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.

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

**PARTICIPATION CONTINUES TO GROW**

- 1,300+ ORGANIZATIONS have completed Version 4.
- 30% GROWTH in HERO Scorecard completion 2016-2020.
- NEARLY 400 COMPANIES have completed the international version.

**BENCHMARKS: RAISING THE BAR**

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

- 74 Fewer than 500 employees
- 93 500-4,999 employees
- 108 More than 5,000 employees

**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
  - EMERGING PRACTICES FOR IMPROVING ORGANIZATIONAL AND CULTURAL SUPPORT
  - INFORMED DECISION MAKING IN HEALTH AND WELL-BEING
  - CHANGING HEALTH AND WELL-BEING PRACTICES
  - IMPACT OF SOCIAL STRATEGIES ON HEALTH AND WELL-BEING INITIATIVES

**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.

To learn more or to complete the HERO Scorecard, visit www.HERO-health.org.

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