Data from the HERO Health and Well-being Best Practices Scorecard in Collaboration with Mercer© 2018 Progress Report shows increased satisfaction, participation and improved outcomes when organizational support is strong.

The 2018 HERO SCORECARD PROGRESS REPORT features commentaries on well-being trends from employers, researchers and wellness providers. Research commentaries focus on:

- The impact of leadership support on employee engagement and satisfaction
- Targeted lifestyle management programs
- Financial and other incentives
- Strategic planning

Findings related to organizational and leadership support show that:

- 91% of organizations where leaders recognized employees for healthy actions and outcomes saw better results on health improvements.
- Employees report higher levels of satisfaction with well-being initiatives when leaders participate, and when leaders role model work/life balance.
- Satisfaction with health and well-being initiatives tracks closely with perceptions of organizational support. Among employers who were able to provide results from employee assessments,
  - 71% employees say they are satisfied with the company’s initiatives.
  - 73% say their employer supports their health and well-being.

The HERO SCORECARD also asks employers about other best practice areas, such as:

- Measurement and evaluation
- Program integration
- Comprehensive programs
- Participation strategies

The SCORECARD PROGRESS REPORT highlights the following trends related to these areas:

- 29% vs. 9%
  A higher prevalence of reported health improvement in organizations that offer targeted lifestyle management services than those that do not.

- 53%
  Of organizations that completed the HERO Scorecard have leaders who actively participate in well-being efforts.

- 63%
  Of employers use financial incentives to encourage participation in well-being initiatives.

- 56%
  Of employers have a formal, written strategic plan in place for well-being.

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

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