

# GROWING SUPPORT FOR WORKPLACE WELL-BEING STRATEGIES AND STANDOUT STRATEGIES FOR IMPROVING OUTCOMES

Data from the HERO Health and Well-being Best Practices Scorecard in Collaboration with Mercer© 2020 Progress Report shows a growing consensus around the business case for well-being initiatives, an evolution in incentive strategies for employers, and best practices that are most often connected with optimal program outcomes.

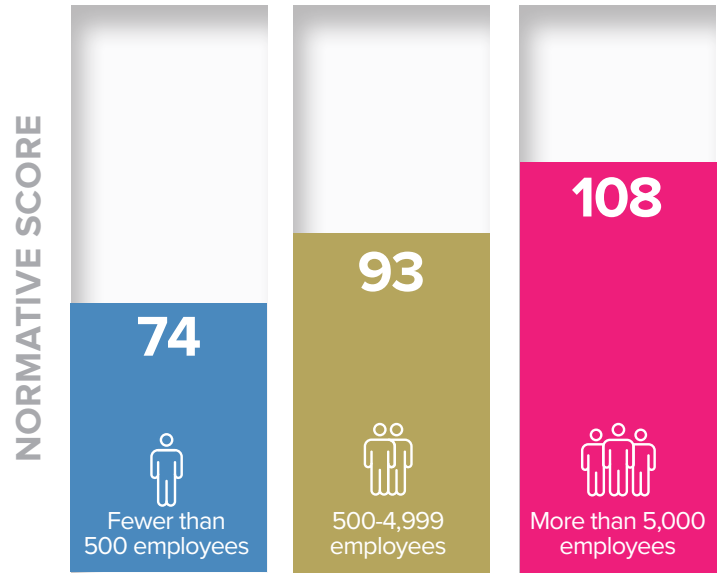
## PARTICIPATION CONTINUES TO GROW



## BENCHMARKS: RAISING THE BAR

(MAXIMUM SCORE OF 200)

22% of organizations scored in best practice range (>125)



**ORGANIZATION SIZE**

## THE HERO SCORECARD PROGRESS REPORT INCLUDES COMMENTARIES FROM EMPLOYERS, HEALTH AND WELL-BEING RESEARCHERS, AND WELLNESS PROVIDERS ON THE FOLLOWING TOPICS:

**LEADERSHIP COMMITMENT AND PROGRAM INTEGRATION**

Organizations that integrate health and well-being and safety programs, and have leaders who see a business case for health and well-being, experienced improvements in health risk (**50%**) and medical trend impact (**>61%**).

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**EMERGING PRACTICES FOR IMPROVING ORGANIZATIONAL AND CULTURAL SUPPORT**

Among organizations that have completed the HERO Scorecard more than once, participants reported a **62% increase** in leaders prioritizing health and work-life balance.

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**INFORMED DECISION MAKING IN HEALTH AND WELL-BEING**

**67%** of organizations that regularly share health and well-being program performance data with senior leadership report that organizational support strategies are effective.

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**CHANGING HEALTH AND WELL-BEING PRACTICES**

Best practice areas have evolved over the last 6 years. For example, the number of completers who said their company mission or vision statement supports a healthy workplace culture jumped from **35%** in 2016 to **49%** in 2020.

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**IMPACT OF SOCIAL STRATEGIES ON HEALTH AND WELL-BEING INITIATIVES**

**90%** of organizations employing four or more social strategies perceived their health and well-being program to be effective, compared to just **18%** of organizations using no social strategies.

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## THE HERO SCORECARD HAS IDENTIFIED BEST PRACTICES THAT ARE MORE LIKELY TO PRODUCE A POSITIVE FINANCIAL OUTCOME.

- 1 Organizational and leadership support**
  - Demonstrate organizational commitment to health and well-being.
  - Engage employees at all levels of the organization.
  - Develop a strategic plan and reporting for multiple stakeholders.
  - Target communications to diverse groups.
- 2 Program integration**
  - Integrate programs, communications, data, and strategy.
  - Integrate well-being programs with other employee benefits.
- 3 Comprehensive programs**
  - Offer individualized, population-based programs in multiple channels.
  - Offer lifestyle and disease management programs.
  - Ensure programs include robust features.
  - Provide tools to track health.
- 4 Incentives**
  - Offer financial incentives for specific activities.
  - Allow benefit-eligible spouses/partners to earn incentives.

## WHAT'S NEW: HERO SCORECARD V5

Version 5 of the HERO Scorecard, coming in early 2021, reflects growing knowledge and research around health and well-being best practices with additions related to:



**Involvement** in the community.



**Mental and emotional** well-being.



**Social determinants** of health.



**Integration** with diversity, equity, and inclusion.



**A broader value proposition** for investing in employee health and well-being.