In an effort to both promote and measure its initiative, AHA conducted this research with the US workforce to:

- Determine **key indicators which motivate** employees toward **participation and engagement** in workplace health and well-being programs
- Identify the **importance of sleep, stress, mental, and financial health** to a broader concept of health and well-being among U.S. employees
- Evaluate the **impact of senior leadership** in motivating employees to participate in employer-sponsored health promotion programs
- Discover **multi-generational communication and management preferences** that enhance engagement and productivity
- Investigate the **role of technology in health** including concepts of “digital detox” and “unplugged”

This research was conducted to raise **awareness** of and **support** the goals of the **CEO Roundtable**, an unprecedented innovation incubator to build a culture of health in the workplace.
# RESULTS ARE CURRENT AND REPRESENTATIVE OF U.S. EMPLOYEES

| **Who** | Representative survey of 2,009 adults currently employed part- or full-time at a company with at least 25 employees that offers a health care plan |
| **When** | August 10 - 19, 2016 |
| **How** | 20-minute online survey among participants in Nielsen’s online research panel |
| **Weighting** | Results were weighted, as needed, to match the profile of adults who are employed part- or full-time in the U.S. |

For the purposes of this report, ‘Younger Millennials’ refers to employees aged 18-26, ‘Older Millennials’ refers to employees aged 27-35, ‘Gen Xers’ refers to employees aged 36-50, ‘Baby Boomers’ refers to employees aged 51-69, and ‘Matures’ refers to employees aged 70+.  
*Please note: Data for total Matures and Younger Millennials who participate in employee health programs have base sizes of less than 100. Results for these groups are directional in nature.*
PROGRAMS AND CEO PARTICIPATION ARE IMPORTANT WAYS TO SHOW COMMITMENT TO THE HEALTH OF EMPLOYEES AND POSITIVELY IMPACT ENGAGEMENT

Health Programs & CEO Participation Matter

Work Gets in Way of Employee Health Goals

Participation & Goals Differ by Generation

KEY TAKEAWAYS
EMPLOYEES HAVE ACCESS TO AND PARTICIPATE IN WELLNESS PROGRAMS

Programs
- Flu shots 68%
- Routine screenings for blood pressure 67%
- Routine screening for cholesterol 66%
- Routine screening for blood sugar 65%
- Walking course 55%
- 75% have a wellness program

Tools
- 55% CPR or other emergency response training
- 55% On-site health fair
- 51% Group stretches or walking
- 49% Lower health insurance premiums for maintaining healthy numbers
- 47% Smartphone or tablet app
- 84% use at least one wellness program if offered
- 65% Routine screenings for blood pressure

WHAT HEALTH PROGRAMS ARE EMPLOYEES USING?
CEO PARTICIPATION DRIVES IMPACTS BETTER EMPLOYEE OUTCOMES

Work Outcomes of Programs

Employees who know their CEO participates are more likely to report better productivity, improved work quality, and higher job satisfaction as a result of their own participation.

<table>
<thead>
<tr>
<th></th>
<th>All Employees Who Participate</th>
<th>Know CEO Participates</th>
<th>Do Not Know if CEO Participates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Better productivity</td>
<td>45%</td>
<td>60%</td>
<td></td>
</tr>
<tr>
<td>Improved quality of work</td>
<td>36%</td>
<td>56%</td>
<td></td>
</tr>
<tr>
<td>Fewer sick days</td>
<td>36%</td>
<td>43%</td>
<td></td>
</tr>
<tr>
<td>Higher job satisfaction</td>
<td>33%</td>
<td>54%</td>
<td></td>
</tr>
</tbody>
</table>

Significantly higher than 2014

WHAT IS IN IT FOR EMPLOYERS?
CEO PARTICIPATION IS RELATED TO POSITIVE EMPLOYER PERCEPTIONS AND PERSONAL COMMITMENT TO HEALTH

Employees’ Awareness of CEO Involvement

Employees awareness of CEO participation in health programs is significantly higher than 2014

- Yes, aware: 56%
- No, not aware: 20%
- Not sure if their CEO participates: 25%

Impact of CEO Encouragement on Participation

Employees who say that their CEO encourages participation in health programs are more likely to participate in them

- CEO Encourages: 88%
- CEO Does Not Encourage: 78%

Employer’s Role in Workplace Health

Employees who know their CEO participates are more likely to say their employer cares and is committed to the health of their employees

- All Employees
  - Believe their employer cares a great deal or a lot about the health of employees: 67%
  - Agree that their employer is committed to the health of employees: 29%

- Know CEO Participates
  - vs. don’t know (12%)
  - vs. don’t know (55%)

WHAT IS THE ROLE OF CEO LEADERSHIP?
EMPLOYEES ARE MAKING EXERCISE AND EATING RIGHT A PRIORITY

Overall Health

More than half report being in excellent or very good health

Of the 55% who say they are in excellent/very good health 5% have heart disease or stroke and 33% are “at-risk”

Average Weekly Exercise

134.4 minutes
Moderate intensity
58.5 minutes
Vigorous intensity

Significantly higher than 2014

Top Health Goals

95%
agree they feel better when they eat right and exercise

40%
Lose weight

40%
Be more physically active

37%
Eat more healthy foods

28%
Improve my financial health

28%
Get more sleep

25%
Reduce my stress levels

HOW IS EMPLOYEE HEALTH?
WHAT IS THE CHALLENGE FOR EMPLOYERS & EMPLOYEES?

40% of employees say their job gets in the way of their health

44% of employees who participate in employee health programs say the same

MANY EMPLOYEES SAY THEIR JOB GETS IN THE WAY OF THEIR HEALTH EVEN AMONG THOSE WHO PARTICIPATE IN PROGRAMS
**MILLENNIALS ARE MOST LIKELY TO PARTICIPATE IN HEALTH PROGRAMS AND REAP THE POSITIVE EFFECTS**

**Impact of Participation**

Participation impact on commitment and overall job satisfaction is higher for Older Millennials compared to other generations.

<table>
<thead>
<tr>
<th>Generation</th>
<th>Commitment to health</th>
<th>Overall job satisfaction</th>
</tr>
</thead>
<tbody>
<tr>
<td>Younger Millennials</td>
<td>49% (Very strong)</td>
<td>41% (Strong)</td>
</tr>
<tr>
<td>Older Millennials</td>
<td>58% (Strong)</td>
<td>50% (Strong)</td>
</tr>
<tr>
<td>Gen Xers</td>
<td>46%</td>
<td>37%</td>
</tr>
<tr>
<td>Baby Boomers</td>
<td>36%</td>
<td>28%</td>
</tr>
<tr>
<td>Matures</td>
<td>50% (Strong)</td>
<td>34% (Strong)</td>
</tr>
</tbody>
</table>

**Other Effects of Participation**

Baby Boomers are least likely to say they feel their company cares a great deal or a lot about their health.

**Millennials are more likely to report positive work-related outcomes as a result of their participation in health programs**

**HOW DOES THE STORY DIFFER BY GENERATION?**
**Generations Do Not Experience Stress Equally**

**Frequency of Experiencing Stress**

*Older Millennials* are the most likely to experience stress as a result of work always, almost always, or very often.

- Younger Millennials: 31%
- Older Millennials: 42%
- Gen Xers: 28%
- Baby Boomers: 20%
- Matures: 5%

**What Employers Can Do to Reduce Stress**

Generations are equally likely to say they would like their employer to recognize the level of stress employees are under.

*Younger and Older Millennials* want more flexibility in when and where they work to help reduce or manage stress.

**Differential Health Goals**

*Younger and Older Millennials* are more likely to be focused on reducing their stress.

*Older generations* are more likely to be focused on weight loss and being more physically active.

**How Does the Story Differ by Generation?**
OFFERING HEALTH PROGRAMS CAN POSITIVELY IMPACT EMPLOYEES’ VIEWS OF THEIR EMPLOYERS’ COMMITMENT TO THEIR HEALTH

Impact of Participation

Those who participate are more likely to say the availability of health programs have a very strong/strong impact on their commitment to their health.

Impact on Commitment to Health (Very strong/Strong impact)

<table>
<thead>
<tr>
<th>Participate</th>
<th>Do not participate</th>
</tr>
</thead>
<tbody>
<tr>
<td>49%</td>
<td>32%</td>
</tr>
</tbody>
</table>

WHAT CAN EMPLOYERS DO TO HELP EMPLOYEES REACH THEIR HEALTH GOALS?

What can employers do to help improve employee health and well-being?

- Offer programs that would help employees meet their health goals
- Consider generational differences in program offerings & communications
- Communicate leadership participation

Desired Employer Health Program Offerings

When asked what programs they would like for their employer to offer that would help you meet your health and wellness goals, the top responses were:

- 28% Free or reduced membership to an offsite gym
- 22% Weight loss programs
Financial Health Matters

Unplugging from Technology Is Important to Employees

Mentorship Impacts Employee Engagement

FINANCIAL HEALTH, TECHNOLOGY BREAKS, AND MENTORSHIP MATTERS TO EMPLOYEES

KEY TAKEAWAYS
FINANCIAL HEALTH IS IMPORTANT TO OVERALL WELL-BEING

**Financial Health & Well-Being**

- 91% of respondents have a financial program
- 71% use at least one financial program if offered

“**My financial health is important to my overall well-being.**”

**Financial Program Utilization**

- 401k support: 65%
- Hard copy brochures, pamphlets: 58%
- Financial advisors: 53%
- Webinars: 48%
- Retirement planning education: 46%

**Impact of Financial Program on Financial Health**

- 43% say their financial health has improved a great deal/a fair amount because of their participation in financial programs offered through their employer
TECHNOLOGY BREAKS IMPORTANT TO HEALTH, BUT NOT ENCOURAGED

**Impact of Unplugging on Health**

*3 in 4* agree that unplugging or disconnecting from technology is important to their health

**Employer Encouragement**

*1 in 3* agree that their employer encourages employees to occasionally unplug from technology

82% of those who say that their employer encourages unplugging are more likely to say that their employer is committed to the health of their employees.

WHAT ROLE DOES TECHNOLOGY HAVE ON EMPLOYEE HEALTH?
THOSE WHO PARTICIPATE IN MENTORSHIP PROGRAMS REPORT INCREASED ENGAGEMENT

Participation in Mentor Programs

<table>
<thead>
<tr>
<th>MENTOR</th>
<th>MENTEE</th>
</tr>
</thead>
<tbody>
<tr>
<td>48% felt more engaged with their team</td>
<td>45% learned something new</td>
</tr>
<tr>
<td>42% learned something new</td>
<td>41% helped to take more control/responsibility</td>
</tr>
<tr>
<td>40% improved management/leadership skills</td>
<td>40% felt supported</td>
</tr>
<tr>
<td>39% productivity improved</td>
<td>38% gained new perspectives, ideas, approaches</td>
</tr>
<tr>
<td>36% felt more engaged with organization</td>
<td>36% became better at job</td>
</tr>
</tbody>
</table>

WHAT IMPACT DO MENTORSHIP PROGRAMS HAVE?