

ORGANIZATIONAL AND LEADERSHIP SUPPORT IS THE KEY TO EFFECTIVE WORKPLACE WELL-BEING

A new study from the Health Enhancement Research Organization (HERO) identifies the critical role of organizational and leadership support in developing high-performing well-being initiatives. The study, "Workplace Well-being Factors that Predict Employee Participation, Health and Medical Cost Impact, and Perceived Support," draws upon data from companies that completed the HERO Health and Well-being Best Practices Scorecard in Collaboration with Mercer® and found that organizational and leadership support—more than any other factor—predicted participation in health screenings, improvement in health risks and medical costs, and perceptions of organizational support.

The full report was published in the *American Journal of Health Promotion*. It is also available online at

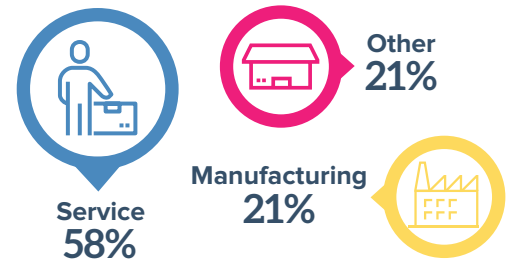
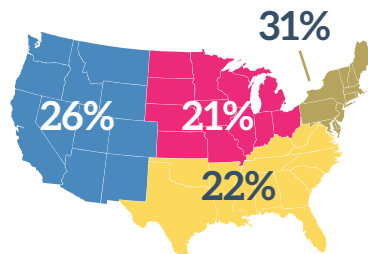
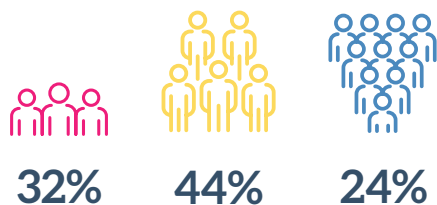
<https://hero-health.org/research/hero-research-studies/>.

FREQUENCY OF ORGANIZATIONAL AND LEADERSHIP SUPPORT PRACTICES

Here's how often successful well-being initiatives implement these 10 practices.
Based on 1,249 unique organizations represented in Q1 2020 HERO Scorecard Benchmark Report.



CHARACTERISTICS OF THE COMPANIES STUDIED (Not all companies reported on these characteristics.)



Organization Size

Geographic Region

Industry Type



To learn more or to complete the HERO Scorecard, visit <https://hero-health.org/hero-scorecard/>

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