

# Corporate wellness: What's working and what's not?

Start a conversation about health and well-being support in your workplace.

There's a gap between workers' health and well-being needs and their employers' actions. Today, not only are we still in the middle of the proverbial storm but employees' values are shifting dramatically, and they're voting with their feet.

Over three years, Aetna International has gathered data to reveal the progress and challenges around corporate health and wellness.

## What's working?

### Physical health

Benefits provision and communication around physical health has increased since before the pandemic. Employees are recognising the quality and consistency of this focus.

### Talking to employees

Employers are generally doing a good job of telling employees about their benefits. In fact, some workers even say that they now receive too many communications.

### Availability of benefit options

Many employers are increasing the health and well-being options available for their workers. Employees today have more control – choosing the services that suit their needs.

### Role-modelling for employees

When executives acknowledge the need for physical and mental health support and utilise their benefits, they help to stamp out stigma and encourage others to take care of their own well-being.

### Culture of trust

Organisations that cultivate a culture of well-being and trust can inspire more loyalty and achieve better benefits utilisation and health outcomes.

## What needs work?

### Mental health support

Mental health is integral to employees' holistic health and well-being. While mental health support increased in the early days of pandemic, it has returned to pre-pandemic levels.

### Listening to employees

Employers need to better understand what their employees want and need in terms of health-related communications – frequency, channel, method of delivery and personalisation of content.

### Accessibility of benefit options

Employers' health and wellness training and communications haven't caught up with their improved benefits offerings. Many workers are confused as to how to access or take advantage of their benefits.

### Reassuring employees

Employees need reassurance that they can use their benefits confidentiality and without fear of negative repercussions (damage to job security/career prospects).

### Culture of rhetoric

Employees are paying attention to whether their company's culture matches its rhetoric about health and well-being. There's a particular gap between what employers say and do around mental health.

We're not yet clear of the proverbial storm. Let's face into the headwinds together and navigate them with confidence and integrity.

Find out how you can build a healthier, happier workforce. Search 'Tackling Polarised Perceptions' at [aetnainternational.com](https://aetnainternational.com).