

Well-Being Improvement Solutions



Well-Being at Work Conference, London

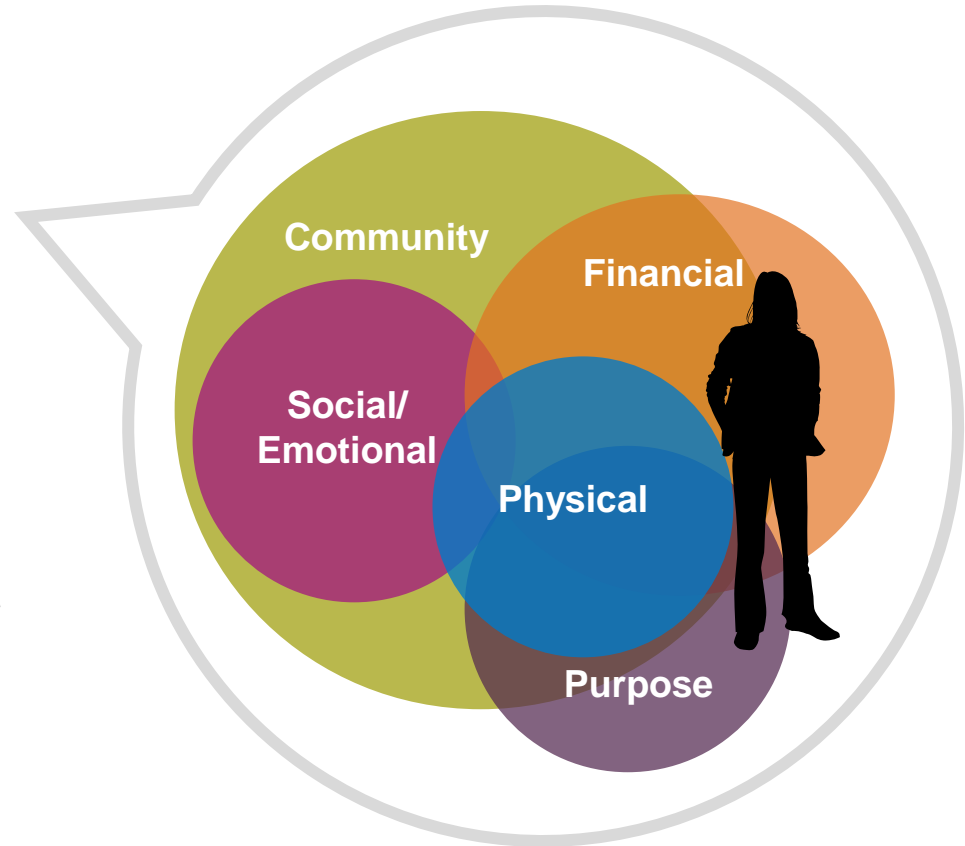
Michael P. Blasius

21 June 2013

Influence Our Well-Being

“Health is a state of complete physical, mental and social **well-being** and not merely the absence of disease or infirmity.”

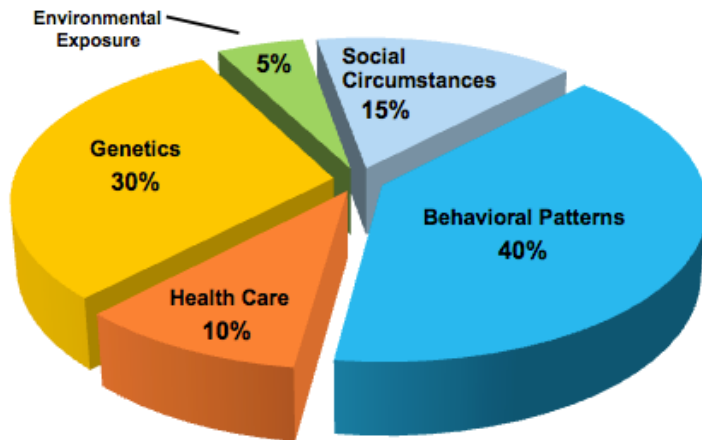
- Preamble to the Constitution of the World Health Organization as adopted by the International Health Conference, New York, 19-22 June, 1946



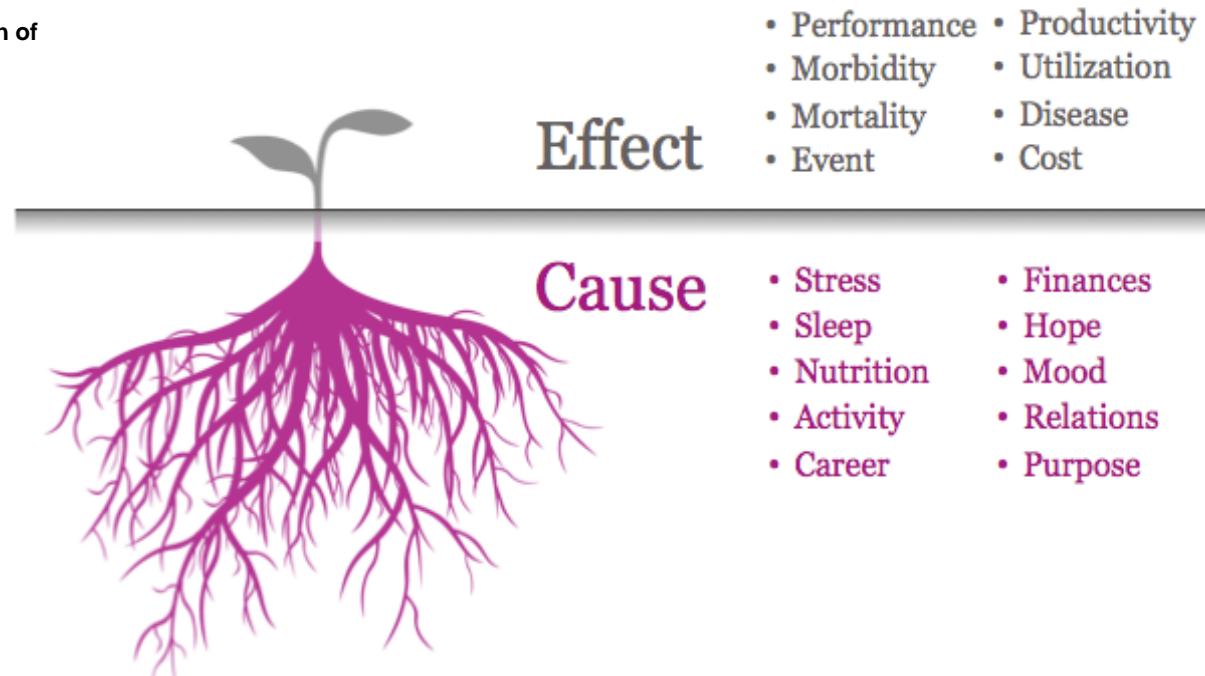
Individuals • Experts • Social Connections • Environment • Policy

Health can be conceptualized as part of well-being, as both a determinant and an outcome

Well-Being: Understanding the Cause and Effect



Schroeder, SA. **We Can Do Better — Improving the Health of the American People** *N Engl J Med* 2007; 357:1221-1228

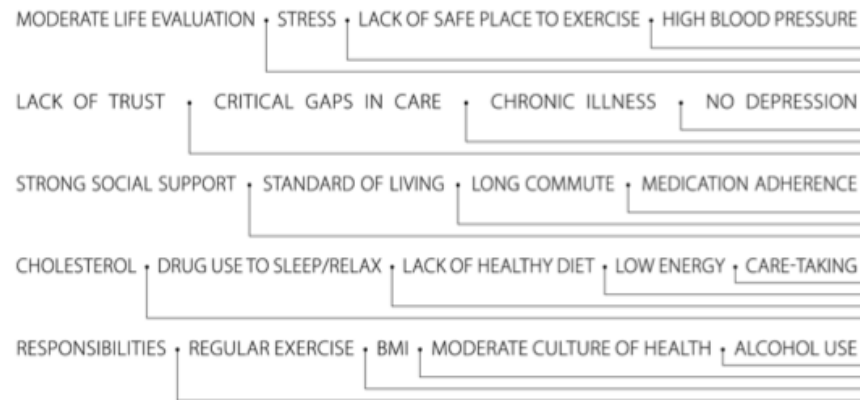
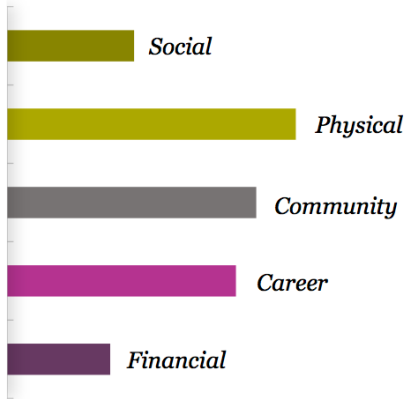
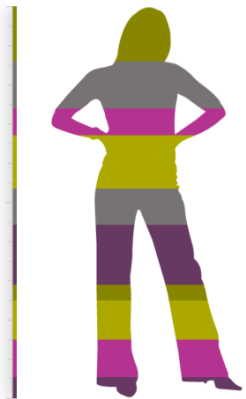


Science as the Foundation

Personal behaviours provides the greatest opportunity to improve health

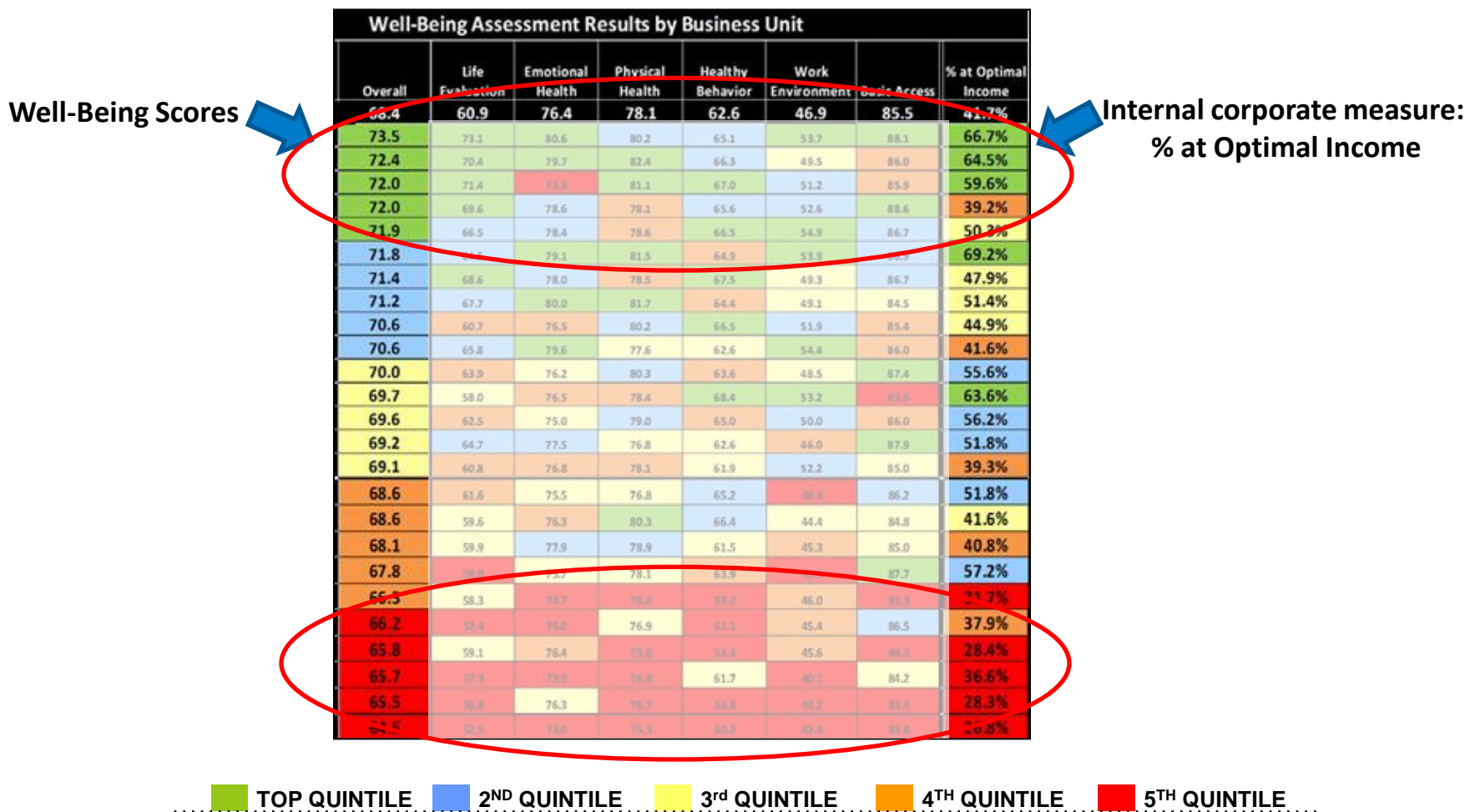
People Are Complex...

...and having the right view leads to better interventions

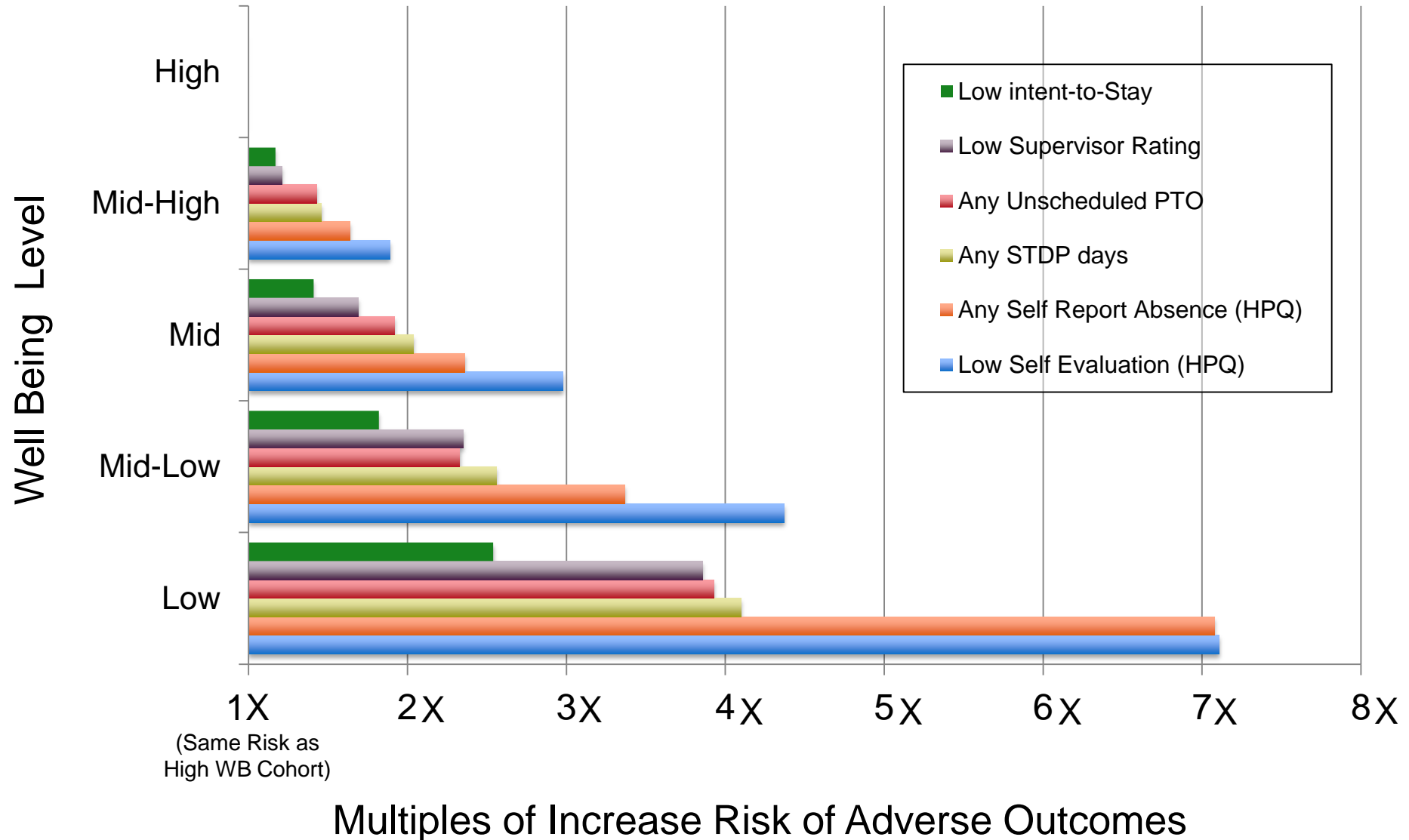


Well-Being Varies Within Company Business Units

Ranking 25 Separate Business Units by Well-Being Score



Lower WB Predicts Higher Risk of Bad Outcomes



The Choices and Decisions We Make...

We make small moment to moment and a few big decisions every day

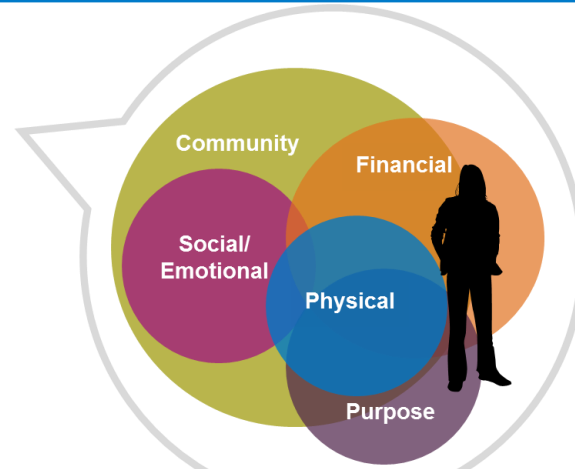
10,000 – 20,000 decisions per day

For European Union

5 Trillion “decision moments” per day

1,8 Quadrillion “decision moments” per year

Improved Well-Being Drives Improved Performance:



Core Investments to Improve Well-Being:



Make healthy choices easier through changes in environment, policy and social networks.

Six core investment areas

Leadership — Are the organization's leaders (at all levels) role modeling well-being behaviors and influencing an environment that supports the well-being of others?

Purpose — Does the organization have a purpose that employees connect with and does the organization support employees to identify and pursue their own purpose inside the context of their work?

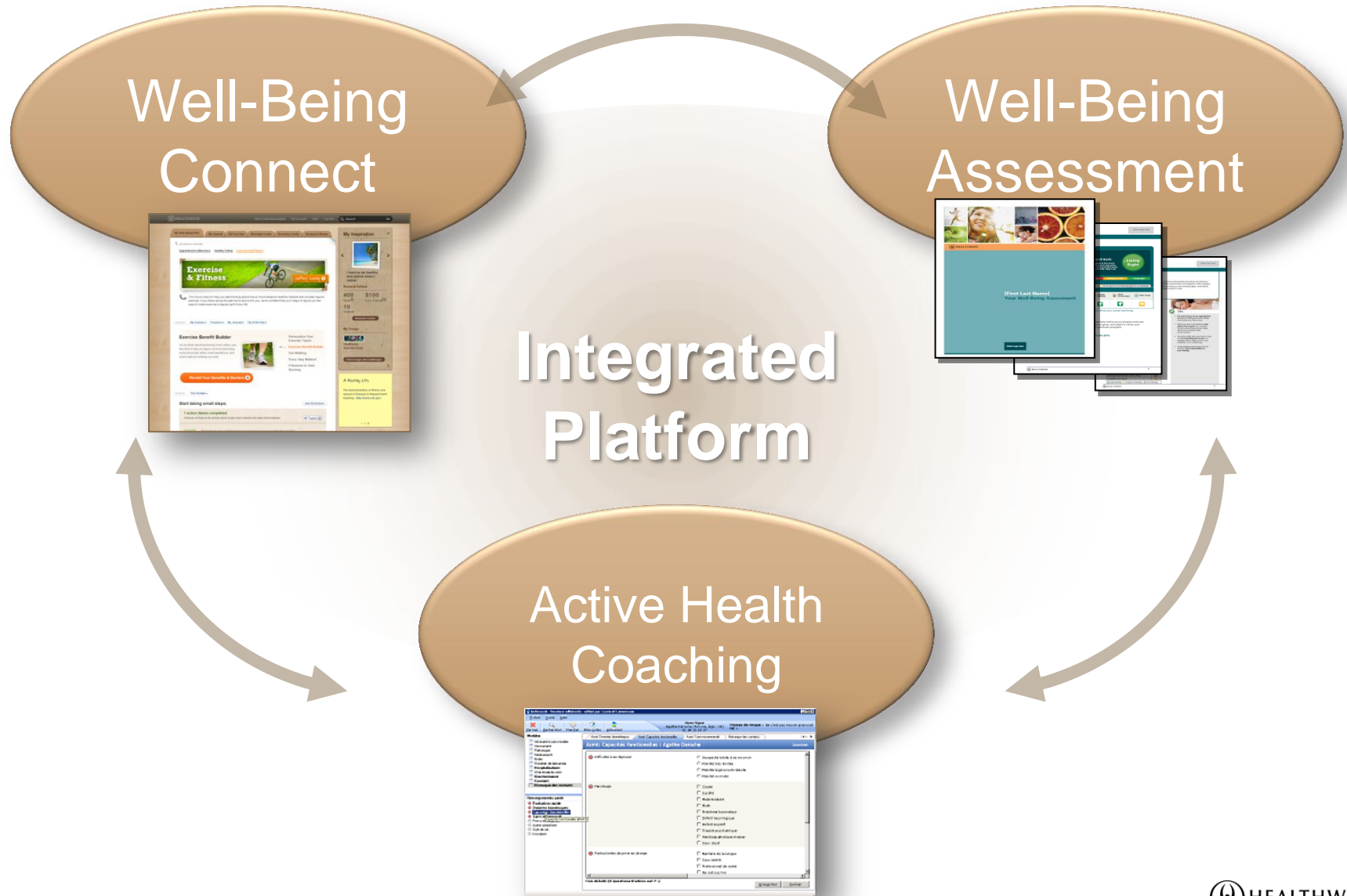
Habitat and physical environment — Does the organization's worksite promote healthy practices and empower employees to make healthy choices through the physical layout and worksite setting?

Engagement and creation of social networks — Is there a clearly defined engagement strategy that uses an effective mix of communications, incentives and social events to help promote well-being improvement?

HR policies and benefits — Are the HR policies and benefits designed to encourage well-being?

Well-Being solutions — Are there engaging solutions to support employee efforts to improve and sustain well-being?

Integration Across All



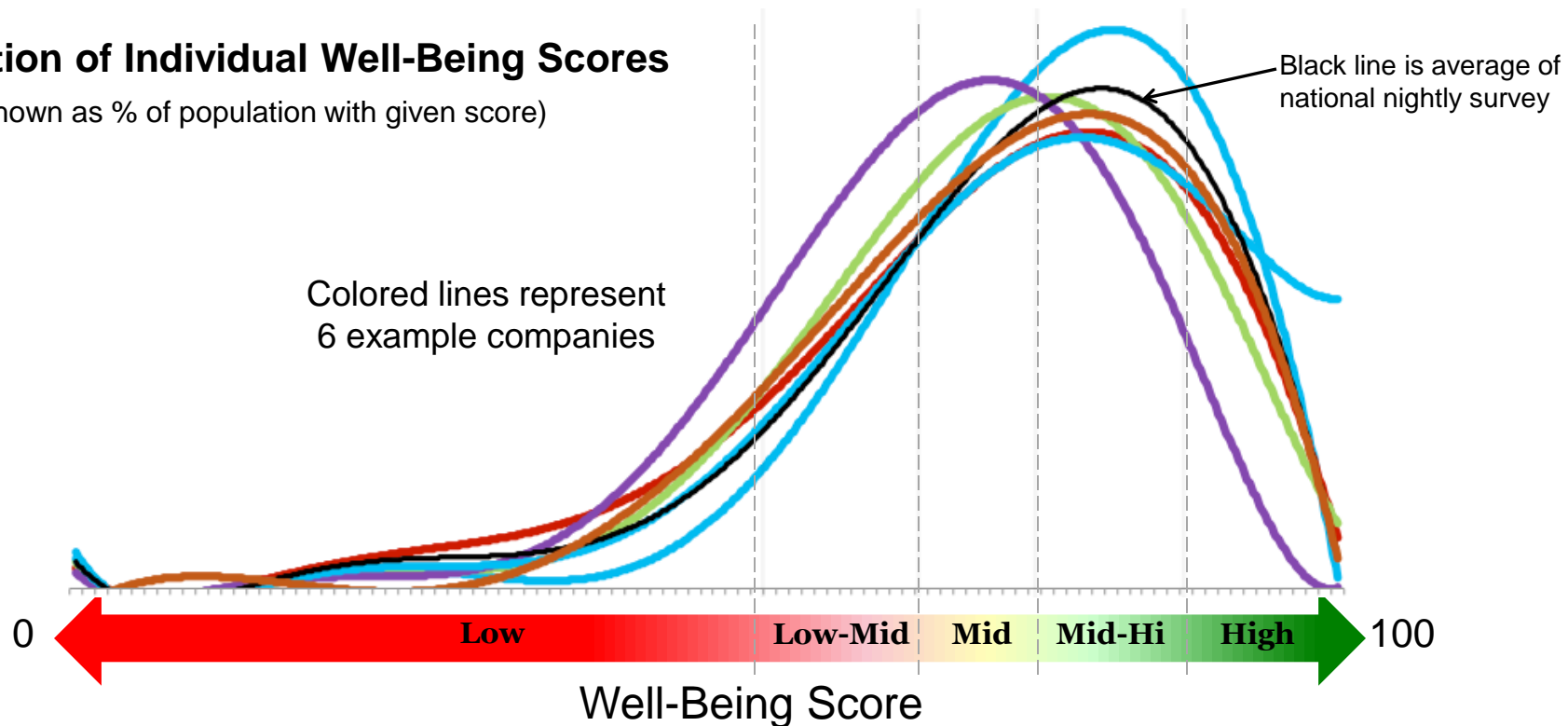
Measuring Well-Being

Well-Being Score

- Measured on a scale of 0 to 100
- Derived from the major elements of Well-Being: Purpose, Social, Financial, Physical & Community
- Can be divided into ranges that are associated with different probabilities of various outcomes

Distribution of Individual Well-Being Scores

(shown as % of population with given score)



Fortune 50 and Fortune 100 Case Studies

Fortune 50 Case Study

A pilot study program including

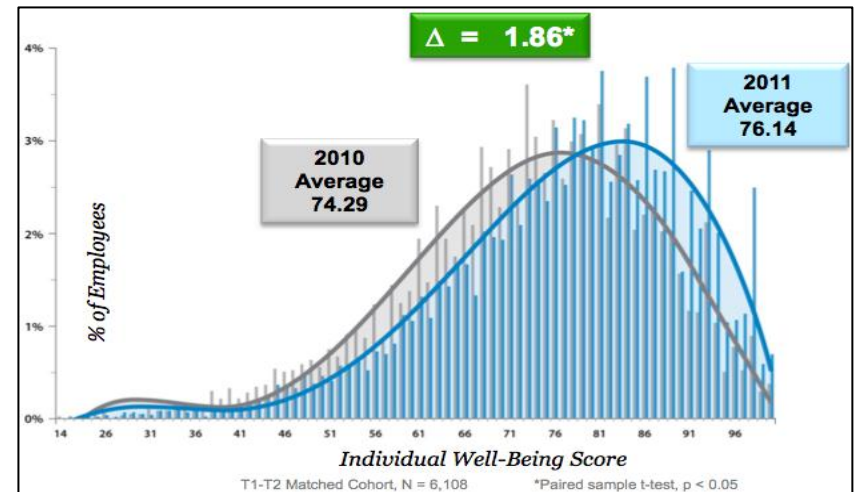
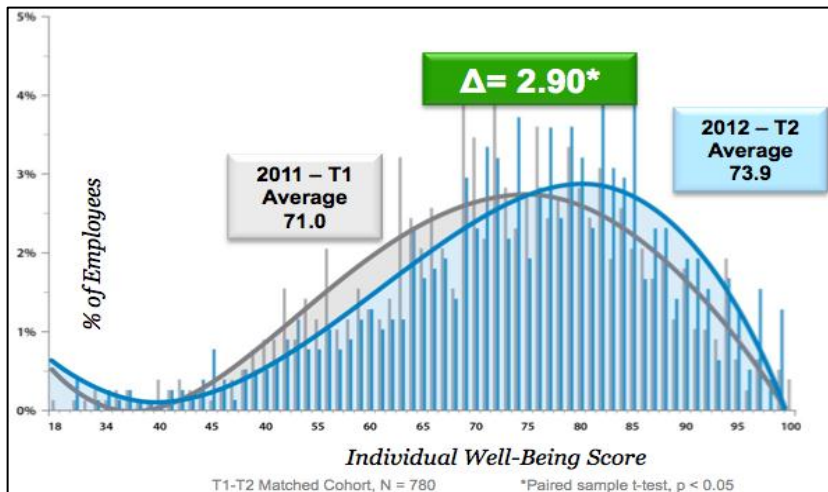
- Well-Being Assessment
- Well-Being Connect
- Health Risk Coaching
- Daily Challenge
- Smoking Cessation

Fortune 100 Case Study

A comprehensive program including

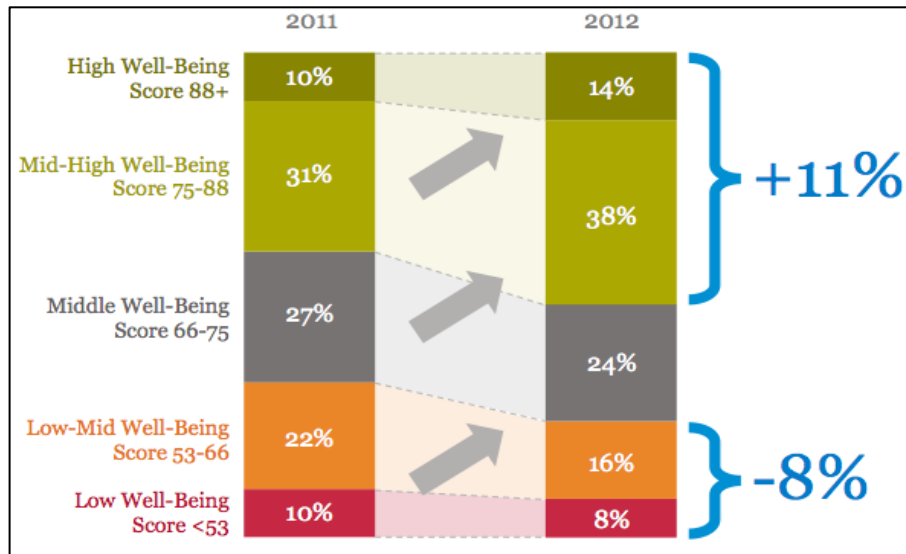
- Well-Being Assessment
- Well-Being Connect
- Biometric Screening
- Health Risk Coaching
- Disease Management
- Smoking Cessation
- Weight Management

Well-Being Improved Significantly in Matched Respondents

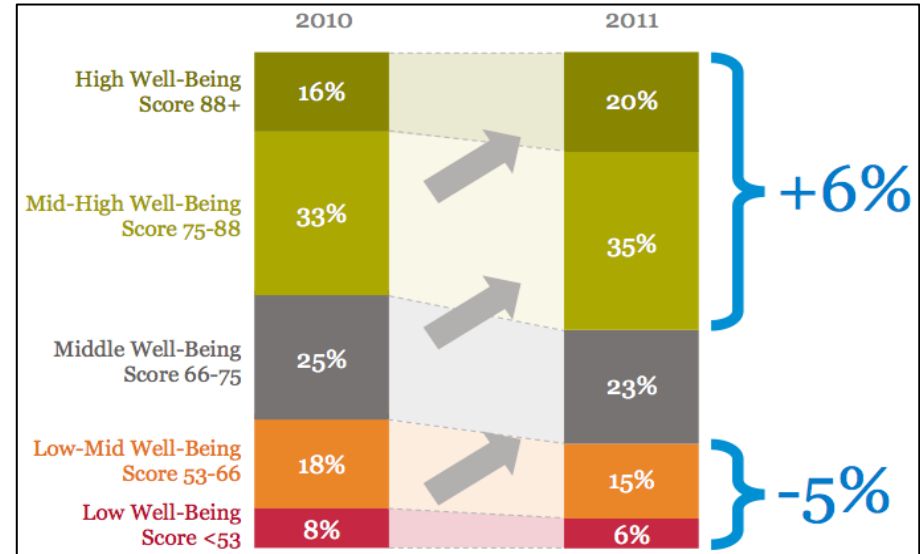


Fortune 50 and Fortune 100 Case Studies

Fortune 50 Case Study



Fortune 100 Case Study



Longitudinal Well-Being Improvement
Net positive shift in well-being

↑ Performance
 =
 ↓ Unplanned Absence
 ↓ Unintended Turnover

Value Beyond Reduced Medical Spend

Well-Being raised by 10%

↑ Performance goes up –

5% Fewer unscheduled absences

24% Lower presenteeism

5% Higher reported job performance

6% More days of 'best work' in a 28-day period

Well-Being raised by 1 point

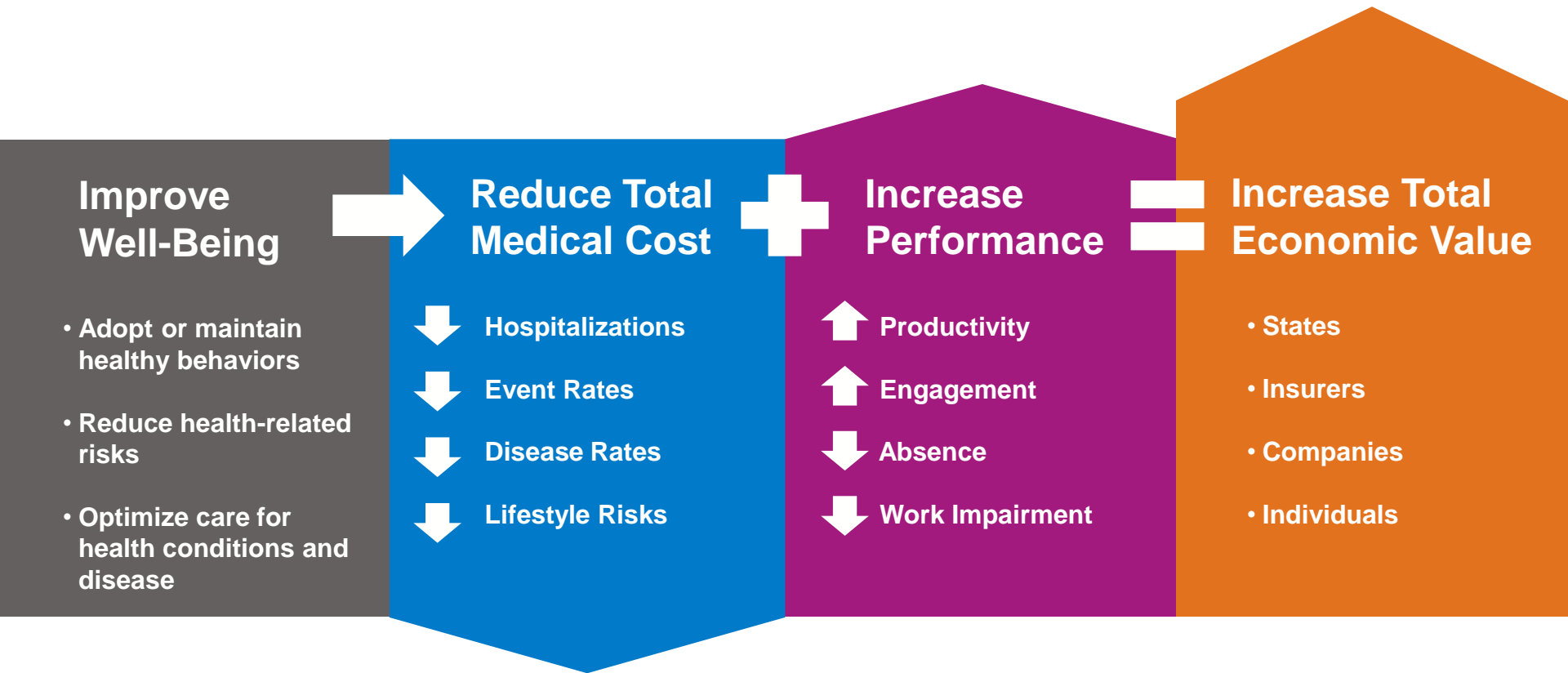
↓ Cost goes down –

2.2% Reduction in likelihood of hospital admission

1.7% Reduction in likelihood of emergency room visit

1% Reduction in likelihood of incurring healthcare costs

Healthier people cost less and perform better



Compliance Drivers:

- Prevent or delay next new case of disease or condition
- Prevent or reduce impact of the next new episode
- Enhance one's ability to actively manage their health

Thank you for your attention

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