Session Overview

Well-being Framework

What Is It?

How To Apply It?

Weight of the Workforce

What Can You Do?

Action Ideas

2016 Aon Health Forums

Endurance
Start and End with Well-being

2016 Aon Health Forums

Session Overview

What Is It?

WELL-BEING FRAMEWORK
What Is Well-being?

Well-being
Balance of Resources, Opportunities & Commitment to Achieve Optimal Health and Performance for the Person & Company

Higher Well-being Levels Improve Business Results

- 81% less likely to seek out new employee in next year
- 41% less work missed because of poor health
- 69% of consumers say well-being programs help them get or stay healthy
- 52% of employees align well-being with business strategy
- ½ Point higher performance rating by supervisors

Sources:
2016 Consumer Health Mindset Study Aon Hewitt, the National Business Group on Health, and The Futures Company; 2016 Aon Health Care Survey

Well-being Dimensions

Financial
Physical
Emotional
Social

Well-being
Balance of Resources, Opportunities & Commitment to Achieve Optimal Health and Performance for the Person & Company
Emotional Well-being

83% of consumers say being emotionally well is the #1 most important well-being attribute in their personal lives.

53% of employers say they have emotional well-being built into their program.

Building Emotional Strength
How To Boost It
- Work environment & culture
- Authentic leadership & manager support
- Life coaching
- Network & community connections

Financial Well-being

44% of consumers describe their financial situation as having just enough to get by.

56% of employers are very likely to focus on financial well-being in 2016—up from 30% in 2014.
Financial Well-being

Building Financial Freedom
How To Boost It
- Financial counseling & education
- Budgeting & financial basics
- Savings & investing help
- Financial planning

Physical Well-being

67% of employers have physical well-being as their prominent focus

64% of Millennials say looking good motivates them to maintain or improve their health—compared with 44% of Boomers

Physical Well-being

Building Physical Endurance
How To Boost It
- Individual & organizational change
- Priorities that influence many
- Personalization & guidance
- Work environment & culture
Social Well-Being

44% of employers indicate workforce engagement was influenced by well-being.

41% of Millennials are influenced by their social circle when taking health actions—compared with 23% of Boomers.

Building Social Connections
How To Boost It
• Strengthening mutual connections
• Social time + physical activity
• Emotional synchronization
• Connecting to virtual work relationships

Total Well-being Is the Goal
How To Apply It?

WEIGHT OF THE WORKFORCE

The Weight of the Workforce Has Far Reaching Effects

“Normal weight individuals are in the minority”
-CDC

61% of consumers who say they’re healthy are actually overweight or obese.

4 out of 10 people have an eating disorder or know someone who does.

Additional annual cost for being obese in U.S.
$4,879 (woman)
$2,646 (man)

Sources: 2016 Consumer Health Mindset Survey: Aon Hewitt, the National Business Group on Health, and The Futures Company
2016 National Eating Disorders Organization
2016 Centers for Disease Control
2016 George Washington University
The Weight of the Workforce Has Far Reaching Effects

By 2030

At current pace, all 50 states could have obesity rates up 44%.

Sources:
- 2016 Consumer Health Mindset Survey: Aon Hewitt, the National Business Group on Health, and The Futures Company
- 2015 Centers for Disease Control

A Multi-Faceted Approach Is Critical to Success

"No single solution creates sufficient impact to reverse obesity; only a comprehensive, systemic program of multiple interventions is likely to be effective."

Source: McKinsey Group Institute

Interventions that have a cost-effective impact on society by reducing obesity

Groups McKinsey formed to house the 74 interventions

Areas Aon has developed for employers to address the Weight of the Workforce

Where Employers Are Focused Today

Source: 2016 Aon Health Care Survey
What Can You Do?
Action Ideas

Igniting Individual Behavior Change—Best Practices

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**WELL BINGO**

- Emotional: Stress, Belonging, Depression
- Physical: Tobacco Use, Healthy Weight/BMI, Physical Activity
- Financial: Debt to Income, Emergency Savings, Retirement Readiness
- Social: Reported Level of Personal Support, Likelihood to Volunteer, Involvement in Community

**Emotional**<br>
**Physical**<br>
**Financial**<br>
**Social**

Igniting Family Behavior Change—Quick Wins

**Family Fun Day**
- 5K walk/run
- Community health fair
- Farmers’ market
- Healthy picnic
- Healthy cooking demos
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**Healthy Celebrations**
Offer ideas for making family and workplace gatherings touch all well-being areas:
- **Physical**—food, activities
- **Social**—connections
- **Financial**—fun doesn’t have to be expensive
- **Emotional**—lowering stress

**Meal Planning**
Have kids help select, plan and prepare their favorite meals made healthy.