



Resource Inventory

Amanda Schuster | 4.11.23



Insurance | Risk Management | Consulting

Physical & Emotional Wellbeing Consulting

50% of Employers to add a Wellbeing Strategy by 2024*

Never more apparent than it is now, the link between **physical and emotional health** is motivating employers to look for compatible and even integrated options that better equip employees to address both**.



*Gallagher, NBS – 2022

** Gallagher, "Gallagher Better Works Insights Report: *The Path Forward*," January 2021

Wellbeing Resources and Services

Physical Wellbeing	Emotional Wellbeing	Other Wellbeing	Financial Wellbeing	Career Wellbeing
<ul style="list-style-type: none"> • Flu Shots – 87% • Tobacco Cessation – 59% • Promotion of Preventive Care – 54% 	<ul style="list-style-type: none"> • Employee Assistance Program – 92% • Virtual or Telephonic Mental Health Counseling – 67% • Diversity, Equity and Inclusion Initiatives – 46% 	<ul style="list-style-type: none"> • Company Sponsored Gatherings – 73% • Nursing Mothers' Room – 72% • Wellness Committee – 48% 	<ul style="list-style-type: none"> • Financial Literacy – 53% • Employee Discount Program – 51% • Will Preparation – 44% 	<ul style="list-style-type: none"> • Service Awards or Recognition – 73% • Ongoing Performance or Feedback – 66% • Employee Development Training – 62%

Areas of Wellbeing that have *increased* in importance since 2020

79% Emotional
48% Physical
45% Financial

Source: 2022 Benefits Strategy & Benchmarking Survey – U.S. Edition

Physical Wellbeing

Resources in place today to support employees living an active lifestyle, promote preventive care and help employees lead healthy, balanced lives.

Activity	Offer	Utilization
Flu Shots		
Tobacco Cessation Tools		
Weight Management Programs		
Disease Management or MSK Programs		
Wellbeing Platform		
Physical Activity Program		
Gym Subsidies or Discounts		
Health Risk Assessment		

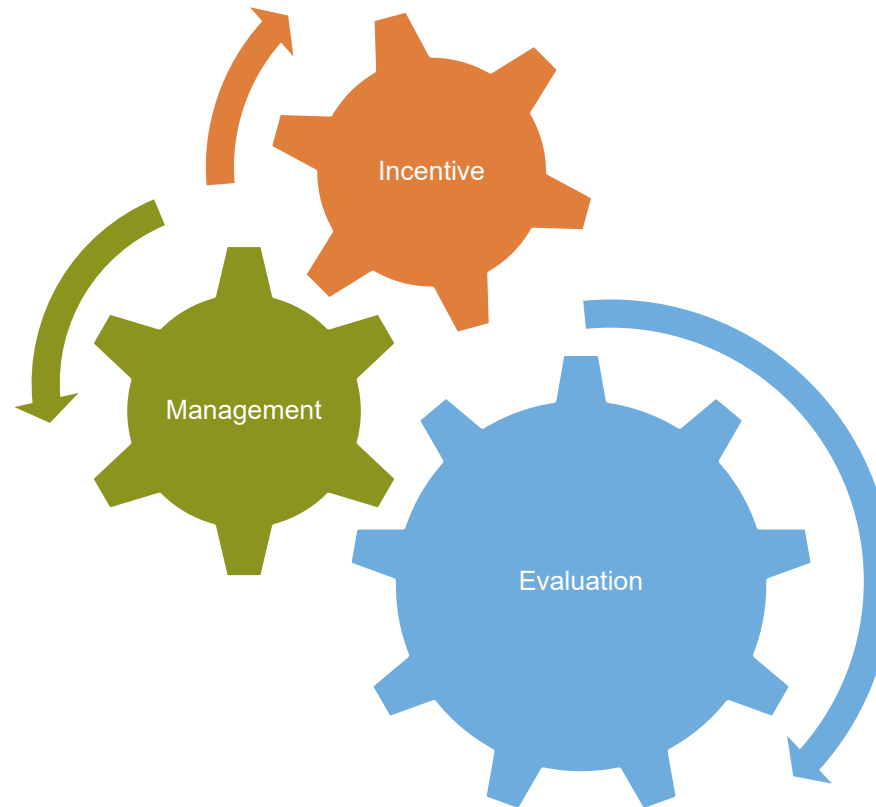
Physical Wellbeing

Resources in place today to support employees living an active lifestyle, promote preventive care and help employees lead healthy, balanced lives.

Activity	Offer	Utilization
Onsite or Virtual Health Professional or Coach		
Onsite Fitness Center		
Onsite Health Clinic		
Promotion of Preventive Care		
Healthy Vending or Healthy Eating Opportunities		
Biometric Screenings		

Physical Wellbeing

Identify



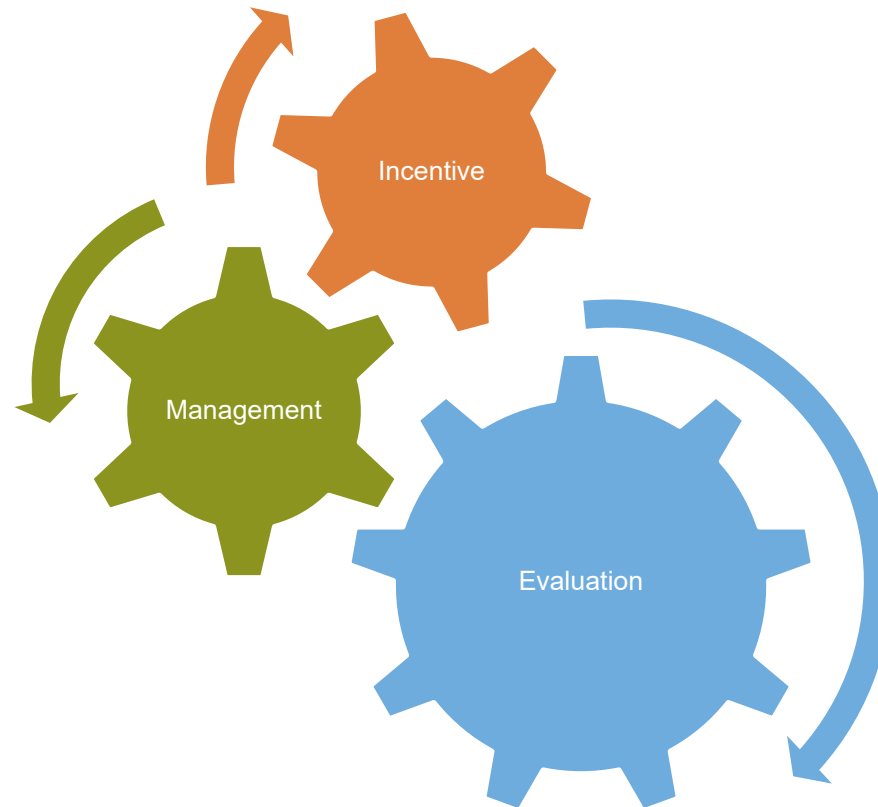
Financial Wellbeing

Resources in place today to help employees understand their finances.

Activity	Offer	Utilization
Personal Financial Coaching		
Retirement Savings (401k, etc.)		
Employee Discount Program		
Financial Literacy		
Debt Counseling		
Student Loan Repayment Contributions		
Student Loan Forgiveness		
Refinancing Tools and Education		
529 plans		
Will Preparation, Estate Planning, or Other Legal Services		
Emergency Savings Programs		

Financial Wellbeing

Identify



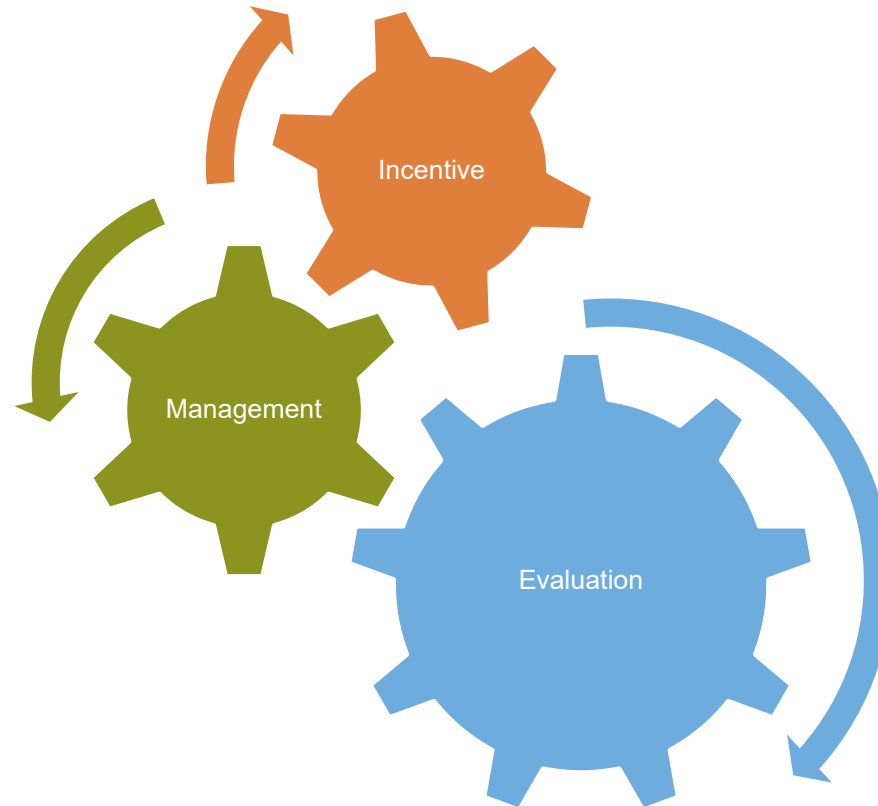
Career Wellbeing

Resources in place today that support employees with developing their careers and overall professional goals.

Activity	Offer	Utilization
Service Awards or Employee Recognition		
Mentoring Programs		
Management or Leadership Development Training		
Career Counseling		
Employee Development Training		
Ongoing Performance Feedback or Coaching		
Peer to Peer Recognition		
Team Building Programs		

Career Wellbeing

Identify



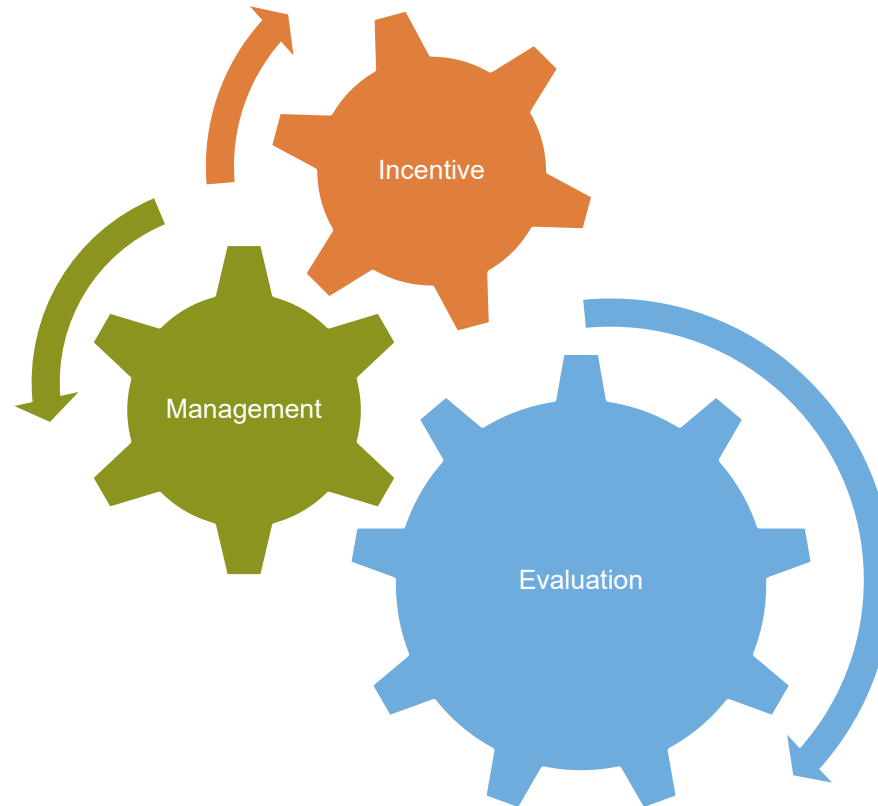
Emotional Wellbeing

Resources in place today to help employees build relationships that foster teamwork at the workplace and support employees having enough mental energy to get important things done

Activity	Offer	Utilization
Employee Assistance Program		
Virtual or Telephonic Mental Health Counseling		
Stress Management, Resiliency or Meditation Programs		
Mental Health Training for Managers, Leaders or HR		
Onsite Meditation Rooms		
Diversity, Equity and Inclusion Initiatives		
Time off for Mental Health or Burnout		

Emotional Wellbeing

Identify



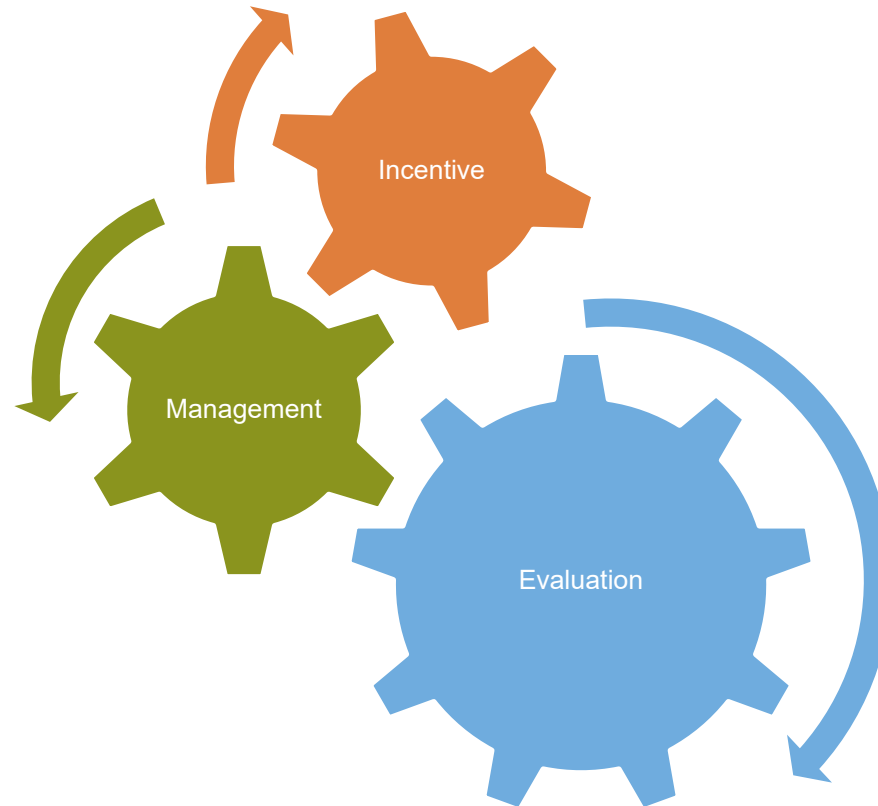
Other Wellbeing

Resources in place today to help support your employees

Activity	Offer	Utilization
Lactation or Nursing Mothers Rooms		
Childcare Resources (I.e. emergency childcare)		
Life Event Celebrations		
Company Sponsored Gatherings		
Wellness Committee		
Volunteer Opportunities		
Matching Charity gift or donation program		
Employee Wellbeing Newsletter or Communications		

Other Wellbeing

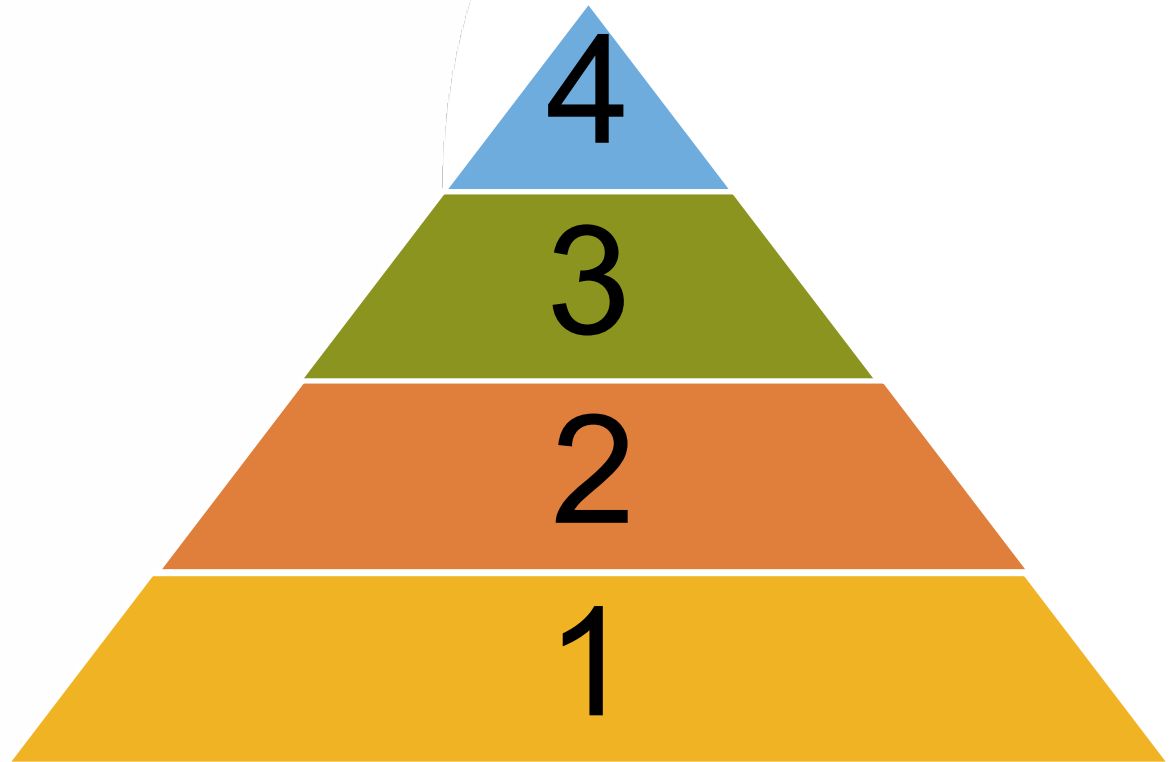
Identify



Ranking

Please rank the level of organizational importance of each area of wellbeing

- Physical Wellbeing
- Financial Wellbeing
- Career Wellbeing
- Emotional Wellbeing
- Other Wellbeing



Investment

Where do you see your organization investing in the next year?

Physical

Emotional

Career

Other

Financial

Thank you!

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