

The Science Behind Effective Wellbeing at Work

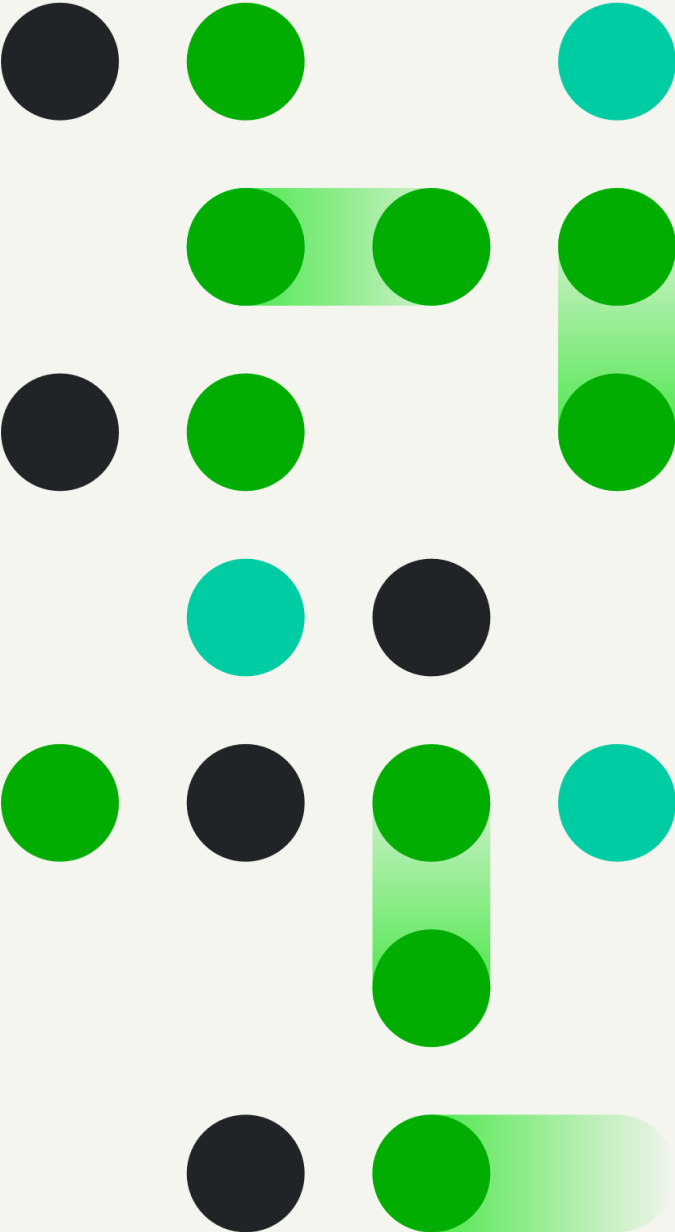
Please take a moment to get settled in, we'll be starting shortly.



You can enter questions into the chat and to talk directly to the organizers.



If you miss a moment, don't worry, we will share the recording later.



Agenda

- Why employee wellbeing is a priority
- Why many wellbeing programs fail
- What really matters for wellbeing
- MindGym's new, science-based approach to employee wellbeing



Meet MindGym

Core beliefs



Five minutes with a genius beats a month with a fool



People change only when they believe it is in their own best interest



Science wins – In research we trust



We choose how we think



One size fits no one



Little but often – think gym not health farm

Global leader using behavioral science to improve performance

Over 4 million participants in 90 countries

Clients include 55% of S&P 500, 62% of FTSE 100

Floated on London Stock Exchange

Our partners

HSBC  FUJITSU Google  accenture



FreddieMac



CIVILSERVICE LEARNING



Microsoft



SONY

MARS

Schneider Electric

CBS



UNFCU®



Deutsche Bank

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NOVARTIS

Allianz

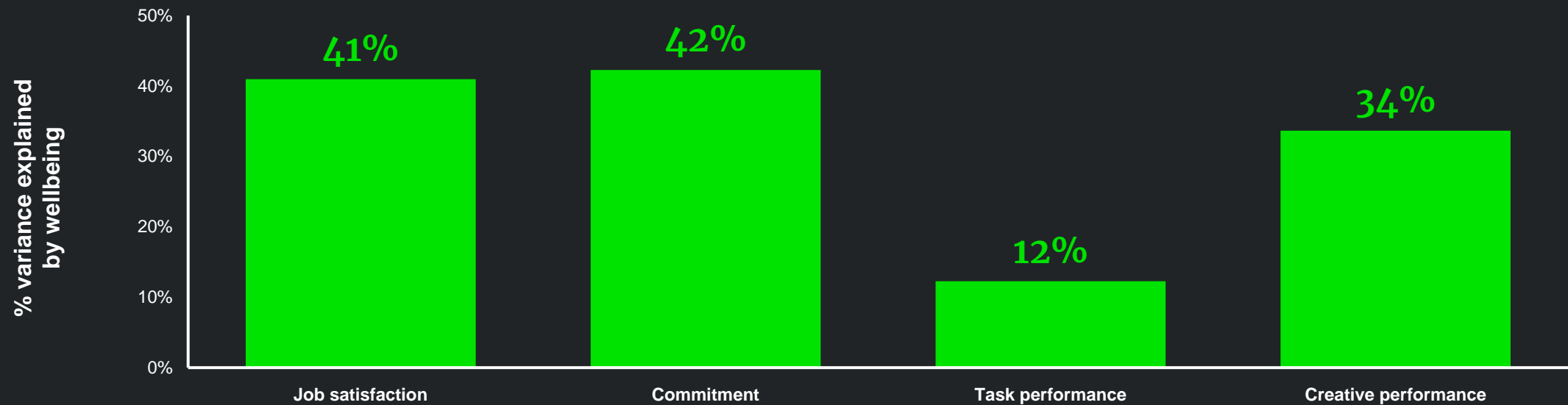
MAERSK

LONZA

Johnson+Johnson

GILEAD

Wellbeing drives performance



Source: Kleine et al. (2019)

Meta-analysis of 73 studies and 21,739 employees

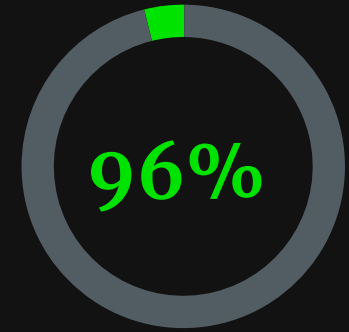
Investment is high... but is it working?

The market for corporate wellbeing programs is growing rapidly.^{1,2,3}

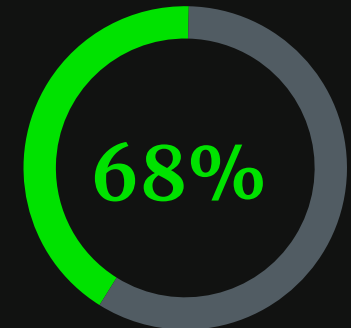
**\$50
billion**
by 2020

**\$80
billion**
by 2026

**\$100
billion**
by 2030



of CEOs think they
are doing enough for
employee mental health⁴



of employees are
struggling or suffering⁵

Sources: 1. Grand View Research (2021); 2. Global Industry Analysts (2022); 3. Business Wire (2022); 4. Ginger (2021); 5. Gallup (2021)

Little to no impact

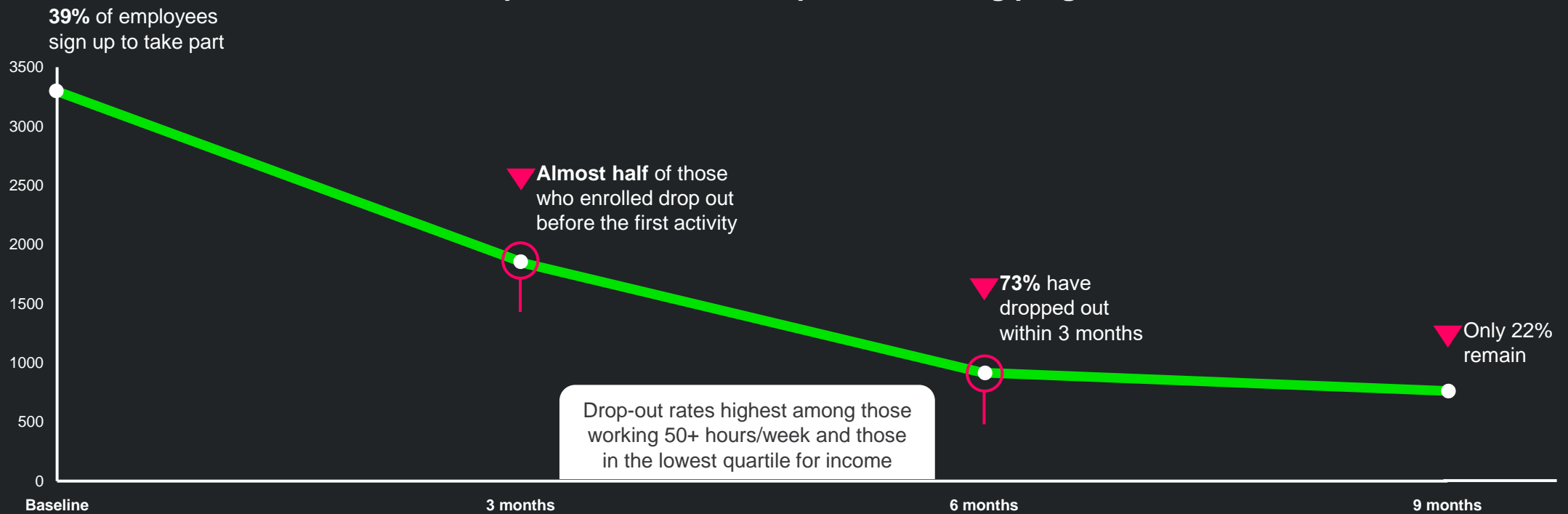
No difference in healthcare spending after wellbeing program



Source: Jones et al. (2019)

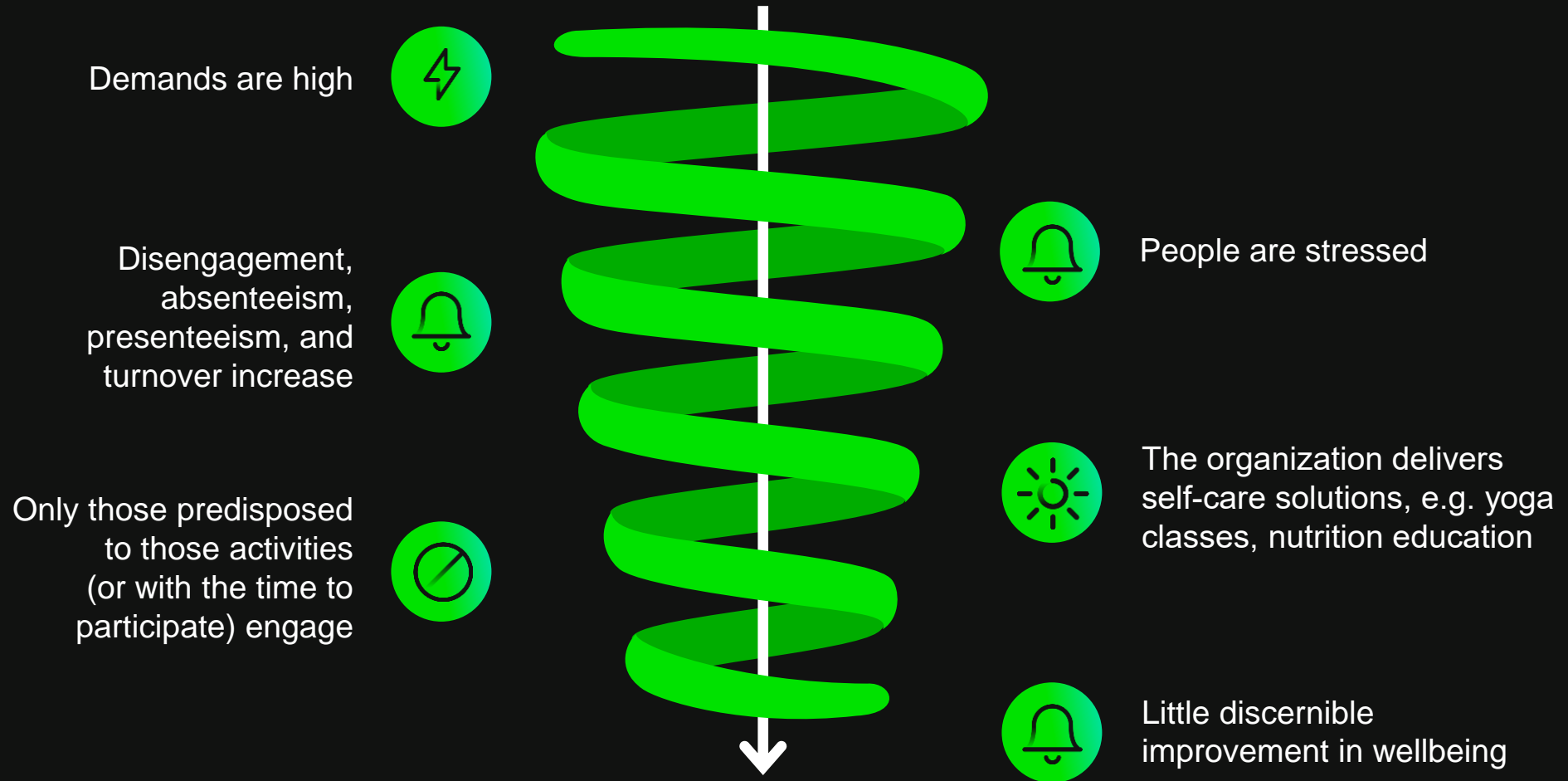
The drop-out dilemma

Participation rates in a workplace wellbeing program



Source: Jones et al. (2019)

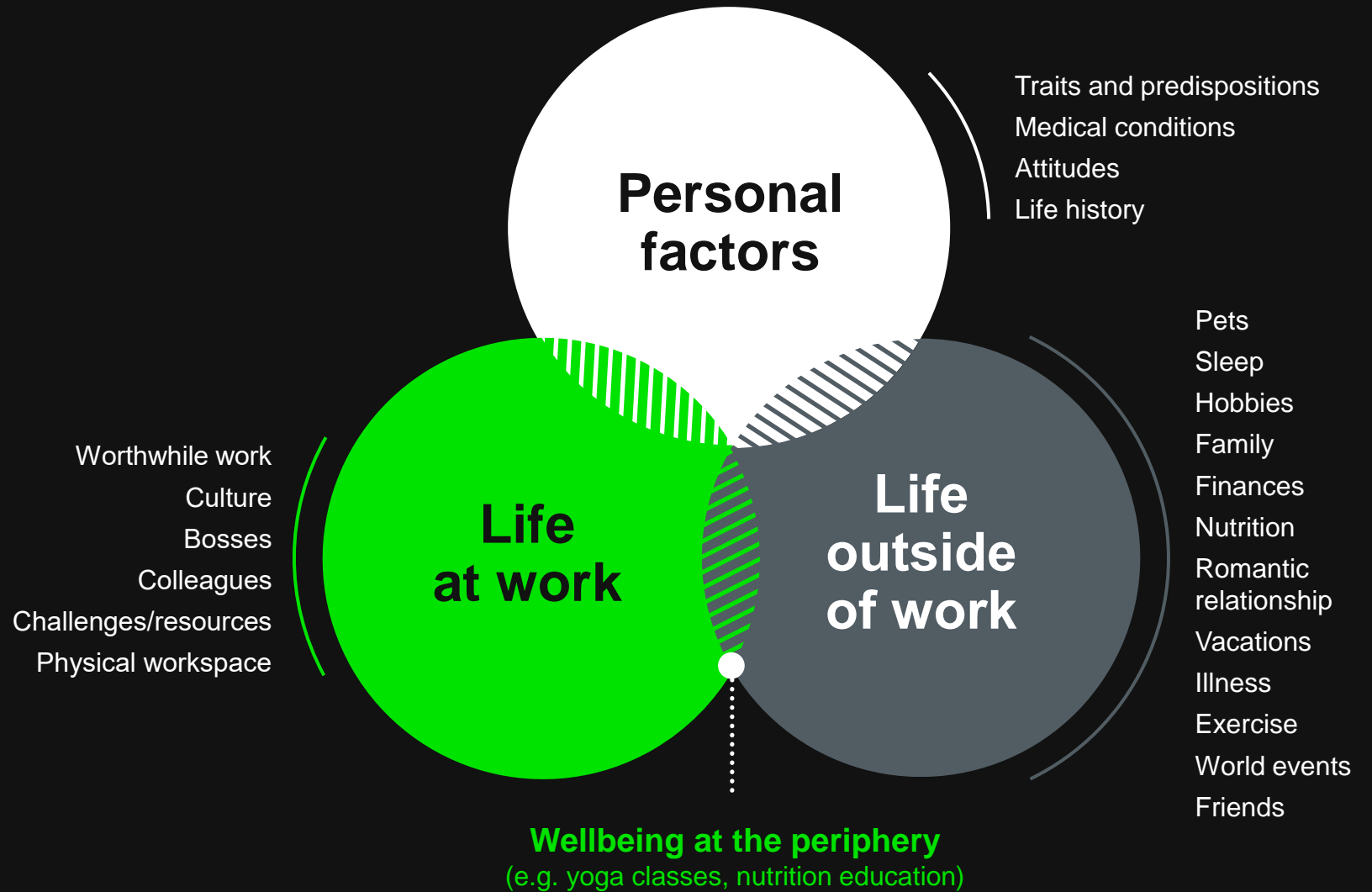
The vicious cycle



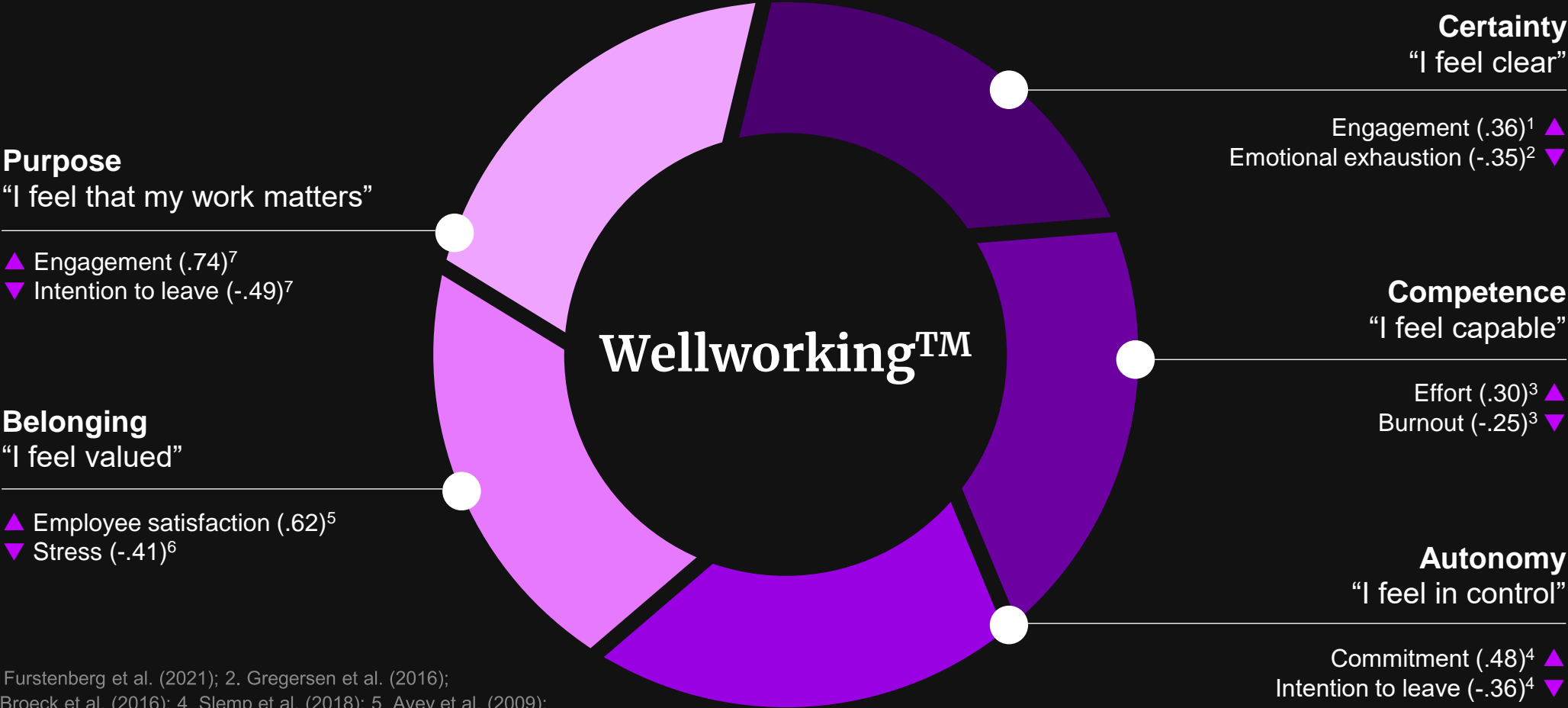
What drives wellbeing?

Company wellbeing programs focus on the edge of work.

To enhance wellbeing, they need to focus on the core.

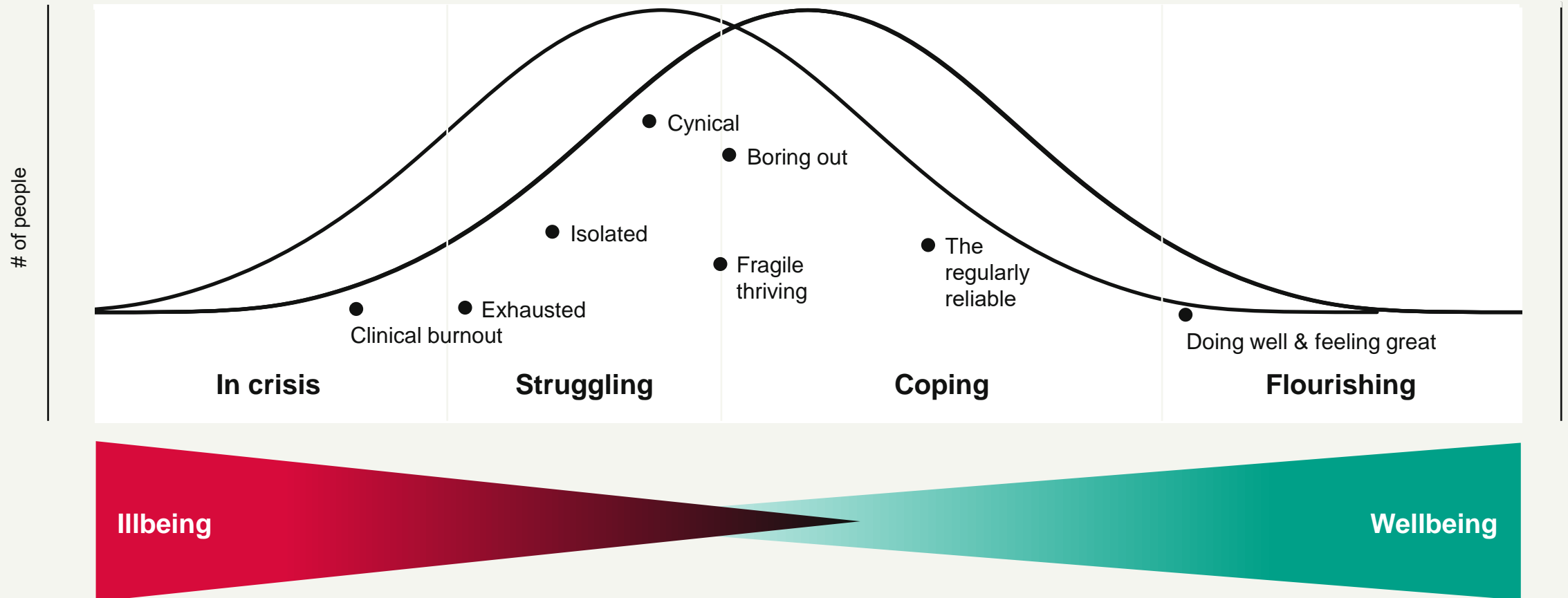


Drivers of wellbeing at work



Sources: 1. Furstenberg et al. (2021); 2. Gregersen et al. (2016);
 3. Van den Broeck et al. (2016); 4. Slemp et al. (2018); 5. Avey et al. (2009);
 6. Thorsteinsson et al. (2014); 7. Allan et al. (2019)

How are your people?



Sources: 1. Huppert (2014); 2. Leiter & Maslach (2016); 3. Mäkikangas et al. (2015); 4. Moeller et al. (2018); 5. Salanova et al. (2014); 6. Spurk et al. (2020)

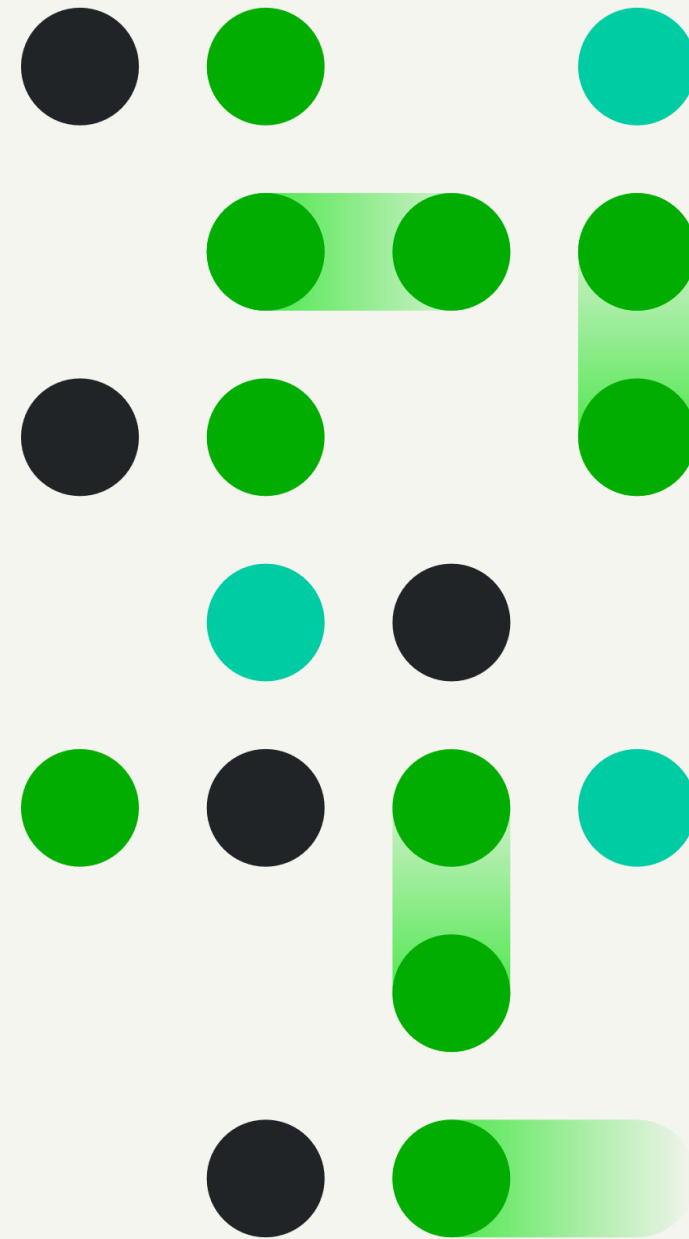
A practical
solution:
Wellworking™



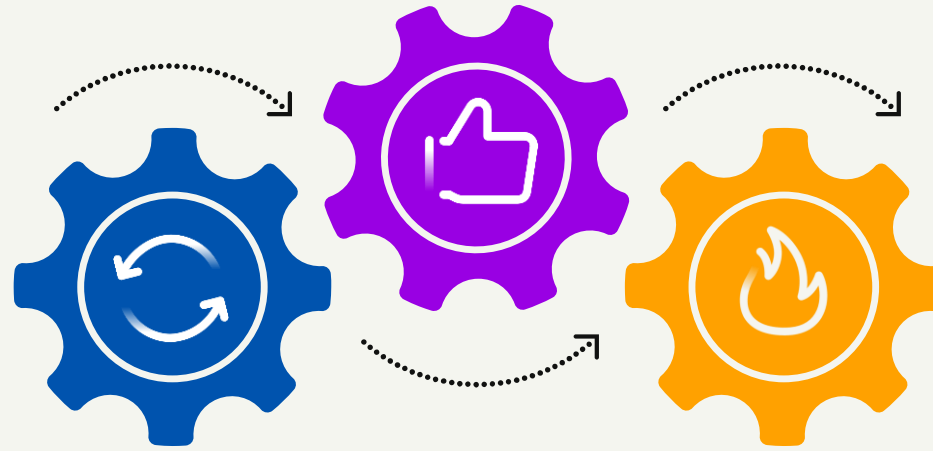
The 3 principles of Wellworking™

Wellworking™ / well'wɜrkiŋG

- 1. It's embedded in the flow of work.**
It focuses on improving how we work instead of adding more things to do.
- 2. It drives a virtuous cycle.** It builds skills that apply across different areas of work, from work to other domains of life and back again.
- 3. It targets underlying drivers.** It creates solutions that work long-term by acting on the drivers at the core, not on the symptoms at the periphery.



Different strategies for different challenges



Recover

Get back to your baseline by treating the root causes of illbeing, not the symptoms.

For reducing illbeing

Reinforce

Lay solid foundations to build resilience and provide a strong base for growth.

For daily use

Reignite

Bring out the best in yourself and others by exploring new challenges and deepening connections.

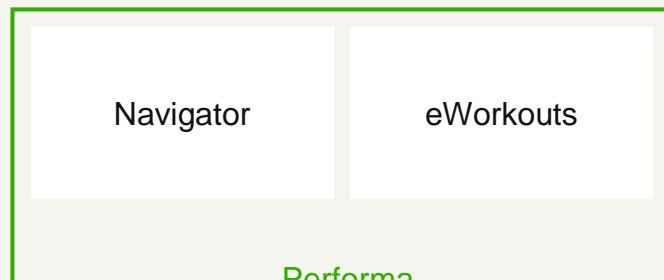
For promoting wellbeing

Wellworking™



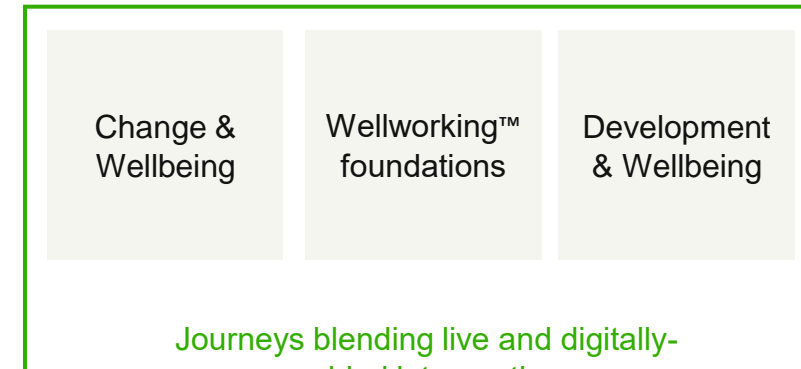
Tier 1 Empowering employees to wellwork

Scalable, self-directed, and an easy entry point for organizations to empower employee wellbeing in the flow of work



Tier 2 Enabling a sustainable shift to Wellworking™

Helping our clients to achieve sustained behavior change in three areas they typically ask for help or are experiencing pain.



Thank you!

Get in touch

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