

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

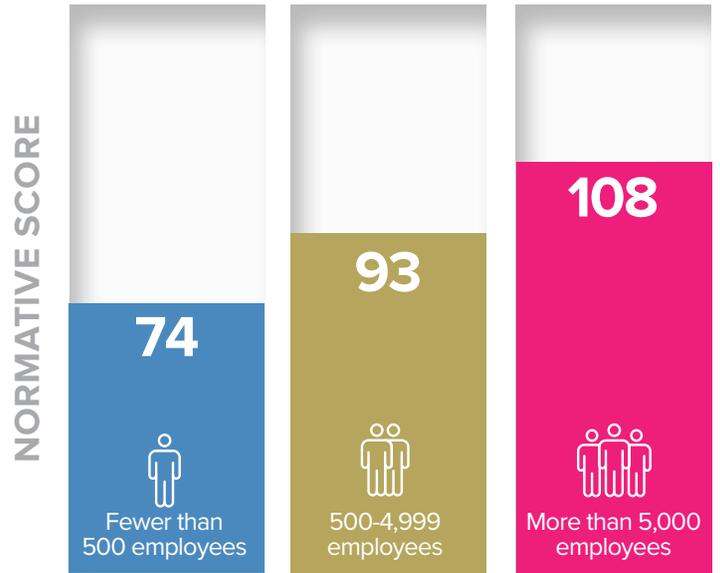
Data from the HERO Health and Well-being Best Practices Scorecard in Collaboration with Mercer© 2020 Progress Report shows a growing consensus around the business case for well-being initiatives, an evolution in incentive strategies for employers, and best practices that are most often connected with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