When it comes to implementing a well-being program, the top objectives for U.S. employers are reducing health care costs and improving employee engagement and morale, both at 85%, as well as improving worker performance and productivity (82%). These are among the findings from U.S. respondents in the report *Working well: A global survey of workforce wellbeing strategies* by Buck. The importance of workplace culture appears to be growing. Thirty-three percent of U.S. organizations say they have a culture of well-being, and 76% aspire to have one in the future.

### Top objectives for well-being programs

- Reducing health care costs: 85%
- Improving employee engagement: 85%
- Improving performance and productivity: 82%
- Enhancing total rewards while managing expenses: 77%
- Furthering organizational values: 75%
- Attracting and retaining employees: 73%

### Top current health offerings

- Employee assistance programs: 96%
- Telemedicine: 87%
- Biometric health screenings: 84%
- Health risk appraisals: 82%
- Nurse line health decision support: 81%
- On-site immunizations: 78%

### Top planned future health offerings

- Telemedicine: 66%
- Online decision-support tools: 65%
- Workplace health challenges/competitions: 61%
- Stress management/resilience-building programs: 59%
- Health care cost transparency tools: 59%
- Health care treatment decision-support tools: 59%

### Top negative impacts of poor financial well-being

- Lower morale and engagement: 66%
- Delayed retirement: 64%
- Lower productivity: 44%
- Higher health care costs: 42%
- Absence from work: 36%
- Unwanted turnover: 27%