their workplace environmental wellbeing impacts their productivity.
- Spiritual** → 78% say their spiritual wellbeing impacts their productivity at work.
- Financial** → 68% of people say their financial situation distracts them from work.
- Social** → 60% say their productivity at work is lower when they feel lonely.

# 5.7 Spain

Workers in Spain indicate that emotional well-being is the most impactful dimension of well-being, with 95% of workers saying their emotional state impacts their productivity. Physical well-being is also valued by the Spanish workforce, with 90% of the 568 respondents indicating it impacts their productivity.

Workplace dissatisfaction is highest in Spain among the surveyed workforces, with 20% of employees saying they are at least somewhat dissatisfied with their current company. It is also the country with the highest rate of LGBTQIA+ workers who rate their wellbeing as poor, struggling, or really struggling (17%). Within the Spanish workforce, male cisgender workers have the highest rate of wellbeing improvement from 2022 to 2023 (87%). However, cisgender women are nearly twice as likely as cisgender men to say they are poor, struggling, or really struggling (Cisgender Women: 15%, Cisgender Men: 8%).



## 90%

**of workers consider their wellbeing at work to be equally important as their salary.**

## 86%

**of workers say they would consider leaving a company that does not focus on employee wellbeing.**

## 76%

**of workers engage with their employer's wellbeing benefits.**

My wellbeing \_\_\_\_\_ from 2022 to 2023.

|                      |     |
|----------------------|-----|
| Improved Drastically | 13% |
| Improved Slightly    | 37% |
| Improved             | 33% |
| Declined             | 14% |
| Declined Drastically | 3%  |

|                      | Woman Cisgender (100) | Man Cisgender (143) | Transgender (15) | Gender Non-Conforming (256) |
|----------------------|-----------------------|---------------------|------------------|-----------------------------|
| Improved Drastically | 12%                   | 10%                 | 13%              | 17%                         |
| Improved Slightly    | 36%                   | 38%                 | 60%              | 30%                         |
| Improved             | 28%                   | 39%                 | 20%              | 34%                         |
| Declined             | 18%                   | 8%                  | 7%               | 16%                         |
| Declined Drastically | 6%                    | 4%                  | 0%               | 2%                          |

|                      | Heterosexual (484) | LGBTQIA+ (95) |
|----------------------|--------------------|---------------|
| Improved Drastically | 12%                | 23%           |
| Improved Slightly    | 37%                | 28%           |
| Improved             | 34%                | 35%           |
| Declined             | 14%                | 8%            |
| Declined Drastically | 3%                 | 5%            |

**My wellbeing \_\_\_\_\_ from 2022 to 2023.**

|                      | White or of European descendent (513) | Of mixed ethnicity (14) | North African (8) | Sub-saharian (6) | Hispanic/Latino (29) | African American (1) | Middle Eastern (5) | Oriental Asian (0) | Southeast Asian (0) | Other (4) | Rather not say (14) |
|----------------------|---------------------------------------|-------------------------|-------------------|------------------|----------------------|----------------------|--------------------|--------------------|---------------------|-----------|---------------------|
| Improved Drastically | 12%                                   | 14%                     | 13%               | 33%              | 28%                  | 0%                   | 20%                | -                  | -                   | 25%       | 0%                  |
| Improved Slightly    | 37%                                   | 29%                     | 0%                | 33%              | 24%                  | 0%                   | 20%                | -                  | -                   | 50%       | 50%                 |
| Improved             | 34%                                   | 36%                     | 75%               | 33%              | 38%                  | 100%                 | 40%                | -                  | -                   | 0%        | 29%                 |
| Declined             | 14%                                   | 14%                     | 13%               | 0%               | 7%                   | 0%                   | 0%                 | -                  | -                   | 25%       | 21%                 |
| Declined Drastically | 13%                                   | 7%                      | 0%                | 0%               | 3%                   | 0%                   | 20%                | -                  | -                   | 0%        | 0%                  |

**How would you currently rate your overall wellbeing?**

|                   |     |
|-------------------|-----|
| Thriving          | 11% |
| Good              | 39% |
| Okay              | 39% |
| Poor              | 8%  |
| Struggling        | 2%  |
| Really Struggling | 2%  |

|                   | Woman Cisgender (100) | Man Cisgender (143) | Transgender (15) | Gender Non-Conforming (256) |
|-------------------|-----------------------|---------------------|------------------|-----------------------------|
| Thriving          | 7%                    | 11%                 | 0%               | 13%                         |
| Good              | 42%                   | 42%                 | 53%              | 38%                         |
| Okay              | 36%                   | 39%                 | 27%              | 36%                         |
| Poor              | 9%                    | 6%                  | 20%              | 9%                          |
| Struggling        | 3%                    | 1%                  | 0%               | 2%                          |
| Really Struggling | 3%                    | <1%                 | 0%               | 2%                          |

**How would you currently rate your overall wellbeing?**

|                   | Heterosexual (484) | LGBTQIA+ (95) |
|-------------------|--------------------|---------------|
| Thriving          | 10%                | 18%           |
| Good              | 41%                | 29%           |
| Okay              | 39%                | 36%           |
| Poor              | 7%                 | 14%           |
| Struggling        | 2%                 | 1%            |
| Really Struggling | 2%                 | 2%            |

|                   | White or of European descent (513) | Of mixed ethnicity (14) | North African (8) | Sub-saharian (6) | Hispanic/Latino (29) | African American (1) | Middle Eastern (5) | Oriental Asian (0) | Southeast Asian (0) | Other (4) | Rather not say (14) |
|-------------------|------------------------------------|-------------------------|-------------------|------------------|----------------------|----------------------|--------------------|--------------------|---------------------|-----------|---------------------|
| Thriving          | 11%                                | 14%                     | 0%                | 17%              | 17%                  | 0%                   | 20%                | -                  | -                   | 0%        | 0%                  |
| Good              | 40%                                | 29%                     | 38%               | 0%               | 38%                  | 0%                   | 20%                | -                  | -                   | 50%       | 36%                 |
| Okay              | 38%                                | 57%                     | 63%               | 67%              | 34%                  | 100%                 | 20%                | -                  | -                   | 25%       | 57%                 |
| Poor              | 8%                                 | 0%                      | 0%                | 17%              | 7%                   | 0%                   | 20%                | -                  | -                   | 0%        | 7%                  |
| Struggling        | 2%                                 | 0%                      | 0%                | 0%               | 0%                   | 0%                   | 20%                | -                  | -                   | 0%        | 0%                  |
| Really Struggling | 2%                                 | 0%                      | 0%                | 0%               | 3%                   | 0%                   | 0%                 | -                  | -                   | 25%       | 0%                  |

**The Impact of Wellbeing on Productivity**

**Occupational** → 80% of workers say they are happy working at their current company.

**Physical** → 90% of workers say their physical wellbeing impacts their work productivity.

**Emotional** → 95% of workers say their emotional wellness impacts their productivity.

**Intellectual** → 92% of people say their productivity at work is impacted by how engaging they find their work tasks.

**Environmental** → 92% of people say their workplace environmental wellbeing impacts their productivity.

**Spiritual** → 61% say their spiritual wellbeing impacts their productivity at work.

**Financial** → 62% of people say their financial situation distracts them from work.

**Social** → 61% say their productivity at work is lower when they feel lonely.

# 5.8

## United Kingdom

Workers in the United Kingdom are experiencing widespread wellbeing deficits when compared to the other countries surveyed. It is the country with the lowest rate of wellbeing improvement over the last year (72%), and has the highest number of workers who say they are poor, struggling, or really struggling (15%) across all gender classes.

Among the 616 respondents in the UK, 91% said their emotional wellness impacts their productivity while 86% indicate their productivity is impacted by their physical wellbeing. They lead the pack as the workforce most likely to say their productivity at work is lower when they feel lonely (67%), and tie Brazil as the country most likely to say their financial situation distracts them from work (72%).



**88%**

**of workers consider their wellbeing at work to be equally important as their salary.**

**86%**

**of workers say they would consider leaving a company that does not focus on employee wellbeing.**

**70%**

**of workers engage with their employer's wellbeing benefits.**

**My wellbeing \_\_\_\_\_ from 2022 to 2023.**

|                             |     |
|-----------------------------|-----|
| <b>Improved Drastically</b> | 8%  |
| <b>Improved Slightly</b>    | 29% |
| <b>Improved</b>             | 28% |
| <b>Declined</b>             | 23% |
| <b>Declined Drastically</b> | 5%  |

|                             | <b>Woman<br/>Cisgender (192)</b> | <b>Man<br/>Cisgender (75)</b> | <b>Transgender (13)</b> | <b>Gender Non-<br/>Conforming (216)</b> |
|-----------------------------|----------------------------------|-------------------------------|-------------------------|---|
| <b>Improved Drastically</b> | 10%                              | 12%                           | 23%                     | 9%                                      |
| <b>Improved Slightly</b>    | 27%                              | 29%                           | 23%                     | 36%                                     |
| <b>Improved</b>             | 28%                              | 37%                           | 46%                     | 31%                                     |
| <b>Declined</b>             | 27%                              | 19%                           | 8%                      | 21%                                     |
| <b>Declined Drastically</b> | 8%                               | 3%                            | 0%                      | 4%                                      |

|                             | <b>Heterosexual (455)</b> | <b>LGBTQIA+ (125)</b> |
|-----------------------------|---------------------------|-----------------------|
| <b>Improved Drastically</b> | 9%                        | 10%                   |
| <b>Improved Slightly</b>    | 32%                       | 35%                   |
| <b>Improved</b>             | 30%                       | 30%                   |
| <b>Declined</b>             | 26%                       | 18%                   |
| <b>Declined Drastically</b> | 4%                        | 6%                    |



**My wellbeing \_\_\_\_\_ from 2022 to 2023.**

|                      | White (518) | Mixed/<br>Multiple ethnic groups (11) | Asian/<br>Asian British (39) | Black/African/<br>Black British (34) | Caribbean (5) | Other (3) | Rather not say (6) |
|----------------------|-------------|---------------------------------------|------------------------------|--------------------------------------|---------------|-----------|--------------------|
| Improved Drastically | 8%          | 0%                                    | 10%                          | 27%                                  | 40%           | 33%       | 0%                 |
| Improved Slightly    | 31%         | 9%                                    | 26%                          | 32%                                  | 0%            | 33%       | 17%                |
| Improved             | 31%         | 36%                                   | 54%                          | 38%                                  | 40%           | 33%       | 50%                |
| Declined             | 26%         | 36%                                   | 5%                           | 3%                                   | 20%           | 0%        | 0%                 |
| Declined Drastically | 4%          | 18%                                   | 5%                           | 0%                                   | 0%            | 0%        | 33%                |

**How would you currently rate your overall wellbeing?**

|                   |     |
|-------------------|-----|
| Thriving          | 9%  |
| Good              | 37% |
| Okay              | 39% |
| Poor              | 9%  |
| Struggling        | 3%  |
| Really Struggling | 3%  |

|                   | Woman Cisgender (192) | Man Cisgender (75) | Transgender (13) | Gender Non-Conforming (216) |
|-------------------|-----------------------|--------------------|------------------|-----------------------------|
| Thriving          | 8%                    | 13%                | 8%               | 11%                         |
| Good              | 32%                   | 40%                | 46%              | 40%                         |
| Okay              | 40%                   | 36%                | 46%              | 35%                         |
| Poor              | 12%                   | 7%                 | 0%               | 8%                          |
| Struggling        | 5%                    | 3%                 | 0%               | 3%                          |
| Really Struggling | 4%                    | 1%                 | 0%               | 3%                          |

**How would you currently rate your overall wellbeing?**

|                   | Heterosexual (455) | LGBTQIA+ (125) |
|-------------------|--------------------|----------------|
| Thriving          | 9%                 | 9%             |
| Good              | 37%                | 37%            |
| Okay              | 38%                | 42%            |
| Poor              | 10%                | 5%             |
| Struggling        | 3%                 | 4%             |
| Really Struggling | 2%                 | 4%             |

|                   | White (518) | Mixed/<br>Multiple ethnic groups (11) | Asian/<br>Asian British (39) | Black/African/<br>Black British (34) | Caribbean (5) | Other (3) | Rather not say (6) |
|-------------------|-------------|---------------------------------------|------------------------------|--------------------------------------|---------------|-----------|--------------------|
| Thriving          | 8%          | 0%                                    | 18%                          | 18%                                  | 40%           | 0%        | 17%                |
| Good              | 35%         | 36%                                   | 51%                          | 44%                                  | 20%           | 67%       | 33%                |
| Okay              | 41%         | 27%                                   | 21%                          | 32%                                  | 40%           | 33%       | 33%                |
| Poor              | 9%          | 18%                                   | 8%                           | 6%                                   | 0%            | 0%        | 0%                 |
| Struggling        | 3%          | 18%                                   | 3%                           | 0%                                   | 0%            | 0%        | 0%                 |
| Really Struggling | 3%          | 0%                                    | 0%                           | 0%                                   | 0%            | 0%        | 17%                |

**The Impact of Wellbeing on Productivity**

**Occupational** → 86% of workers say they are happy working at their current company.

**Physical** → 86% of workers say their physical wellbeing impacts their work productivity.

**Emotional** → 91% of workers say their emotional wellness impacts their productivity.

**Intellectual** → 90% of people say their productivity at work is impacted by how engaging they find their work tasks.

**Environmental** → 81% of people say their workplace environmental wellbeing impacts their productivity.

**Spiritual** → 62% say their spiritual wellbeing impacts their productivity at work.

**Financial** → 72% of people say their financial situation distracts them from work.

**Social** → 67% say their productivity at work is lower when they feel lonely.

# 5.9

## United States

Though the U.S. is the second-happiest country when it comes to employer satisfaction (92% - second only to Brazil), it hovers in the middle of the pack when considering the other dimensions of wellness. Among the 569 respondents in the US, 78% said their emotional wellness impacts their productivity while 75% indicate their productivity is impacted by their physical well-being. Occupational wellness also stands out as uniquely important, with 91% of respondents saying it impacts their productivity at work.

When considering gender, the US had among the highest proportion of gender nonconforming workers who say they are poor, struggling, or really struggling (tying with the U.K. at 14%). Within the US, respondents who identified as Middle Eastern or Northern African descent, as well as those who self-identify as “other” rated their wellbeing the lowest among all races.



**90%**

**of workers consider their wellbeing at work to be equally important as their salary.**

**83%**

**of workers say they would consider leaving a company that does not focus on employee wellbeing.**

**77%**

**of workers engage with their employer's wellbeing benefits.**

My wellbeing \_\_\_\_\_ from 2022 to 2023.

|                      |     |
|----------------------|-----|
| Improved Drastically | 20% |
| Improved Slightly    | 25% |
| Improved             | 37% |
| Declined             | 16% |
| Declined Drastically | 2%  |

|                      | Woman<br>Cisgender (185) | Man<br>Cisgender (78) | Transgender (23) | Gender Non-<br>Conforming (223) |
|----------------------|--------------------------|-----------------------|------------------|---------------------------------|
| Improved Drastically | 13%                      | 30%                   | 43%              | 24%                             |
| Improved Slightly    | 34%                      | 13%                   | 17%              | 20%                             |
| Improved             | 34%                      | 47%                   | 39%              | 40%                             |
| Declined             | 10%                      | 9%                    | 0%               | 13%                             |
| Declined Drastically | 0%                       | 1%                    | 0%               | 4%                              |

|                      | Heterosexual (415) | LGBTQIA+ (154) |
|----------------------|--------------------|----------------|
| Improved Drastically | 19%                | 25%            |
| Improved Slightly    | 25%                | 18%            |
| Improved             | 38%                | 40%            |
| Declined             | 16%                | 16%            |
| Declined Drastically | 2%                 | 2%             |

**My wellbeing \_\_\_\_\_ from 2022 to 2023.**

|                      | American Indian or Alaska Native (9) | Asian (21) | Black or African American (94) | Hispanic/Latino (43) | Middle Eastern or Northern African (6) | Native Hawaiian/Other Pacific Islander (6) | Other (4) | Two or more races (22) | White (390) | Rather not say (9) |
|----------------------|--------------------------------------|------------|--------------------------------|----------------------|--|--|-----------|------------------------|-------------|--------------------|
| Improved Drastically | 33%                                  | 10%        | 27%                            | 14%                  | 17%                                    | 17%  | 0%        | 14%                    | 20%         | 0%                 |
| Improved Slightly    | 11%                                  | 38%        | 20%                            | 19%                  | 33%                                    | 50%  | 0%        | 23%                    | 25%         | 56%                |
| Improved             | 33%                                  | 38%        | 47%                            | 49%                  | 50%                                    | 17%  | 75%       | 23%                    | 35%         | 44%                |
| Declined             | 11%                                  | 10%        | 6%                             | 17%                  | 0%                                     | 17%  | 0%        | 32%                    | 18%         | 0%                 |
| Declined Drastically | 11%                                  | 5%         | 1%                             | 2%                   | 0%                                     | 0%   | 25%       | 9%                     | 2%          | 0%                 |

**How would you currently rate your overall wellbeing?**

|                   |     |
|-------------------|-----|
| Thriving          | 14% |
| Good              | 48% |
| Okay              | 26% |
| Poor              | 7%  |
| Struggling        | 4%  |
| Really Struggling | 2%  |

|                   | Woman Cisgender (185) | Man Cisgender (78) | Transgender (23) | Gender Non-Conforming (223) |
|-------------------|-----------------------|--------------------|------------------|-----------------------------|
| Thriving          | 15%                   | 15%                | 9%               | 14%                         |
| Good              | 44%                   | 65%                | 60%              | 47%                         |
| Okay              | 31%                   | 13%                | 17%              | 25%                         |
| Poor              | 6%                    | 3%                 | 4%               | 7%                          |
| Struggling        | 3%                    | 4%                 | 4%               | 5%                          |
| Really Struggling | <1%                   | 0%                 | 4%               | 3%                          |

**How would you currently rate your overall wellbeing?**

|                   | Heterosexual (415) | LGBTQIA+ (154) |
|-------------------|--------------------|----------------|
| Thriving          | 12%                | 19%            |
| Good              | 48%                | 47%            |
| Okay              | 29%                | 20%            |
| Poor              | 6%                 | 6%             |
| Struggling        | 3%                 | 5%             |
| Really Struggling | 1%                 | 1%             |

|                   | American Indian or Alaska Native (9) | Asian (21) | Black or African American (94) | Hispanic/Latino (43) | Middle Eastern or Northern African (6) | Native Hawaiian/Other Pacific Islander (6) | Other (4) | Two or more races (22) | White (390) | Rather not say (9) |
|-------------------|--------------------------------------|------------|--------------------------------|----------------------|--|--|-----------|------------------------|-------------|--------------------|
| Thriving          | 44%                                  | 20%        | 23%                            | 16%                  | 0%                                     | 17%  | 0%        | 0%                     | 12%         | 11%                |
| Good              | 44%                                  | 10%        | 45%                            | 47%                  | 67%                                    | 33%  | 50%       | 41%                    | 51%         | 67%                |
| Okay              | 11%                                  | 67%        | 19%                            | 30%                  | 0%                                     | 33%  | 25%       | 32%                    | 25%         | 22%                |
| Poor              | 0%                                   | 0%         | 8%                             | 2%                   | 17%                                    | 0%   | 0%        | 23%                    | 7%          | 0%                 |
| Struggling        | 0%                                   | 5%         | 4%                             | 2%                   | 17%                                    | 17%  | 0%        | 0%                     | 4%          | 0%                 |
| Really Struggling | 0%                                   | 0%         | 1%                             | 2%                   | 0%                                     | 0%   | 25%       | 5%                     | 2%          | 0%                 |

**The Impact of Wellbeing on Productivity**

**Occupational** → 92% of workers say they are happy working at their current company.

**Physical** → 75% of workers say their physical wellbeing impacts their work productivity.

**Emotional** → 78% of workers say their emotional wellness impacts their productivity.

**Intellectual** → 77% of people say their productivity at work is impacted by how engaging they find their work tasks.

**Environmental** → 74% of people say their workplace environmental wellbeing impacts their productivity.

**Spiritual** → 61% say their spiritual wellbeing impacts their productivity at work.

**Financial** → 68% of people say their financial situation distracts them from work.

**Social** → 63% say their productivity at work is lower when they feel lonely.



# HOW TO BUILD A WELLBEING PROGRAMME THAT INCREASES EMPLOYEE PRODUCTIVITY

# 6

## How to Build a Wellbeing Programme that Increases Employee Productivity

HR leaders have it in their power to improve the holistic wellness and output of their workforce through employee wellness programmes. The following section will walk you through:

- How to identify which dimensions of wellbeing need improvement at your organisation.
- Tactics you can use to get the time and resources required to launch a programme.
- Ways you can quantify and track the programme's impact over time.





# Phase 1

## Identify Your Wellness Needs

The first stage in launching a wellness initiative that [improves productivity](#) is identifying what aspects of your workforce wellbeing need a boost. Emotional, financial, and physical wellness are all top priorities for workers, so these are always great places to start. You can also identify what wellness deficits are hampering your staff in particular. This lets you optimise your wellbeing programme to address these issues. You can do this with traditional HR metrics employee surveys.

### 1.1 Quantifiable Wellbeing Metrics

Standard human resource metrics – from [employee net promoter scores](#) to accident rates – are valuable windows into the state of wellness at your organisation across the eight dimensions. Analysing them through this lens allows you to identify a wellness baseline. Consider collecting some of the following metrics so you can analyse where a wellness intervention may be most beneficial. Many can be generated through human resource management systems, data from your healthcare provider, and employee surveys.

## Occupational Wellness

- **Employee Net Promoter Scores (eNPS):** eNPS measures how likely employees are to recommend their employer as a workplace. The higher the score, the more engaged and satisfied employees are. This score is calculated from a two-question survey. It asks, on a scale of zero to ten, how likely it is for an employee to recommend the company as a place to work to their friends and family. The second question is an open-ended question that encourages responders to elaborate on their rating. Promoters are people who rate their response as a 9 or 10, passives rate it a 7 or 8, and detractors are any responses of 6 or below. To calculate the eNPS from these groups, subtract the percentage of detractors from the percentage of promoters.
- **Turnover Rate:** A high [turnover rate](#) implies high levels of dissatisfaction. Tracking it over time can help you identify if there are patterns – such as staff leaving during a certain time of the year or from a different department. Conducting exit interviews is a particularly useful way to collect detailed information about what is motivating people to leave. You can calculate your turnover rate with the following formula:
 

*Overall Employee Turnover rate = (Number of employees who left during a specific time period / Average number of employees during that time period) x 100*
- **Job Satisfaction:** Regularly [survey your employees](#) to ask them how satisfied they are with their job. This is typically asked as a Likert scale question, with possible answers ranging from “extremely satisfied” to “extremely unsatisfied.” This helps you identify the areas in which employees feel unfulfilled and make changes accordingly.

## Physical Wellness

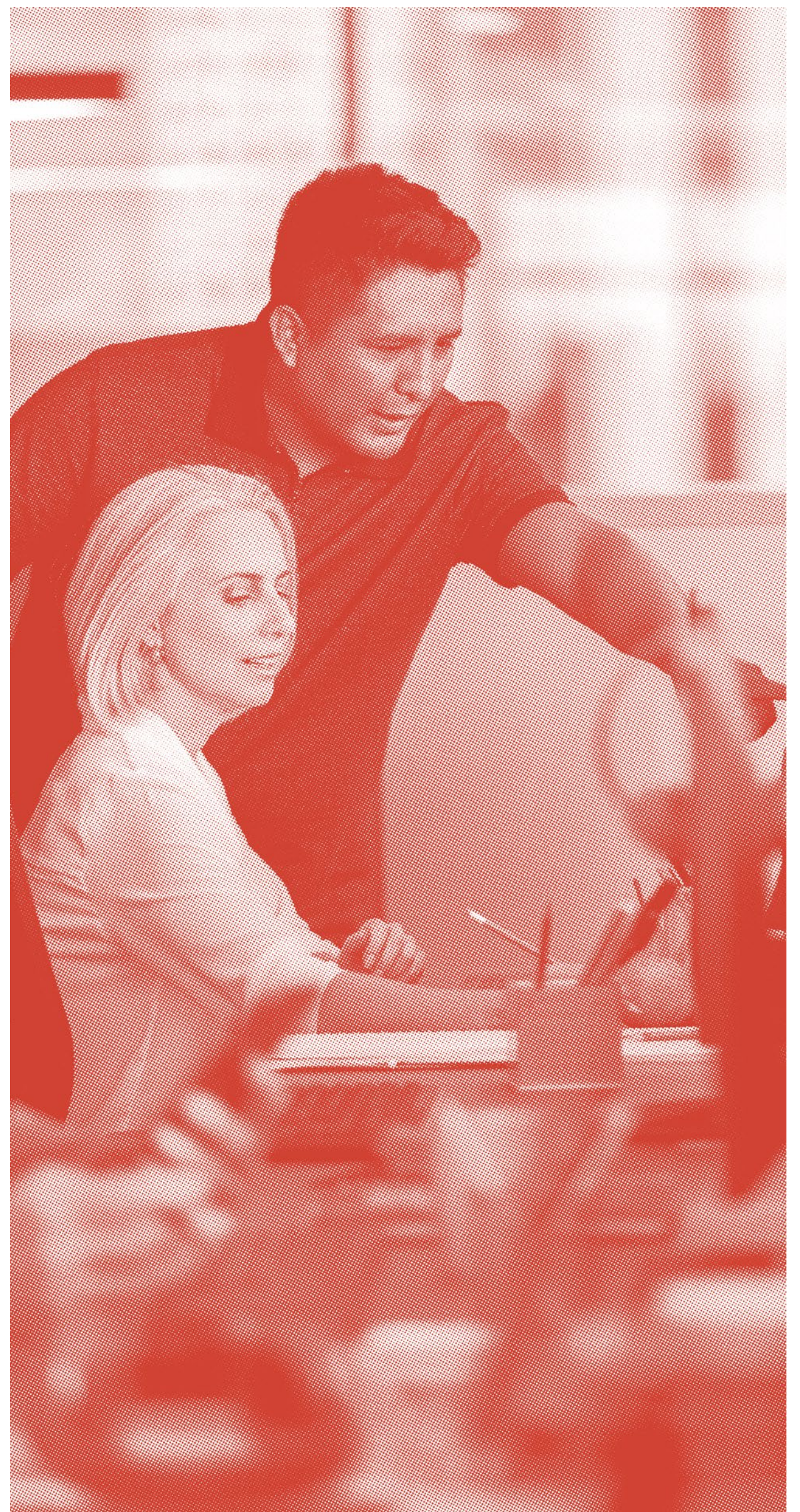
- **Annual Medical Costs Per Employee:** Monitoring the annual medical costs per employee gives you insight into the state of workforce physical health. If you find that there are patterns in which certain departments or cohorts of people have higher costs than others, it may be worth investing more resources into these areas to ensure that all employees have access to adequate healthcare.
- **Engagement with Company Fitness Programmes:** Pull the participation rates of any existing wellness programmes can give you an idea of which ones your staff finds the most helpful. These figures can range from the number of employees who attend a meditation webinar to how many employees enrol for a gym membership reimbursement.
- **Sick Days:** High rates of [absenteeism](#) due to illness are a clear indicator of poor physical wellness in an organisation. If there is a spike in absences from certain departments or at certain times of year, it can indicate targeted adjustments need to be made.

## Emotional Wellness

- **Stress-Induced Healthcare Spending:** Examples of health issues often tied to chronic stress include insomnia, weight fluctuation, high blood pressure, heart and digestive problems, and depression. If you see a spike in utilisation of related medical services – or mental health resources – it could indicate employees with low mental wellness.
- **Mental Health Days:** If you offer these, you can track utilisation trends over time. While using them is a good thing – that’s what they’re there

for and using benefits helps maintain emotional wellness over time – heavy use or spikes in usage can indicate a problem.

- **Employee Morale:** To measure morale, you can include targeted questions in anonymous surveys where employees are asked to rate questions on a scale from one to five, such as “I am proud to work here” or “My supervisor cares about my wellbeing.”



## Social Wellness

- **Diversity & Inclusion Scorecard:** The scorecard measures the inclusion of different identities and backgrounds in your organisation. It looks at metrics like gender, age, race/ethnicity, sexual orientation, veteran status, disability and more. The scorecard helps you track progress on your diversity initiatives and see what areas still need improvement.
- **Do You Have a Best Friend at Work?** This much-mocked Gallup survey question is actually a valuable indicator of how well an employee feels they belong and are accepted at work. Incorporating it into your employee surveys gives you the opportunity to gauge if team building is in order.
- **Employee Interest Groups:** Employee interest groups can range from anything from [True Crime podcast fans](#) to a volleyball league to identity-based resource groups. These can foster a sense of belonging and community, while also providing an outlet for them to engage in activities that are important to them. Encouraging the formation of such groups and tracking participation in them gives you a sense of how well people fit in and engage socially with their coworkers.

## Financial Wellness

- **Average Retirement Savings Rate:** Analysing the average retirement savings rate among employees can help you determine if they're saving the recommended amount for their age group or plan. Tracking the amount of money saved in these accounts and looking for ways to incentivise employees to start saving more.
- **Market Competitiveness:** Your compensation

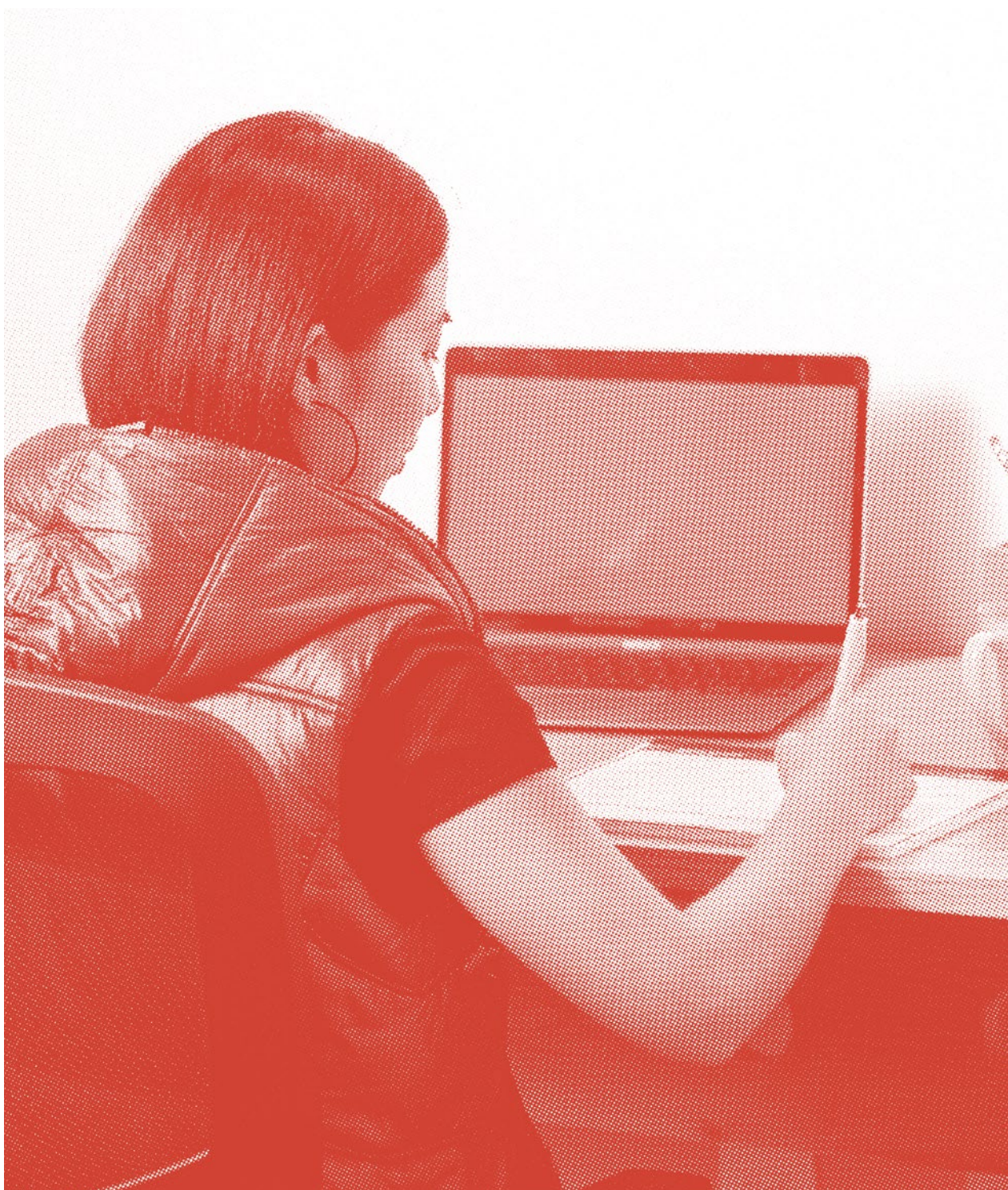
package plays a major role in the financial health of employees. Review compensation packages and determine how competitive they are in the market. If you are below market averages, raising it to meet or exceed the benchmark over time can help improve employee financial wellbeing.

- **Financial Planning Services:** Offering employee financial planning services can provide the external expertise they need to achieve long-term financial health. Tracking the utilisation of these programmes helps you understand if they're being used as intended and make adjustments accordingly.



## Intellectual Wellness

- **Professional Development Participation Rates:** Tracking the number of employees taking part in [learning opportunities](#) can indicate how engaging your current programmes are for your workforce.
- **Innovation:** Creative thinking shows employees are deeply engaging with the situations they face in the workplace and finding new ways to approach them. Depending on your industry, new patents filed, products created, workflow systems refreshed, or industry awards can all indicate innovation.
- **Internal Advancement:** When employees are moving up within the organisation, it can indicate that they find their work stimulating and rewarding. Tracking the number of applications for promotion within your organisation helps you gauge how many employees are interested in delving deeper into their chosen field.

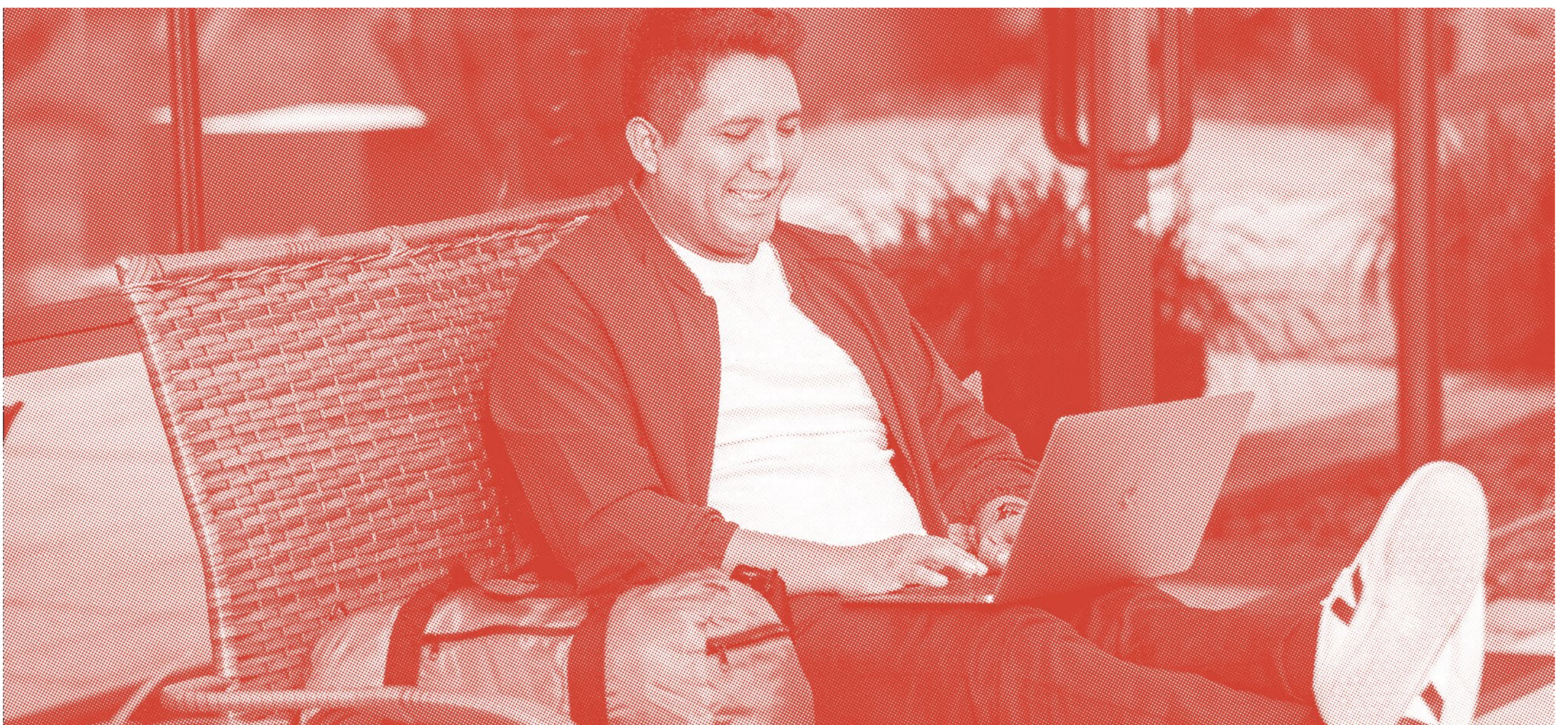


## Spiritual Wellness

- **Volunteer Participation:** Measuring how many employees participate in staff volunteer days or use company-provided volunteer days off can give you a window into if employees feel they can take time away from work to support their spiritual growth.
- **Do You Find Meaning and Purpose in Your Work?** Including questions that directly address vocational purpose in your employee surveys is a direct window into how meaningful employees find their work.
- **Floating Holiday Utilisation:** Instead of defaulting to a traditional holiday schedule, many employers have begun to offer 'floating holidays' that can be used at any time of the year to better support religious diversity in the workforce. Usage rates of this benefit can indicate if employees in your organisation feel comfortable taking time off for religious holidays.

## Environmental Wellness

- **Accident Rates:** Accident rates measure the number of injuries and fatalities that occur in a workplace. This physical safety metric helps employers determine if their safety protocols are effective and identify any areas where they need to improve.
- **Employee Complaints:** Tracking the number of complaints filed can help employers detect any underlying issues that may not be visible in everyday operations and take appropriate action to address them.
- **Ergonomic Injuries:** Ergonomics is the study of how people interact with their environment, and it is important for ensuring employee comfort and safety. Common ergonomic injuries include back pain, carpal tunnel, and tendonitis. These often come from repeated motions, like typing or chopping food. You can collect information from your healthcare provider about the number of claims made for ergonomic injuries to gauge how prevalent this issue is in your organisation.



## Phase 2 Preparation

### 2.1 Pick Your Productivity Metrics

You will want to track your organisation's key productivity metrics in tandem with your wellbeing metrics and survey insights. This will enable you to follow the wellbeing programme's impact on productivity over time.

Look at how your organisation defines success for guidance in picking the most impactful metrics. If, for example, your organisation produces online education courses, you may want to track the number of new courses launched by your production team and how many educational institutions partner with you as a result of your sales team's outreach. On the other hand, you would not want to use the number of views each course receives to measure the success of your wellbeing programme. While that may be an important figure for business success, it does not gauge the output of your staff.

### 2.2 Allocate Resources

With your priorities identified, it's time to seek funding for your wellness problem and identify who will shepherd the programme to success.

Selecting somebody in your department to run the

programme gives the initiative the best chance to have a durable impact. This stops it from falling through the cracks, as can so often happen when there are too many cooks in the kitchen. Ideally the point-person for this programme is personally enthusiastic about wellbeing, as well as able to crunch the numbers so you can demonstrate its impact.

If the person best suited to run the programme is concerned about their bandwidth, prioritisation exercises (like Eisenhower Matrices and Stop/Start/Pause exercises) can help identify less critical activities that can be deprioritised in order to focus on employee wellness.

As you assess your budget to find funding for your [employee wellbeing](#) programme, keep in mind that employee wellness programmes have been shown to produce a positive return on investment. Studies show that they can generate [\\$6 in returns for every dollar spent](#) thanks to their [productivity increases, as well as healthcare and talent management savings](#). This means that, while you may need to find start-up capital to get the programme up and running, it will not be an expense long-term for the organisation. Such returns will turn it into a bottom-line boost.

Keep in mind you may be able to get external funding too.

Some insurance companies offer wellness dollars, or funds set aside for corporate clients to pay for qualifying employee health and wellness programmes. These external dollars can advance workforce wellbeing on behalf of your organisation.

## 2.3 Select a Holistic Wellness Plan

Chances are high that your needs assessment identified that your staff could use help related to several dimensions of wellbeing. And since every wellness journey is unique, a one-size-fits-all approach is unlikely to deliver results. In order to meet these varied needs, you will want to look for a multi-dimensional and flexible employee wellness programme.

For your staffers, a wellness programme with diverse offerings caters to a broader range of employee preferences. This makes the programme more accessible, which helps increase participation rates that drive results. Gympass, for example, provides employees with access to high- and low-intensity exercises, in-person and remote experiences, apps for nutrition, sleep, period, and activity tracking, guided meditations, and more. Employees can take part in the programme whenever and wherever they are.

As for HR leaders, running a single, holistic [wellness platform](#) significantly reduces the administrative load. It eliminates the need to juggle various programmes, each with their own set of logistics, participant tracking, and success metrics. This streamlined approach saves time and resources while simplifying the communication and implementation process. This supports greater participation and effectiveness.

### ✓ Activation Toolkit

Gympass' integrated access hub allows organisations to easily manage their wellbeing programme. Our simple admin tool lets HR leaders invite employees to participate, manage payments and subscriptions, and track employee wellness activities and trends – all in one place.

[Talk to a Wellbeing Specialist](#)

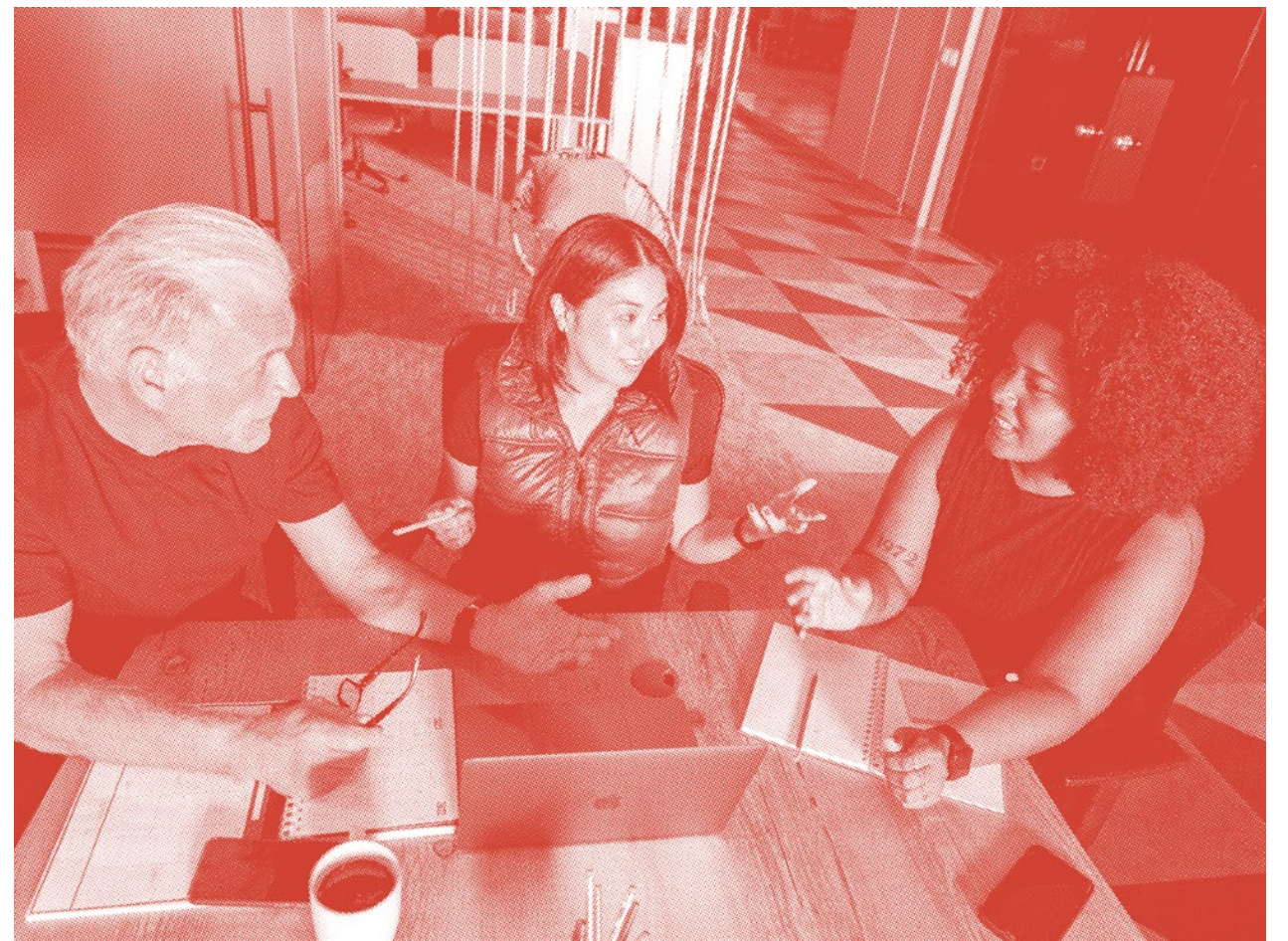
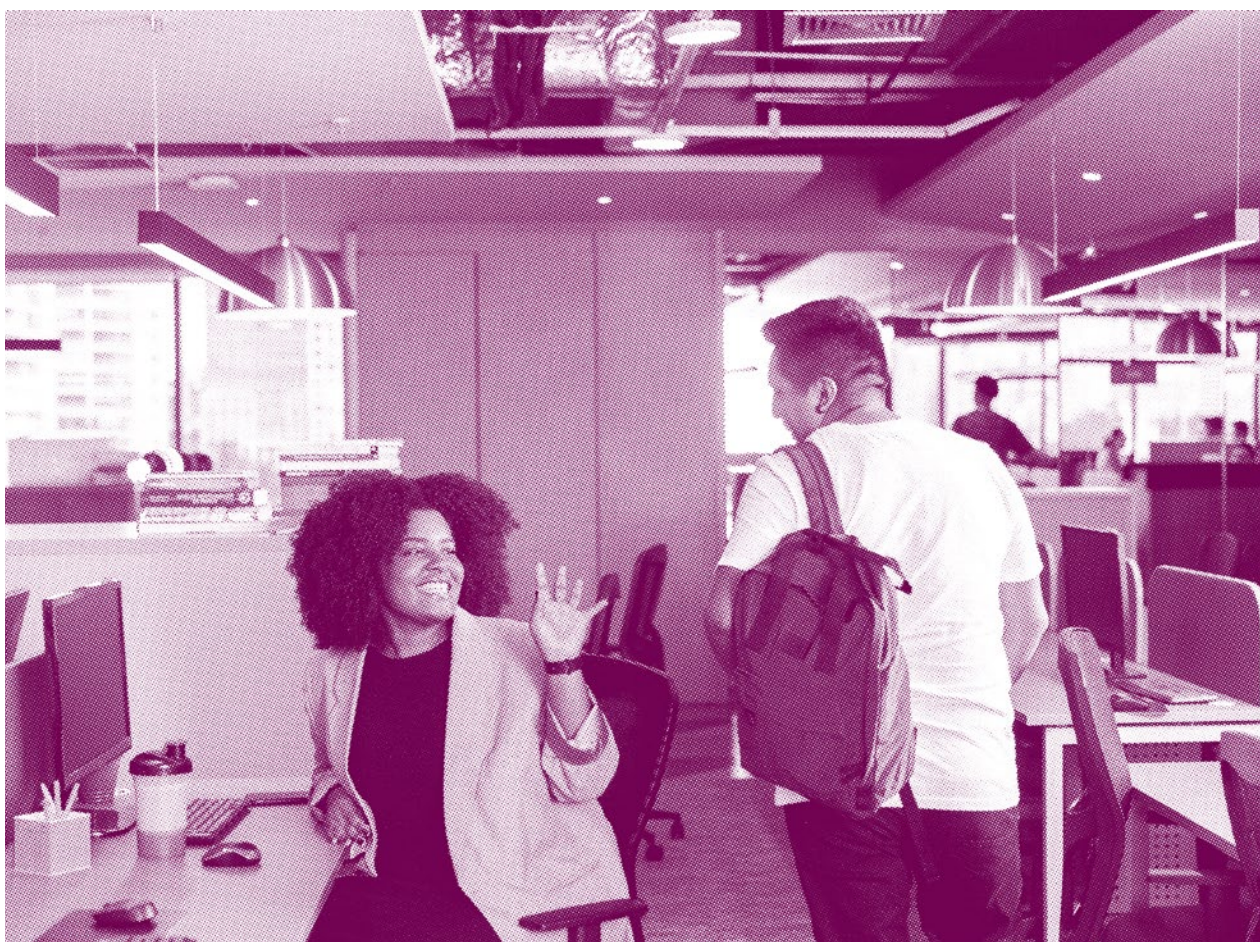


## 2.4 Design Incentive Structures

Incentives can help drive employee participation in wellbeing programmes. They not only motivate employees to take part, but also help them perceive these initiatives as beneficial and enjoyable, rather than just another task added to their workload. Ideas you can incorporate into your wellness programme include:

- **Recognition for Achievement:** Recognise and celebrate the employees who regularly participate in wellbeing activities. This could be done through a 'Wellness Champion of the Month' feature in the company newsletter or a special mention in company meetings. Basing your recognition on participation over achievement, such as days engaged with your wellbeing programme over miles run or minutes meditated.
- **Extra Wellness Days:** Reward employees with additional time off once they reach certain milestones in the wellbeing programme. This creates a direct link between their efforts towards personal wellbeing and their work-life balance.

- **Healthy Competition:** Organise wellness challenges where teams or individuals compete against each other for prizes. This can foster a sense of community while adding an element of fun to the wellness programme.
- **Wellness Points System:** Establish a points system where employees can earn points for participating in wellness activities. These points can be redeemed for rewards such as gift cards or company merchandise.
- **Healthy Meal Vouchers:** Who says there's no such thing as a free lunch? Providing meal vouchers for nutritious food options encourages healthy eating while rewarding employees for taking part in your programme.
- **Massages and Relaxation Treatments:** Free massage coupons or spa treatment gift cards are a luxurious reward for taking care of yourself. This reward also does double duty, as the employee using it is further tending to their physical and emotional wellbeing.
- **Health Savings Account (HSA) Contributions:** Making contributions to an employee's HSA can be a powerful incentive for participating in the wellness programme that further empowers your employees to take care of their health.



## Phase 3 Activate

### 3.1 Consistent Communication

Launching a wellness programme takes more than sending a single staff-wide email. After all your good work, you don't want this exciting announcement to get lost in their inbox. You have to share information with employees consistently and through a wide variety of channels to garner engagement, so you will want a comprehensive communications plan.

Consider starting your launch with an announcement at a company-wide town hall meeting. This sends a strong message to your employees that their wellbeing is a top priority for the organisation. (After the town hall announcement is a good time for that staff-wide email, since you can tell them to look out for it!)

After your initial launch comes the next phase: continual communication. Wrap joining your wellbeing programme into company onboarding, issue celebratory chats in the company Slack when you hit programmatic milestones, and share infor-



mation about upcoming wellness events or new resources on staff intranet or break rooms.

Social media is also a powerful tool. HR representatives can lead by example, sharing their wellness journey on professional platforms like LinkedIn. Not only does this make use of the programme visible, it can serve as a great recruitment tool for candidates vetting a company's dedication to employee wellbeing.

### ✓ Activation Toolkit

Gympass has empowered HR teams for a decade with all the communication tools they need to kick start their employees' wellness journey. We tap trending strategies – like monthly campaigns, event calendars, webinars, wellbeing content, and communication plans – to help organisations reach their target employee adoption rates. Our support starts during onboarding, and continues for our entire partnership through wellbeing content, campaigns, programmes, and virtual events. Together, we promote habit shifts that foster a culture of wellbeing within your organisation.

[Talk to a Wellbeing Specialist](#)

## 3.2 Build a Wellness Team

Although HR runs the wellness programme, fostering a team of enthusiastic employees can help you promote the programme. Pulling Wellness Champions from every part of the organisation – across departments, seniority, identity, and work environment groups – promotes inclusivity and engagement.

When done effectively, this can foster ownership and ensure the programme resonates with all

levels of your organisation. Research shows people who have a Wellness Champion in their department are [more engaged and satisfied](#), have a better view of their overall wellbeing, and have a higher opinion of their employer. And you have dedicated boots-on-the-ground forces that can help ensure your wellness programme evolves as necessary to meet the changing needs of your employees.



## Phase 4 Track Success

### 4.1 Calculate Your Impact

Has absenteeism dropped, job satisfaction increased, sales improved, or production paces picked up as a result of your programme? Now is the time to find out! Re-measure your chosen wellbeing and productivity metrics a few months after launching your programme and compare to see what impact it has had so far. Gympass clients, for example, have tripled the number of active employees in their workforce.<sup>65</sup>

This is an iterative process. You will want to check in on the metrics regularly over time to see if the impact grows or flatlines. That information will

enable you to make adjustments and to optimise your wellness offering moving forward. These figures are also valuable for maintaining leadership buy-in for the programme. Make sure to include the productivity results of your programme in annual and quarterly reports, especially the reduced healthcare and talent management costs. Your CEO and CFO will be more likely to continue supporting a programme with a positive ROI.

You can also use these productivity improvements to help calculate the overall fiscal contribution of your programme with the following formula:

*Company Wellbeing ROI = Productivity Increases + Talent Management Savings + Healthcare Savings - Wellness Programme Costs*

This enables you to clearly quantify and communicate your overall impact on the company's bottom line.

### ✓ Activation Toolkit

Gympass leveraged data from more than 19,000 employees of companies who work for our clients to calculate our impact. We compared the average cost of medical care in the six months before an employee's first wellness activity with the average cost of their medical care in the six months after one year of using Gympass. This analysis revealed that healthcare costs decrease by up to 35% when employees do at least five wellness activities a month.

[Talk to a Wellbeing Specialist](#)

### ↓ FURTHER READING

[How to Convince your CEO and CFO to Invest in a Wellbeing Programme](#)



THE GYM PASS  
THE GYM PASS  
THE GYM PASS  
THE GYM PASS  
THE GYM PASS  
THE GYM PASS  
THE GYM PASS  
WELLBEING BOOST

## 7 The Gympass Wellbeing Boost

This international dataset reveals that Gympass improves every dimension of employee wellness, delivering an overall wellbeing boost

---

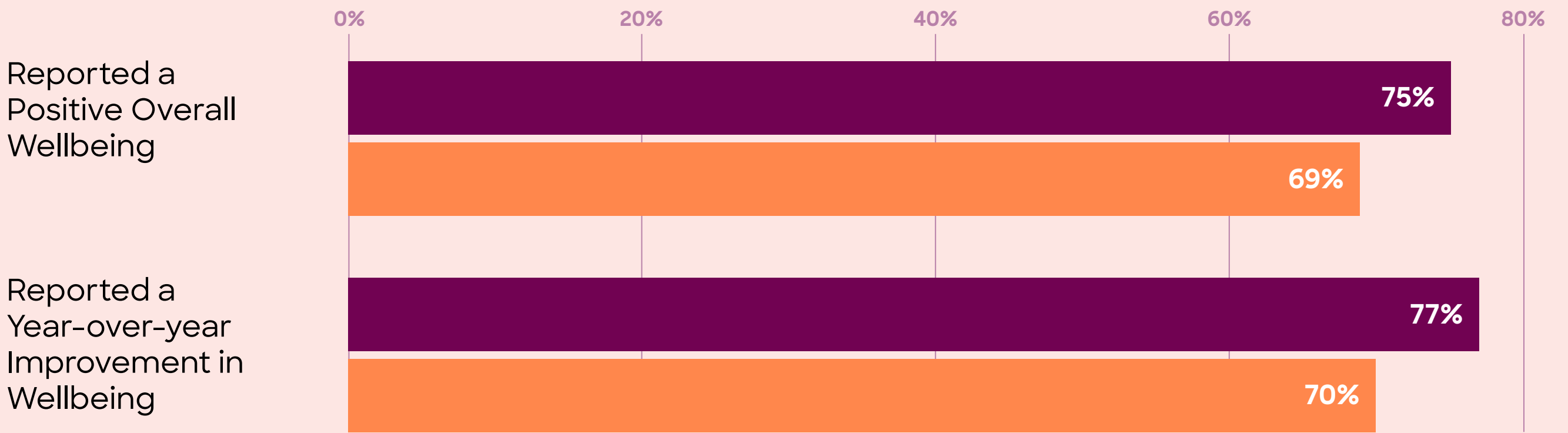
When the survey responses of Gympass users are compared to those of non-users, their wellbeing is higher across the board. **Physical and emotional wellness – the two dimensions employees are most likely to say impact on their work productivity – see the largest improvements.** Sixty-eight percent of Gympass users say their emotional wellbeing is healthy or extremely healthy, compared to 55% of non-users. They also report healthy or extremely healthy sleep and nutrition at higher rates than non-users. In addition, they are 17% more likely to say they are fit or extremely fit.



# Gympass Users Experience Better Overall Wellbeing Compared to Non-Users

Comparison of employee wellbeing between Gympass users and non-users

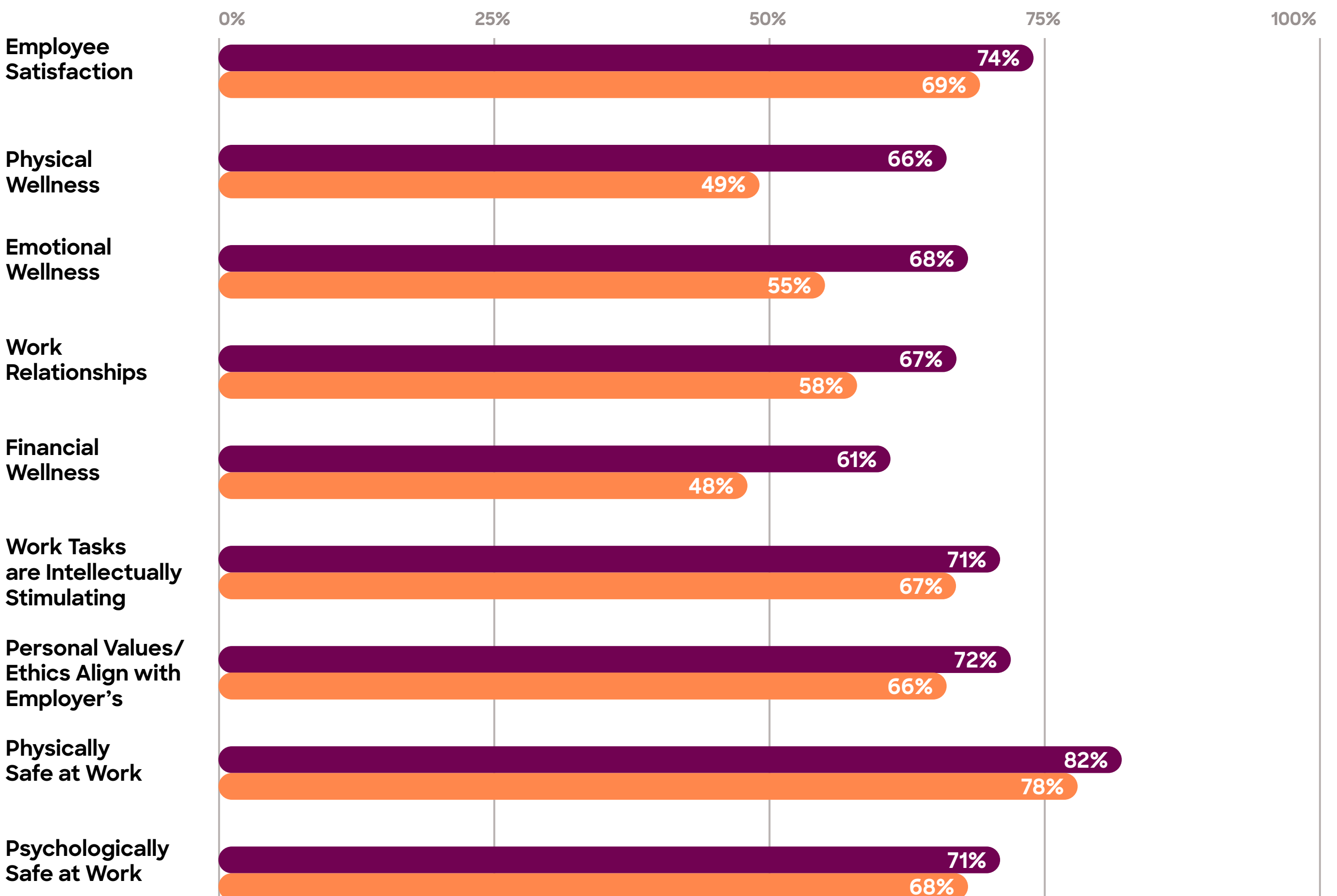
● Gympass Users ● Non-Users



# Gympass Users Experience Improved Wellbeing Across All Dimensions

Comparison of employee wellbeing between Gympass users and non-users for each dimension of wellness.

● Gympass Users ● Non-Users



Among the other improvements evident between users and non-users, Gympass participants are more likely to report:

- They are thriving or good
- Their wellbeing improved since last year
- Their Work is intellectually stimulating
- They feel safe at work
- They have healthy workplace relationships

These holistic improvements can have a major impact on a company's productivity and profitability. Employees with high wellbeing produce better work faster, improving output. They are also less likely to incur major healthcare expenses like surgery or emergency room visits, decreasing a company's healthcare expenses – in fact, **internal research shows active Gympass users can reduce company healthcare expenses by up to 35%.<sup>66</sup>** Simultaneously, content employees are more likely to stay with their current employer. **Gympass users are happier with their current employer than non-users, and companies with widespread Gympass engagement see turnover rates drop by up to 40%.<sup>67</sup>** This cuts talent acquisition costs and builds institutional knowledge, improving efficiency.

Our corporate partners stand to gain every one of these benefits. **By improving every dimension of wellness, Gympass is a powerful workforce wellness solution.**





# 8 About Gympass

Gympass is the most loved corporate wellness platform, offering the best network of gyms, studios, classes, personal trainers, and wellness apps – all in one employee benefit. More than 15,000 companies use Gympass to help their employees move, eat, sleep, and feel better with access to fitness and wellness partners in subscriptions that cost up to 50% less than traditional memberships. Gympass more than doubles the number of employees engaged with wellness. This widespread participation results in workforces that are 40% less likely to turnover and saves their companies up to 35% on healthcare costs. Investing in employee wellbeing is investing in company performance. Get started at [gympass.com](https://gympass.com).

“

A practical and accessible way for us to live a healthier life.”

– Gympass User

“

As a result of SoFi’s rapid growth, we’re becoming a more diverse workforce – and everybody has unique needs. It’s very important that our [benefits] programme speaks to those needs and is able to support [our] people no matter where they are in their life journey. I want everybody to participate as much as possible on all the different programmes that we have. I think it just breeds loyalty not only to Gympass, but also to SoFi”.

– Debbie Westover, Director of Benefits

## OUR GLOBAL IMPACT

11

countries

7,500+

cities

50,000+

in-person and virtual gyms, classes, trainers and wellbeing apps

15,000+

clients

900+

activities

300 MILLION

check-ins

9 BILLION

minutes of employee wellbeing





APPENDICES  
APPENDICES  
APPENDICES  
APPENDICES  
APPENDICES  
APPENDICES

## 9.1 Methodology

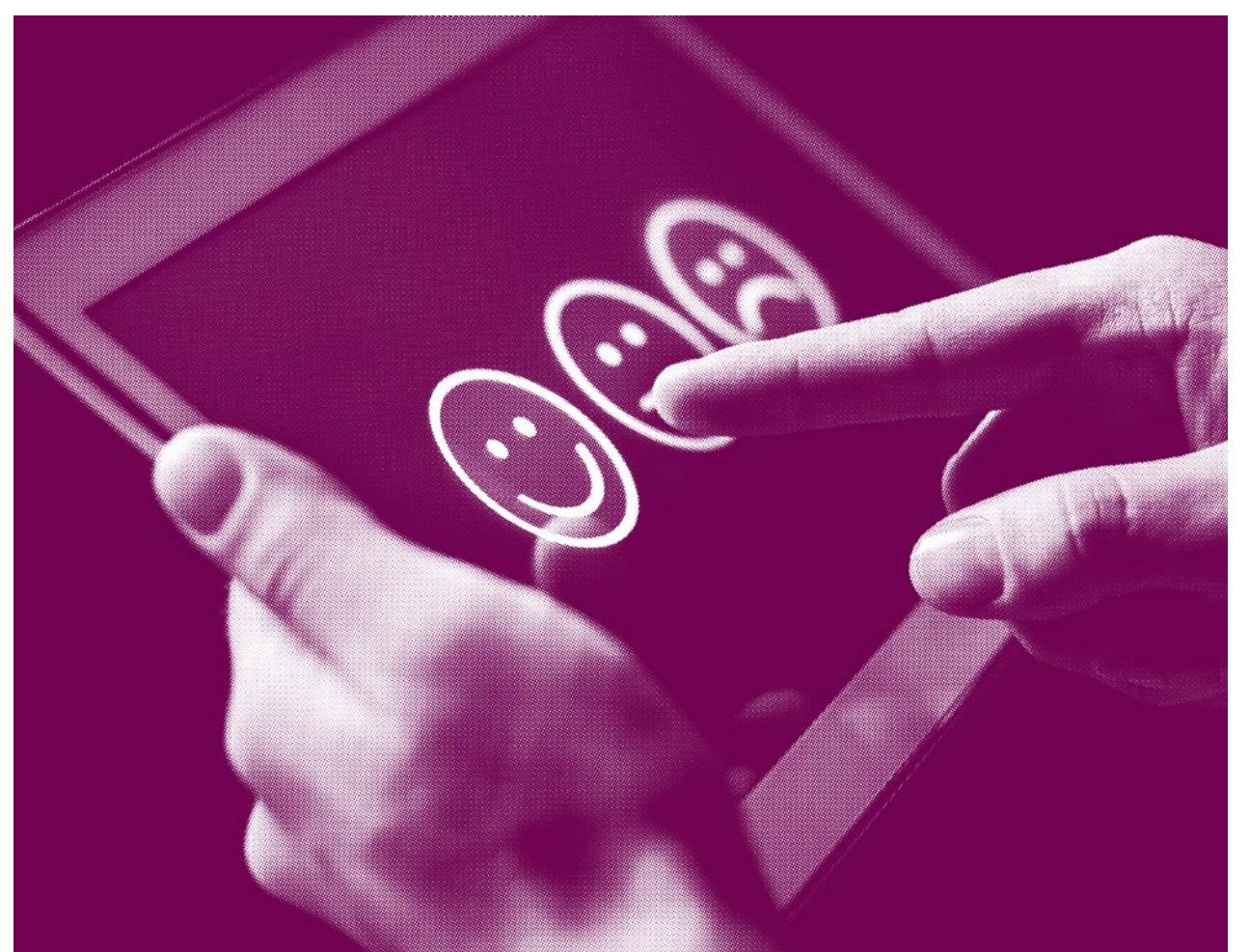
# Gympass conducted its 2024 Work-Life Wellness survey to assess the current status of worker wellness across the eight dimensions of wellbeing

Between July 13 to August 4, 2023, 5,144 full-time employees at least 18 years of age were surveyed online through the polling agency **Qualtrics**. The results have a 95% confidence level and a 4% margin of error (calculated at the individual country level based on the total population of full-time employees). Response options for the survey's 85 questions (see "Survey Questions") included Likert Scales, multiple choice, and multi-choice selections.

The countries included in this survey were: The United States and United Kingdom, Brazil, Argentina, Chile, Spain, Italy, Germany, and Mexico. Between 568 and 576 responses were collected from each country. Respondent groups were representative of their respective countries.

Where necessary, response options were adapted to reflect regional variations in benefit availability.

For example, 'healthcare benefits' and 'tuition reimbursement' were not response options for respondents in Germany for the question: "Which of the following perks do you consider to be the MOST important when joining a company?" as those services are not tied to employment in that region.



## 9.2 Citations

1. Swarbrick, M. (1997, March). *A wellness model for clients*. ResearchGate. [https://www.researchgate.net/publication/281208344\\_Swarbrick\\_M\\_March\\_1997\\_A\\_wellness\\_model\\_for\\_clients\\_Mental\\_Health\\_Special\\_Interest\\_Section\\_Quarterly\\_20\\_1-4](https://www.researchgate.net/publication/281208344_Swarbrick_M_March_1997_A_wellness_model_for_clients_Mental_Health_Special_Interest_Section_Quarterly_20_1-4)
2. Stoewen, D. L. (2017, August). *Dimensions of Wellness: Change Your Habits, change your life*. The Canadian Veterinary Journal. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5508938/>
3. *The State of Work-Life Wellness 2022*. Gympass. (2022). <https://www.gympass.com/en-us/resources/report>
4. Gallup. (2023, August 29). *State of the Global Workplace: 2023 Report*. <https://www.gallup.com/workplace/349484/state-of-the-global-workplace.aspx>
5. Gallup. (2023, July 28). *Employee Wellbeing Is Key for Workplace Productivity*. <https://www.gallup.com/workplace/215924/well-being.aspx>
6. *Return on Wellbeing Report 2023*. Gympass. (2023, May 18). <https://gympass.com/en-uk/resources/research/return-on-wellbeing-study-2023/>
7. Alton, L. (2023, March 22). *The Evolution From Work-Life Balance to Work-Life Integration*. ADP. <https://www.adp.com/spark/articles/2018/10/the-evolution-from-work-life-balance-to-work-life-integration.aspx>
8. Fisher, J., Silverglate, P. H., Bordeaux, C., & Gilmartin, M. (2023, June 28). *As workforce well-being dips, leaders ask: What will it take to move the needle?* <https://www2.deloitte.com/us/en/insights/topics/talent/workplace-well-being-research.html>
9. LinkedIn Talent Solutions. (2023). *The 2023 Future of Recruiting report*. <https://business.linkedin.com/talent-solutions/resources/future-of-recruiting>
10. LinkedIn Talent Solutions. (2023). *The 2023 Future of Recruiting report*. <https://business.linkedin.com/talent-solutions/resources/future-of-recruiting>
11. *Return on Wellbeing Report 2023*. Gympass. (2023, May 18). <https://gympass.com/en-uk/resources/research/return-on-wellbeing-study-2023>
12. Razik, K. (2021, January 14). *Presenteeism costs 10x more than absenteeism. how can leaders tackle this?*. Thrive Global. <https://community.thriveglobal.com/presenteeism-costs-10x-more-than-absenteeism-how-can-leaders-tackle-this>
13. *Job Satisfaction: Impact on Employees performance*. London Premier Centre. (2023, July 6). <https://www.lpcentre.com/articles/job-satisfaction-impact-on-employees-performance>
14. Conway, J. D. (2021, April 28). *Dissonance Disaster: When Employer Brand And Talent Brand Don't Align*. <https://www.forbes.com/sites/forbeshumanresourcescouncil/2021/04/28/dissonance-disaster-when-employer-brand-and-talent-brand-dont-align>
15. Bellet, C., De Neve, J., & Ward, G. (2019, October 17). *Does Employee Happiness have an Impact on Productivity?*. SSRN. [https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=3470734](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3470734)

- 16.** Fry, R. (2023, April 13). *In a Growing Share of U.S. Marriages, Husbands and Wives Earn About the Same*. <https://www.pewresearch.org/social-trends/2023/04/13/in-a-growing-share-of-u-s-marriages-husbands-and-wives-earn-about-the-same>
- 17.** Berger, M. W. (1970, September 12). *How have women in the workforce fared, three years into the pandemic?*. Penn Today. <https://penntoday.upenn.edu/news/how-have-women-workforce-fared-three-years-pandemic>
- 18.** *22 Telling Employee Wellness Statistics [2023]: How Many Companies have Wellness Programs*. Zippia. (2023, June 28). <https://www.zippia.com/advice/employee-wellness-statistics>
- 19.** Virgin Pulse. (2021, August 5). *Talent Acquisition, Retention and Other Benefits of Corporate Wellness Programs*. <https://www.virginpulse.com/blog-post/talent-acquisition-retention-and-other-benefits-of-corporate-wellness-programs>
- 20.** Brown, A. (2022, June 7). *About 5% of young adults in the U.S. say their gender is different from their sex assigned at birth*. <https://www.pewresearch.org/short-reads/2022/06/07/about-5-of-young-adults-in-the-u-s-say-their-gender-is-different-from-their-sex-assigned-at-birth>
- 21.** Hollingshead, T. (2012, August 19). *Poor employee health means slacking on the job, business losses*. Brigham Young University. <https://news.byu.edu/news/poor-employee-health-means-slacking-job-business-losses>
- 22.** Ricci, J. A., Chee, E., Lorandean, A. L., & Berger, J. (2007). *Fatigue in the U.S. workforce: prevalence and implications for lost productive work time*. *Journal of occupational and environmental medicine*, 49(1), 1–10. <https://pubmed.ncbi.nlm.nih.gov/17215708>  
Figure adjusted for inflation using the CPI inflation calculator: <https://www.in2013dollars.com>
- 23.** Newsom, R., & Wright, H. (2023, August 31). *The Link Between Sleep and Job Performance*. <https://www.sleepfoundation.org/sleep-hygiene/good-sleep-and-job-performance>
- 24.** *22 Telling Employee Wellness Statistics [2023]: How Many Companies have Wellness Programs*. Zippia. (2023, June 28). <https://www.zippia.com/advice/employee-wellness-statistics>
- 25.** Lockwood, S. (2019, June 26). *Are Healthier Workers More Productive? Science Says Yes!*. StartUs Magazine. <https://magazine.startus.cc/healthier-workers-productive-science-says-yes>
- 26.** *Return on Wellbeing Report 2023*. Gympass. (2023, May 18). <https://gympass.com/en-uk/resources/research/return-on-wellbeing-study-2023>
- 27.** *Physically Active Employees Can Reduce Company Healthcare Costs by 35%*. Gympass. (2023, July 25). <https://gympass.com/en-us/blog/gympass-news/physically-active-employees-reduce-healthcare-costs>
- 28.** Borgogna, N. C., McDermott, R. C., Aita, S. L., & Kridel, M. M. (n.d.). *Anxiety and depression across gender and sexual minorities: Implications for transgender, gender nonconforming, pansexual, demisexual, asexual, queer, and questioning individuals*. APA PsychNet. <https://psycnet.apa.org/record/2018-46063-001>

- 29.** Haelle, T. (2016, March 23). *Probing The Complexities Of Transgender Mental Health*. <https://www.npr.org/sections/health-shots/2016/03/23/471265599/probing-the-complexities-of-transgender-mental-health>
- 30.** Baboolall, D., Greenberg, S., Obeid, M., & Zucker, J. (2021, November 10). *Being transgender at work*. <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/being-transgender-at-work>
- 31.** Johnson, K. (2013, September 6). *Transgender Workers at Greater Risk for Unemployment and Poverty*. National LGBTQ Task Force. <https://www.thetaskforce.org/news/transgender-workers-at-greater-risk-for-unemployment-and-poverty>
- 32.** Medina, C., & Mahowald, L. (2023, January 12). *Discrimination and barriers to well-being: The state of the LGBTQI+ community in 2022*. Center for American Progress. <https://www.americanprogress.org/article/discrimination-and-barriers-to-well-being-the-state-of-the-lgbtqi-community-in-2022>
- 33.** Centers for Disease Control and Prevention. (2022, June 9). *Workplace Health Promotion*. <https://www.cdc.gov/chronicdisease/resources/publications/factsheets/workplace-health.htm>
- 34.** Mohny, G. (2018, January 15). *Stress Costs U.S. \$300 Billion Every Year*. <https://www.healthline.com/health-news/stress-health-costs>
- 35.** *Highlights: Workplace Stress & Anxiety Disorders Survey*. Anxiety and Depression Association of America. (n.d.). <https://adaa.org/workplace-stress-anxiety-disorders-survey>
- 36.** American Psychological Association. (n.d.). *The American workforce faces compounding pressure: APA's 2021 Work and Well-being Survey results*. <https://www.apa.org/pubs/reports/work-well-being/compounding-pressure-2021>
- 37.** Mann, A. (2018, January 15). *Why We Need Best Friends at Work*. <https://www.gallup.com/workplace/236213/why-need-best-friends-work.aspx>
- 38.** Lattimer, C. (2023, February 26). *How to Recognise Toxic Relationships at Work and What to Do*. *People Development Magazine*. <https://peopledevelopmentmagazine.com/2023/02/26/toxic-relationships-at-work>
- 39.** U.S. Department of Health & Human Services. (2021, September 27). *Scientific Workforce Diversity Seminar Series (SWDSS) Seminar Proceedings: Is Implicit Bias Training Effective?*. National Institutes of Health: Office of the Director. [https://diversity.nih.gov/sites/coswd/files/images/NIH\\_COSWD\\_SWDSS\\_Implicit\\_Bias\\_Proceedings\\_508.pdf](https://diversity.nih.gov/sites/coswd/files/images/NIH_COSWD_SWDSS_Implicit_Bias_Proceedings_508.pdf)
- 40.** Baharom, G. K., Stoverink, T. G., & Kalogiannidis, O. S. (2022, October 7). *Effect of Team Building on Employee Productivity; A Case Study of Eastpharma Company in Turkey*. *Stratford Journals*. <https://stratfordjournals.org/journals/index.php/journal-of-human-resource/article/view/1280>
- 41.** Adams, D. (2022, March 3). *Harnessing The Power Of Diversity For Profitability*. <https://www.forbes.com/sites/forbesbusinesscouncil/2022/03/03/harnessing-the-power-of-diversity-for-profitability/?sh=3510ba1f459a>

- 42.** Carr, E. W., Reece, A., Kellerman, G. R., & Robichaux, A. (2021, December 21). *The Value of Belonging at Work*. *Harvard Business Review*. <https://hbr.org/2019/12/the-value-of-belonging-at-work>
- 43.** *Special Report: Financial stress and the bottom line – Why employee financial wellness matters to your organisation*. PricewaterhouseCoopers. (2017, September). <https://www.pwc.com/us/en/services/trust-solutions/private-company-services.html>
- 44.** Robinson, L., & Smith, M. (2023, June 6). *Coping with Financial Stress*. HelpGuide.org. <https://www.helpguide.org/articles/stress/coping-with-financial-stress.htm>
- 45.** Frech, A., Houle, J., & Tumin, D. (2021, September 13). *Trajectories of unsecured debt and health at midlife*. *SSM – Population Health*. <https://www.sciencedirect.com/science/article/pii/S235282732100121X#bib7>
- 46.** Newsom, R., & Wright, H. (2023, August 31). *The Link Between Sleep and Job Performance*. Sleep Foundation. <https://www.sleepfoundation.org/sleep-hygiene/good-sleep-and-job-performance>
- 47.** Zuss, N. (2023, March 31). *Employers Grossly Overestimate Employee Well-Being, Annual Study Shows*. Plansponsor. <https://www.plansponsor.com/employers-grossly-overestimate-employee-well-being-annual-study-shows>
- 48.** LinkedIn Talent Solutions. (2023). *The 2023 Future of Recruiting report*. <https://business.linkedin.com/talent-solutions/resources/future-of-recruiting>
- 49.** *PwC’s 2023 Employee Financial Wellness Survey*. PricewaterhouseCoopers. (n.d.). <https://www.pwc.com/us/en/services/consulting/business-transformation/library/employee-financial-wellness-survey.html>
- 50.** *Bank of America Study Finds 84% of Employers Now Say Offering Financial Wellness Tools Helps Increase Employee Retention*. Bank of America. (2022, September 27). <https://newsroom.bankofamerica.com/content/newsroom/press-releases/2022/09/bank-of-america-study-finds-84--of-employers-now-say-offering-fi.html>
- 51.** Prudential. (2019). *The Interplay Between Health & Financial Wellness Benefits and How it Impacts Employees*. <https://news.prudential.com/content/1209/files/PrudentialWellnessProgramsCensus.pdf>
- 52.** Pendell, R. (2023, September 11). *Employee engagement strategies: Fixing the world’s \$8.8 trillion problem*. <https://www.gallup.com/workplace/393497/world-trillion-workplace-problem.aspx>
- 53.** Gallup. (2023, January 7). *The Benefits of Employee Engagement*. <https://www.gallup.com/workplace/236927/employee-engagement-drives-growth.aspx>
- 54.** Wellable. (2022, December 22). *9 Employee Engagement Statistics You Should Know For 2023*. <https://www.wellable.co/blog/employee-engagement-statistics-you-should-know>
- 55.** *Professional Development: What Employees Want*. Payscale. (2019, October 30). <https://www.payscale.com/research-and-insights/professional-development-employees-want>

- 56.** *How a Purpose-Driven Culture Gets You More Loyal Customers.* RevBoss. (n.d.). <https://revboss.com/blog/how-a-purpose-driven-culture-gets-you-more-loyal-customers>
- 57.** Benevity. (n.d.-b). *Talent Retention Study: Connecting purpose and employee retention.* [https://cdn.bfldr.com/ZZ11QL2O/at/fxh6v7w5qkw3rk64hqrs5/Talent\\_Retention\\_Study\\_2022.pdf](https://cdn.bfldr.com/ZZ11QL2O/at/fxh6v7w5qkw3rk64hqrs5/Talent_Retention_Study_2022.pdf)
- 58.** *Global and U.S. Agencies Declare End of COVID-19 Emergency.* Pfizer. (2023, May 11). <https://www.pfizer.com/news/announcements/global-and-us-agencies-declare-end-covid-19-emergency>
- 59.** Marschall, A. (2023, July 12). *Unlocking Innovation and Growth Through Psychological Safety in the Workplace.* <https://www.springhealth.com/blog/psychological-safety-in-the-workplace>
- 60.** *The State of Talent Optimization 2023 Report.* The Predictive Index. (2023, July 26). <https://www.predictiveindex.com/learn/talent-optimization/resources/surveys-reports/the-state-of-talent-optimization>
- 61.** Ravishankar, R. A. (2022, December 1). *A Guide to Building Psychological Safety on Your Team.* Harvard Business Review. <https://hbr.org/2022/12/a-guide-to-building-psychological-safety-on-your-team>
- 62.** Chinda, T., Techapreechawong, S., & Teeraprasert, S. (n.d.). *An Investigation of Relationships between Employees' Safety and Productivity.* [http://www.ppml.url.tw/EPPM/conferences/2012/download/SESSON4\\_A/10%20E145.pdf](http://www.ppml.url.tw/EPPM/conferences/2012/download/SESSON4_A/10%20E145.pdf)
- 63.** Bayram, M. (2020, April 28). *Factors affecting employee safety productivity: an empirical study in an OHSAS 18001-certified organisation.* International Journal of Occupational Safety and Ergonomics. <https://www.tandfonline.com/doi/full/10.1080/10803548.2020.1739892>
- 64.** Fisher, J., Silverglate, P. H., Bordeaux, C., & Gilmartin, M. (2023, June 28). *As workforce well-being dips, leaders ask: What will it take to move the needle?* <https://www2.deloitte.com/us/en/insights/topics/talent/workplace-well-being-research.html>
- 65.** *Return on Wellbeing Report 2023.* Gympass. (2023, May 18). <https://gympass.com/en-us/resources/research/return-on-wellbeing-study-2023>
- 66.** *Physically Active Employees Can Reduce Company Healthcare Costs by 35%.* Gympass. (2023, July 25). <https://gympass.com/en-us/blog/gympass-news/physically-active-employees-reduce-healthcare-costs>
- 67.** *Return on Wellbeing Report 2023.* Gympass. (2023, May 18). <https://gympass.com/en-uk/resources/research/return-on-wellbeing-study-2023>

## 9.3 Demographics

| <b><i>Which best describes your current role within your company?</i></b> |                |
|---|----------------|
| C-Level/Executive vice president  | 4.47%          |
| Senior vice president/Vice president                                      | 2.29%          |
| Director/Associate Director   | 7.48%          |
| Senior Manager/Manager  | 19.23%         |
| Specialist  | 18.49%         |
| Operator  | 18.76%         |
| Technical   | 6.85%          |
| Consultant  | 5.03%          |
| Teacher/Professor   | 5.03%          |
| Other (please specify)  | 12.37%         |
| <b><i>Total</i></b>   | <b>100.00%</b> |

| <b><i>How many full-time employees (FTEs) are in your company?</i></b> |                |
|--|----------------|
| 1 - 20 FTEs  | 23.62%         |
| 21 - 100 FTEs  | 21.25%         |
| 101 - 500 FTEs   | 18.47%         |
| 501 - 1,000 FTEs   | 11.26%         |
| 1,001 - 5,000 FTEs   | 11.20%         |
| 5,001 - 10,000 FTEs  | 6.47%          |
| > 10,001 FTEs  | 7.74%          |
| <b><i>Total</i></b>  | <b>100.00%</b> |



| <b><i>Which of the following best describes the industry you are working in?</i></b> |         |
|--|---------|
| Architecture & Engineering   | 4.47%   |
| Business Operations & Management   | 4.59%   |
| Cleaning & Grounds Maintenance   | 2.84%   |
| Community & Human Services   | 3.29%   |
| Construction & Extraction  | 4.16%   |
| Education & Instruction  | 9.29%   |
| Farming, Fishing & Forestry  | 1.44%   |
| Finance & Accounting   | 7.12%   |
| Food & Beverage  | 4.39%   |
| Healthcare   | 9.20%   |
| Legal  | 2.45%   |
| Manufacturing & Utilities  | 4.59%   |
| Marketing, Advertising & Public Relations  | 1.52%   |
| Media, Arts & Design   | 1.17%   |
| Military & Intelligence  | 0.78%   |
| Personal Service   | 2.14%   |
| Protective & Security  | 1.28%   |
| Repair, Maintenance & Installation   | 1.81%   |
| Sales, Customer Service & Retail   | 9.45%   |
| Science & Research   | 0.97%   |
| Supply Chain & Logistics   | 1.98%   |
| Technology   | 8.81%   |
| Transportation   | 3.03%   |
| Other (please specify)   | 9.25%   |
|  | 100.00% |

# 9.4 Survey Questions

## Demographic/Company 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 best describes the industry you are working in?
6. Which of the following best describes your occupation?
7. Which best describes your current role within your company?
8. Which best describes your current work environment?
9. With which gender identity do you identify?
10. With which sexual orientation do you identify?
11. With which race/ethnicity do you identify?

## Occupational Wellness

12. Which of the following perks do you consider to be important when joining a company? Select all that apply.
13. Which of the following perks do you consider to be the MOST important when joining a company? Select one.
14. 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.
15. How happy are you working at your company?
16. To what extent do you agree or disagree with the following statement: My work allows me to take time for my wellbeing when needed (e.g. exercise during the workday, meditate, attend a counselling session, take a mental health day, etc.)
17. To what extent do you agree or disagree with the following statement: I consider my wellbeing at work to be equally important to my salary.
18. Which of the following wellness benefits does your employer offer? Select all that apply.
19. Which of the following wellness benefits do you consider to be MOST important? Select one.
20. How engaged are you with your employer's wellbeing benefits?
21. How would you currently rate your overall wellbeing?
22. Do you feel your wellbeing has improved or declined in 2023 (compared to 2022)?
23. 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.
24. Which of the following, if any, would make you consider looking for a new role? Select all that apply
25. Which of the following would you consider looking for a new role the MOST? Select one.

## Physical Wellness

26. How would you rate your physical fitness?
27. How important is physical activity to your wellbeing?
28. My productivity at work is \_\_\_\_\_ by my physical wellbeing.
29. Where do you work out most often?
30. How much do you spend on gym memberships each month (including classes)?
31. Which of the following fitness programmes does your company offer? Select all that apply.
32. Of the fitness programmes offered by your company, which do you routinely participate in? Select all that apply.
33. To what extent do you agree or disagree with the following statement: A personal trainer would help me achieve my fitness goals.

34. To what extent do you agree or disagree with the following statement: My job makes it difficult to work out.
35. How would you rate your overall nutritional health?
36. How important is your nutrition to your overall wellbeing?
37. To what extent do you agree or disagree with the following statement: The quality of my work would improve if I had a healthier diet.
38. Which of the following do you use to keep track of your nutrition? Select all that apply.
39. How much do you spend to keep track of your nutrition each month?
40. To what extent do you agree or disagree with the following statement: A nutritionist would help me achieve my nutrition goals.
41. To what extent do you agree or disagree with the following statement: My job makes it difficult to eat healthy.
42. How would you rate your overall sleep health?
43. How important is sleep to your wellbeing?
44. How often does work stress keep you up at night?
45. You mentioned that work stress keeps you up “insert previous answer option”. Which of the following areas of your life does this impact? Select all that apply.
46. Which of the following, if any, do you use nightly to help improve your sleep? Select all that apply.
47. How much do you spend on sleep apps each month?

### Emotional Wellness

48. How would you rate your overall emotional wellness?
49. How important is your emotional wellness to your overall wellbeing?
50. My productivity at work is \_\_\_\_\_ by my emotional wellness.
51. How stressed are you during the workday?
52. How do you manage your stress? Select all that apply.
53. How stressed are you during the workday?
54. How much do you spend on meditation apps each month?
55. To what extent do you agree or disagree with the following statement: My employer enables me to tend to my emotional wellness during the workday.

### Social Wellness

56. To what extent do you agree or disagree with the following statement: My productivity at work is lower when I feel lonely.
57. How would you generally rate your relationships at work?
58. How important are your relationships at work to your overall wellbeing?
59. My work relationships are \_\_\_\_\_ by my level of work stress.
60. How important is your sense of belonging at work to your overall wellbeing?
61. How satisfied are you with the Diversity, Equity & Inclusion (DEI) programme at your current company?
62. To what extent do you agree or disagree with the following statement: I feel like I can bring my whole self to work.
63. How often do you feel discriminated against at work?

## Financial Wellness

64. How would you rate your financial wellness?
65. How important is your financial wellness to your overall wellbeing?
66. To what extent do you agree or disagree with the following statement: Worrying about my finances distracts me from my work.
67. How often does your financial situation keep you up at night?
68. To what extent do you agree or disagree with the following statement: My financial situation prevents me from investing in my overall wellbeing.

## Intellectual Wellness

69. My productivity at work is \_\_\_\_\_ by how engaging I find my work tasks.
70. To what extent do you agree or disagree with the following statement: My work is intellectually stimulating.
71. To what extent do you agree or disagree with the following statement: Professional development in my field is important to keeping me more engaged at work.
72. What professional development opportunities does your company offer free of charge?

## Spiritual Wellness

73. To what extent do you agree or disagree with the following statement: I find purpose and meaning in the work I do.
74. To what extent do you agree or disagree with the following statement: My values and ethics align with those of my employer.
75. To what extent do you agree or disagree with the following statement: Participating in charitable activities is important to my wellbeing.
76. My company provides opportunities for its employees to participate in charitable activities.
77. My company accommodates my religious practices.
78. My productivity at work is \_\_\_\_\_ by my spiritual wellbeing.

## Environmental Wellness

79. Do you work from the office, from home, or in a hybrid setting?
80. Would you rather work from the office, from home, or in a hybrid setting?
81. To what extent do you agree or disagree with the following statement: I feel physically safe at work.
82. To what extent do you agree or disagree with the following statement: I feel psychologically safe at work.
83. Which of the following has ever occurred to you in the workplace? Select all that apply.
84. My productivity at work is \_\_\_\_\_ by my environmental [workplace] wellbeing.

## Conclusion

85. Which of the eight dimensions of wellness is the MOST important dimension to your overall wellbeing? Select one.



© Gympass US, LLC 2023

Produced in the United States of America August 2023

Gympass, the Gympass logo, and [gympass.com](https://www.gympass.com) are trademarks or registered trademarks of Gympass US, LLC, in the United States and/ or other countries. Other product and service names might be trademarks of Gympass or other companies.

This document is current as of the initial date of publication and may be changed by Gympass at any time. Not all offerings are available in every country in which Gympass 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 AND ANY WARRANTY OR CONDITION OF NON- INFRINGEMENT. Gympass services are warranted according to the terms and conditions of the agreements under which they are provided.

The client or company is responsible for ensuring compliance with laws and regulations applicable to it. Gympass does not provide legal advice or represent or warrant that its services or products will ensure that the client is in compliance with any law or regulation. Statements regarding Gympass' future direction and intent are subject to change or withdrawal without notice, and represent goals and objectives only.