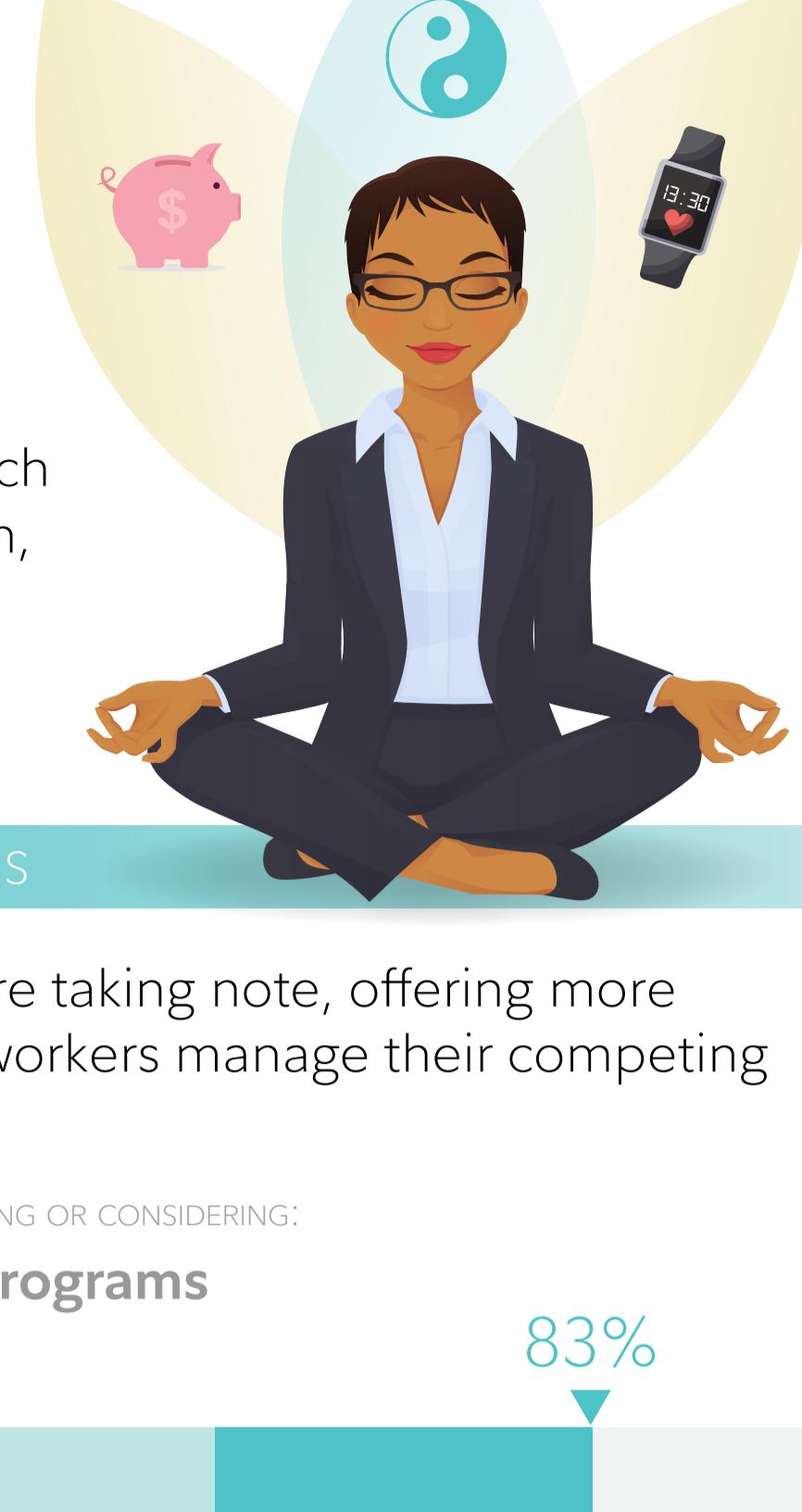


# 3 well-being trends employers are embracing

As employees seek better balance in their lives, employers are finding new ways to help

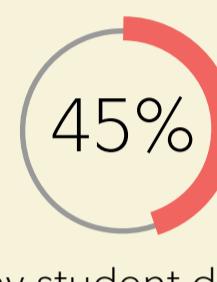
Employer well-being initiatives are expanding beyond traditional programs that focus on physical health to include emotional and financial wellness.

The trend is clear in Fidelity's annual research with the National Business Group on Health, which shows a significant increase in the percentage of employers offering or considering benefits in three key areas.

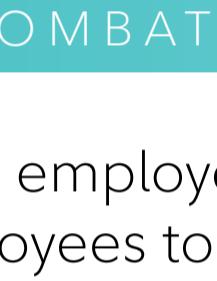


## 1. BOOSTING FINANCIAL WELLNESS

Workers worry about their finances ...



feel anxious, worried or sick about their finances<sup>1</sup>



are distracted at work by issues with personal finances<sup>2</sup>



say student debt significantly impacts their ability to save for short-term goals like buying a car<sup>3</sup>

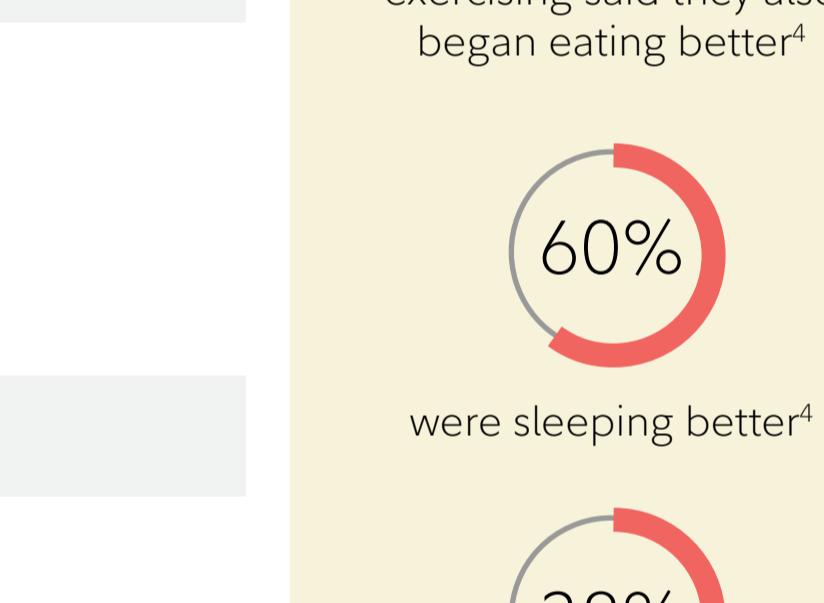
...and employers are taking note, offering more programs to help workers manage their competing financial priorities.

PERCENT OF EMPLOYERS OFFERING OR CONSIDERING:

### Financial health programs



### Student loan counseling or repayment assistance



## 2. COMBATING SEDENTARY LIFESTYLES

More employers are finding ways to encourage employees to be physically active ...

PERCENT OF EMPLOYERS OFFERING OR CONSIDERING:

### Subsidies or discounts on wearables

53%



... because exercise improves many areas of well-being.



of individuals who began exercising said they also began eating better<sup>4</sup>



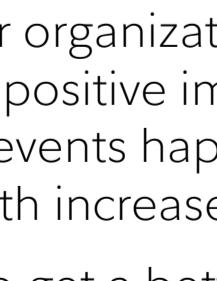
were sleeping better<sup>4</sup>



were more motivated at work<sup>4</sup>

## 3. IMPROVING MENTAL HEALTH

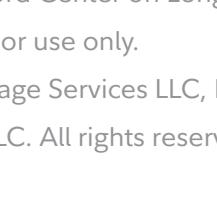
Stress comes from all parts of life ...



of people experienced an event that increased stress significantly in the past year<sup>4</sup>



of those going through reorganization at work experienced more stress<sup>4</sup>



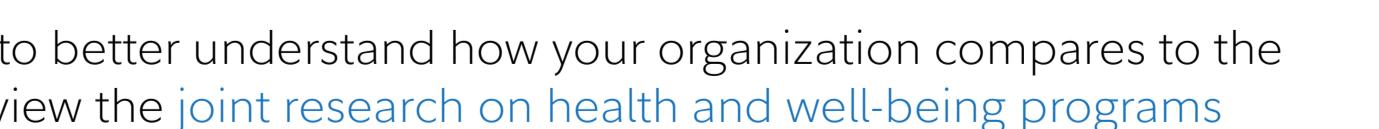
of those caring for a sick or elderly family member reported feeling stressed<sup>4</sup>

... and employers are finding ways to give employees the tools they need to manage and recover from difficult life events.

PERCENT OF EMPLOYERS OFFERING OR CONSIDERING:

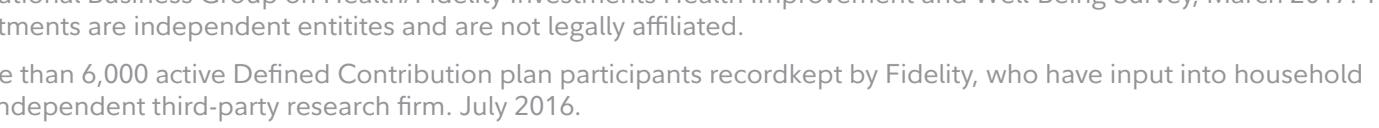
### Mindfulness classes

61%



### Resilience training

70%



### Tele-therapy

51%



## HOW YOU CAN HELP

As your organization continues to evolve its benefits strategy, consider programs that will have a positive impact on total well-being. Take some time to better understand the impact of the events happening in your worker's lives. This will help you develop programs that can both increase employee engagement and life satisfaction.

- To get a better idea of what employees are going through and how you may be able to help them, read [It's Life. Magnified](#), a report based on Fidelity research that examined the impact life events have on overall well-being.
- In addition, if you'd like to better understand how your organization compares to the employers surveyed, review the [joint research on health and well-being programs](#) from Fidelity and NBGH.

Data source, except where noted: 8th Annual Joint National Business Group on Health/Fidelity Investments Health Improvement and Well-Being Survey, March 2017. The National Business Group on Health and Fidelity Investments are independent entities and are not legally affiliated.

<sup>1</sup> Fidelity Markers of Financial Wellness Survey of more than 6,000 active Defined Contribution plan participants recordkept by Fidelity, who have input into household financial decisions. Conducted by CMI Research, an independent third-party research firm. July 2016.

<sup>2</sup> PwC Employee Financial Wellness Survey, April 2016.

<sup>3</sup> Fidelity Investment Student Loan participant panel survey with 500 responses, October 2016.

<sup>4</sup> Fidelity Investments Life Decisions Research online survey of more than 9,000 defined contribution plan participants recordkept by Fidelity and who are employed full time (more than 30 hours per week). The research was completed in October 2016 by Greenwald & Associates, Inc., an independent third-party research firm, in collaboration with the Stanford Center on Longevity.

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