

# PAPER Orange

FROM THE  
O.C. TANNER INSTITUTE

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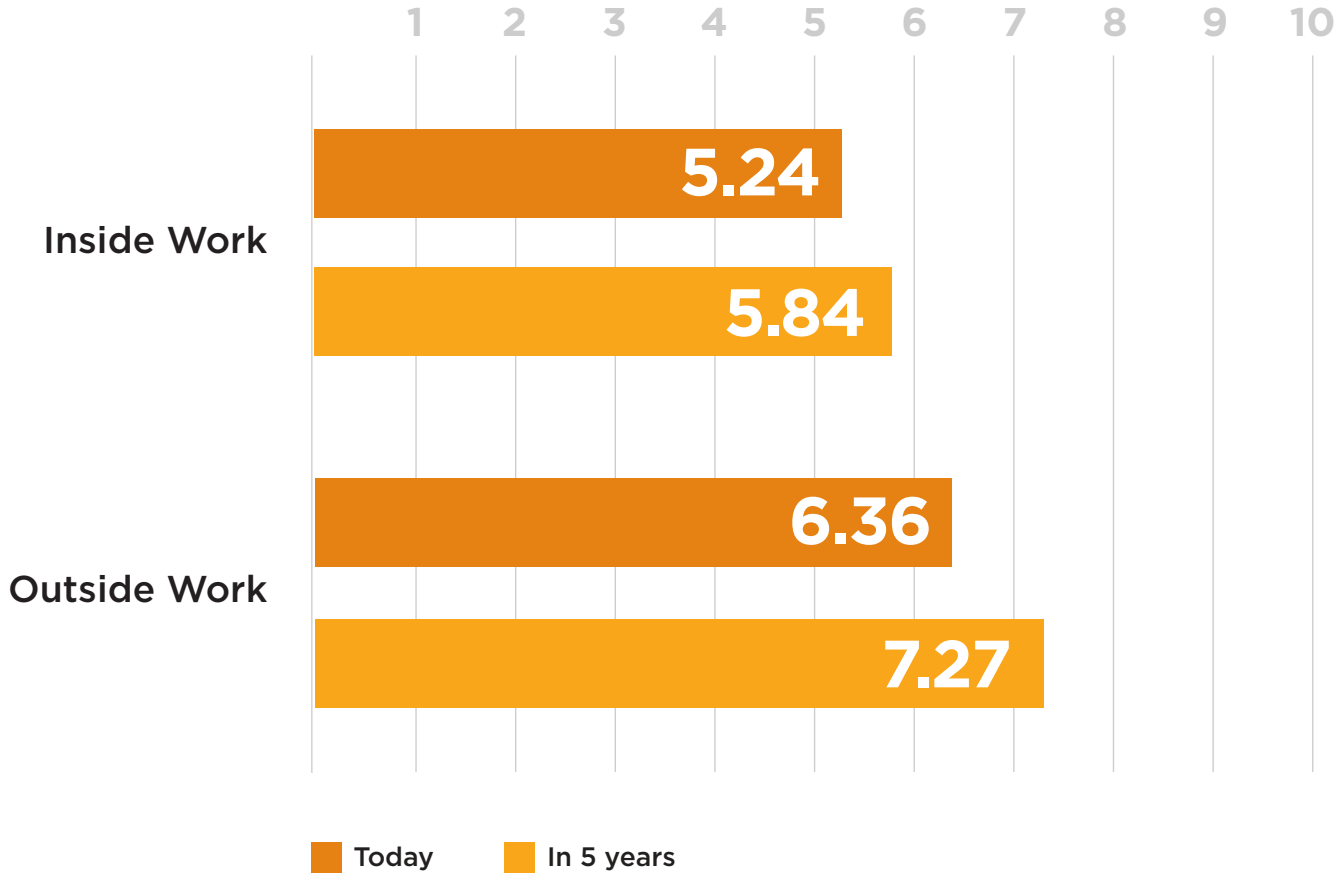
## EMPLOYEE WELLBEING WORSENS AT WORK

In this report, we share findings from recent research on the current state of employee wellbeing and uncover what company practices impact wellbeing the most.

# Current employee wellbeing at work is not very high.

We asked employees to rate their life inside and outside of work, both now and what they expect 5 years from now. Unfortunately, employees rate their life at work worse than their life outside of work, with not much expected improvement in the future.

## How would you rate your life inside and outside of work, now and 5 years from now?



Research shows that life outside of work and inside work are moderately correlated—as an employee’s life at work improves, so does their life outside of work and vice versa. Work life and personal life will continue to blend, so the impact a company has on employee wellbeing at work will influence their wellbeing outside of work.

## Only a few corporate practices actually improve employees' sense of physical, social, and emotional wellbeing.

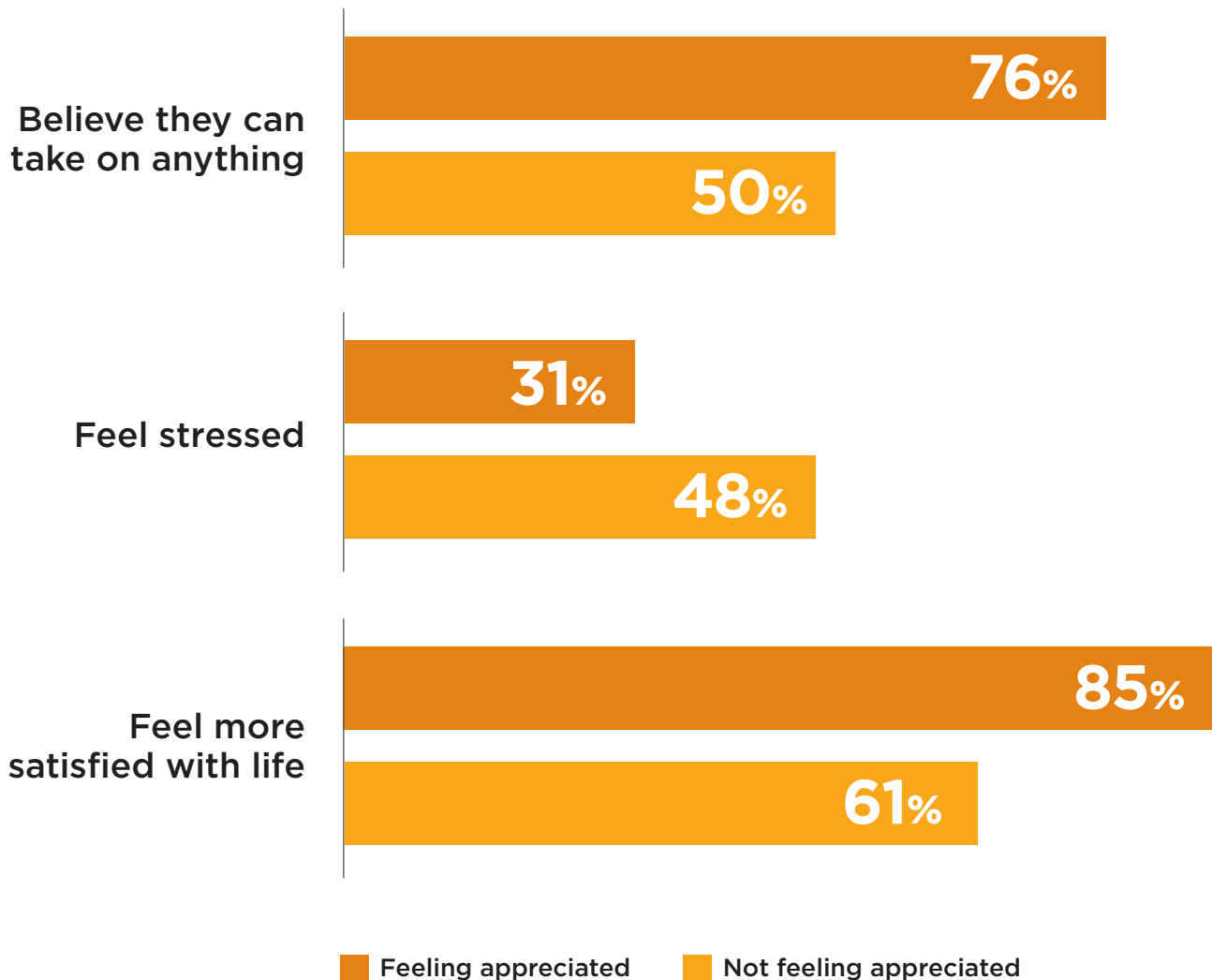
The study looked at which common benefits/perks companies provide actually impact employee wellbeing (physical, social, and emotional wellness). Out of 26 of the most common benefits and perks companies invest in to try and improve employee wellbeing, only 7 impacted overall wellbeing the most:

- 1 Fair salary
- 2 Family care leave
- 3 Paid vacation time
- 4 Maternity leave
- 5 Open work spaces where teams can collaborate
- 6 Paid sick leave
- 7 Recognition for above and beyond work

Other programs companies often put in place—free meals, on-site gyms, daycare, dry cleaning services, allowing pets at work, etc.—may improve employee satisfaction or physical wellness, but did not show up as impacting employee wellbeing overall (physical, social, and emotional).

# Recognition for great work impacts employee wellbeing.

When employees feel their companies care about them and recognize their great work:



↑ 44%

When appreciated, more feel satisfied with their jobs

Employees who are recognized also are more innovative, productive, engaged, and have stronger work relationships and connection to their managers and peers.

These are just a few of the many discoveries we found about employee wellbeing. To read them all download the entire research report: ***The Impact of Excellent Wellbeing*** on [octanner.com](https://www.octanner.com).

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