



THE STATE OF

WORKLIFE

2025

WELLNESS

EXECUTIVE SUMMARY

wellhub

A recent survey by Wellhub of over 5,000 full-time employees reveals that employee wellbeing is no longer a mere perk—it's a fundamental expectation. As talent management becomes increasingly competitive, integrating a robust wellness program into your benefits package is crucial for attracting and retaining top talent.

## THE STATE OF EMPLOYEE WELLNESS

There's a striking disconnect between how employees perceive their wellbeing and the reality beneath the surface. While 63% of workers confidently describe their overall wellbeing as "good" or "thriving," the underlying numbers tell a different story:

- **Fitness:** Only 54% of employees consider themselves physically fit.
- **Mental Health:** Nearly half (47%) admit that work stress is taking a toll on their mental health.
- **Nutrition:** Just 40% claim their diet is healthy or extremely healthy.
- **Sleep:** An overwhelming 71% of workers report getting less than the recommended seven hours of sleep each night.

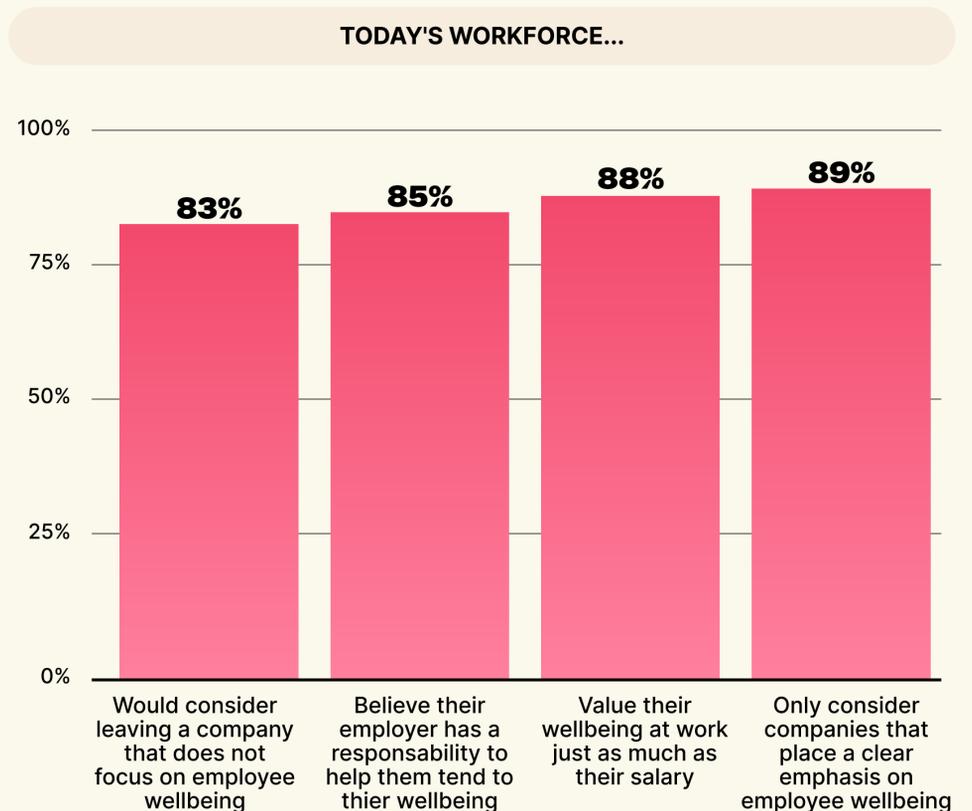
Generational differences add another layer to this wellness challenge. Even though Gen Z is the generation that is most actively engaged in mental health practices, they say they struggle most with their mental wellbeing. In contrast, Baby Boomers say they are doing better mentally but face significant physical health challenges.

Financial strain complicates the path to better wellbeing, as 68% of employees say that financial constraints prevent them from investing in their health.



## WELLBEING IS A PRIORITY FOR EMPLOYEES

As employees grapple with their wellbeing and financial limitations, they're increasingly looking to their employers for support. And they're not afraid to walk away if they don't get it. A staggering four out of five workers now value their wellbeing as much as their salary and will only consider working for companies that actively support their wellness.



## Cross-Generational Demand for Wellbeing

While employees of every age expect work-life wellness, that sentiment is only increasing with each passing generation: Nine out of 10 Gen Z and Millennial workers will only consider an employer that places a clear emphasis on wellbeing, compared to eight out of 10 Gen X and Baby Boomer employees. These younger workers are also more likely than their older colleagues to consider leaving a company that does not focus on wellbeing and feel strongly that their wellbeing at work is as important as their salary.

It is critical to bake these preferences into any long-term talent management strategy. Millennials and Gen Z workers are already the largest part of the workforce, and stand to be for the foreseeable future. It's companies with a dedicated wellbeing program that are pulling ahead in the ever-intensifying tussle for talent. And the generational gaps in wellbeing underscore the importance of holistic, flexible wellness programs that address the diverse needs of a multigenerational workforce.

## WELLBEING IS CRITICAL TO TALENT MANAGEMENT

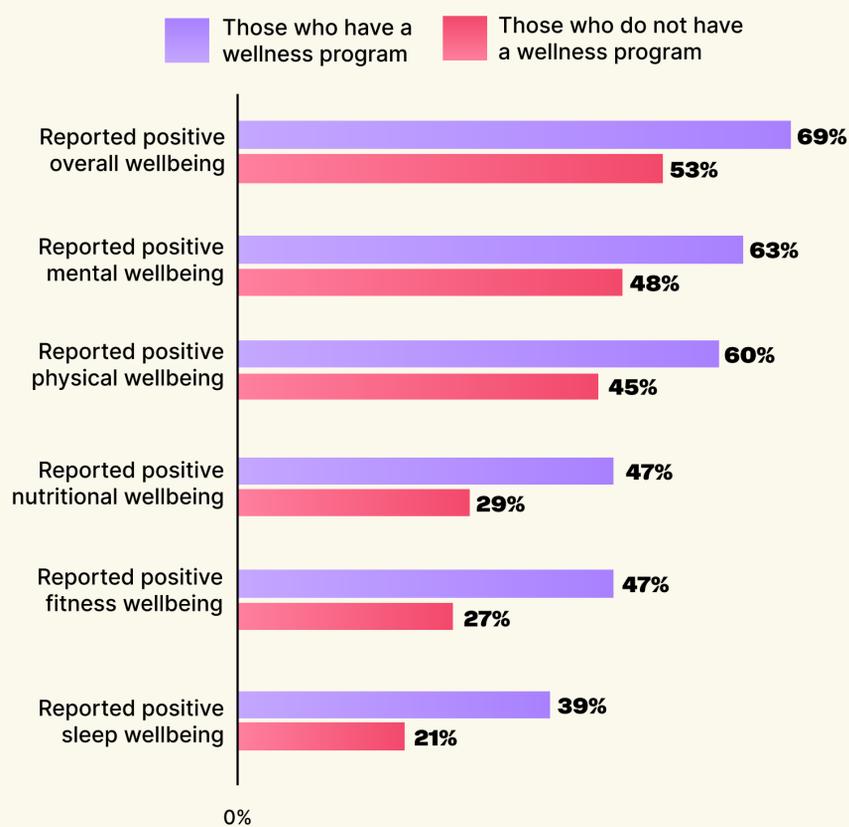
This resounding demand for personal wellbeing means competitive pay alone won't pull top talent in the door. Companies have to fulfill the quality-of-life promises they make during recruitment or risk employees quickly seeking opportunities elsewhere.

The survey results show that providing comprehensive wellbeing programs are an effective way to both meet these expectations and improve business outcomes. Employees with wellness programs report significantly better mental, physical, and overall health than workers without wellbeing support. Sixty-three percent of workers with a wellness program, for example, say they are doing well mentally, compared to only 48% without. And 60% of employees with a wellness program are doing well physically, far outpacing the 45% of employees without wellness programs who report positive physical wellbeing.

This boost in employee health translates directly into business benefits, as healthier employees are more productive, take fewer sick days, and are less likely to suffer from burnout. Wellness programs also improve employee-company relationships: 84% of employees with wellness programs feel adequately compensated, compared to 61% without, and 79% believe HR genuinely cares about their wellbeing—this drops to 45% without such programs.

Wellhub in particular significantly enhances employee wellbeing and satisfaction. Employees using Wellhub are four times more likely to engage in wellness programs, with 75% reporting improvements in mental health, physical fitness, and overall wellness. This also strengthens employee-employer relationships, as Wellhub users are nearly three times more likely to rate their benefits package as "excellent" and report higher satisfaction with compensation and company culture. This can lead to lower turnover and reduced healthcare costs, freeing HR teams to focus on strategic initiatives.

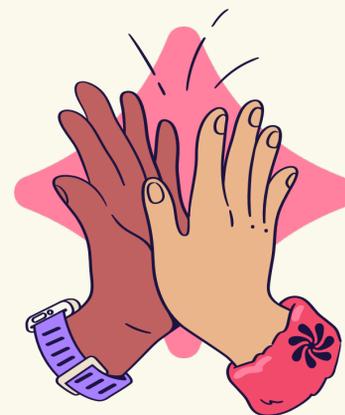
### WELLNESS PROGRAMS ENHANCE ALL ASPECTS OF AN EMPLOYEE'S WELLBEING



## TAKE ACTION

Wellness programs are a strategic business move that also bolster employee wellbeing and satisfaction. What could be better?

For more detailed insights and actionable strategies you can use to implement effective wellness programs, download the full report!





# Global Key Findings

We surveyed 5,000+ employees globally to identify what workers want from a benefits package so HR leaders can make the most of their budget.

## KEY STATS

88%

of employees value their wellbeing at work just as much as their salary.

66%

of employees believe that their HR department genuinely cares about their wellbeing.

89%

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

68%

of employees say their financial situation prevents them from investing in their overall wellbeing.

85%

of workers believe their employer has a responsibility to help them tend to their wellbeing.

47%

of employees say work stress is degrading their mental wellbeing, making it the leading cause of emotional health issues — above inflation, poor wellbeing, or isolation.

83%

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

79%

of employees use their wellness program when offered.

61%

of employees with wellness programs are happy at their company vs. 36% of those without.

70%

of employees with a wellness program rated their overall benefits program as top-notch vs. 36% of those without.

## KEY TRENDS

Wellbeing is more critical to attracting and retaining talent than ever before.

Wellness programs boost employee satisfaction and offer desired holistic support in benefit packages.

Worker emphasis on wellbeing is growing with each generation.



# United States Key Findings

In support of our global survey, we surveyed 550+ employees in the United States to identify what workers want from a benefits package so HR leaders can make the most of their budget.

## KEY STATS

85%

of employees value their wellbeing at work just as much as their salary.

76%

of employees believe that their HR department genuinely cares about their wellbeing.

86%

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

69%

of employees say their financial situation prevents them from investing in their overall wellbeing.

78%

of workers believe their employer has a responsibility to help them tend to their wellbeing.

50%

of employees say inflation is degrading their mental wellbeing, making it the leading cause of emotional health issues.

79%

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

67%

of employees with wellness programs are happy at their company vs. 51% of those without.





# Ready to optimize your workforce wellbeing?

Get access to our full report for expert  
guidance and even more valuable insights.

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