

HERO SCORECARD PROGRESS REPORT

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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