

# 2023 Well-being Trends

A collection of key topics to incorporate into your well-being program strategy that address the needs and demands of today's workforce



# Physical Well-being

With the start of a new year – your workers feel like it’s a great time to reassess their approach to exercise. Typically, this is in the form of a new gym membership or setting a few goals for themselves. Each new year offers new and innovative fitness trends – so there will be no shortage of fresh ways to choose how you sweat.



## 61%

Have a home gym or designated workout space in their homes<sup>1</sup>

## At-home fitness

Despite most gyms and studios being open, many will still opt for at-home workouts in 2023. It’s not that workers aren’t craving connection and a sense of community – they simply want the convenience of working out from home.

## \$90B

The global spend on wearable devices in 2022<sup>2</sup>

## Wearable technology

From boosting daily motivation to monitoring health data, wellness technology comes with many benefits. In addition to the current calorie burn, sleep pattern data, and heart rate variability – expect to see new technology advances (and designs) in the year ahead.

## 9.3 hours

The average time a person sits stationary in a day<sup>3</sup>

## Movement snacks

This is simply breaking up your workouts into increments throughout the day. Research has shown that breaking up your exercise regimen into smaller movement “snacks” throughout the day – is not only perfectly healthy – but extremely beneficial.



Is a gym more your speed – save coin with member discounts

Providence members have access to Active&Fit Direct™ which offers low-cost access to participating fitness centers nationwide. [Click here to learn more and save](#)

# Social Connection

The recent pandemic noticeably accelerated what was an already growing remote-work trend, with almost 2/3 of the workforce able to work from home during the crisis. While the experience has proven the viability of remote work – and employees have embraced the flexibility of this model – workers still crave the social interaction of office life.



## \$154B

Annual costs in lost productivity due to loneliness<sup>4</sup>

## 33%

Feel disconnected from their colleagues<sup>5</sup>

## 50% ↑

In longevity if you have strong social connections<sup>6</sup>

## Impacts of loneliness

Research has shown that lonely employees are more than twice as likely as those who are not lonely to miss a day of work due to illness – and more than five times as likely to miss work due to stress.

## Remote work challenges

While most of the technology basics are now in place – many workers report a lack of social interaction with their colleagues and an overall sense of organizational ambiguity as one of their greatest workplace challenges.

## Good for your health

Studies show that people who feel more connected to others have higher self-esteem, empathy, are more cooperative – and consequently – others are more open to cooperating with them. In other words, social connectedness generates a positive feedback loop of social, emotional and physical well-being.



Get discounts on the things you love to do

Providence members have access to LifeBalance – which provides discounts to more than 20,000 recreational, cultural and travel-related activities. [Click here to learn more and save](#)

# Telemedicine

The COVID-19 pandemic accelerated the adoption of telemedicine, providing a safe alternative when clinics were closed. Patients and providers alike embraced virtual care, as it offered a flexible and convenient option for medical care. The American Medical Association states that “telehealth is critical to the future of healthcare,” emphasizing that it’s much more than a pandemic trend.



## \$0.00

The cost of an ExpressCare Virtual visit.\*

\*HSA plan members must first meet their plan deductible

## Reduced costs

Virtual visits are often offered at no cost, or lower cost than in-office visits and patients don’t have to consider expenses like gas, time off work, or childcare. Healthcare systems also save money because telehealth has a lower cancellation rate than office visits and it allows providers to optimize their schedules.

## 4x ↓

In the no-show rate of telehealth vs. office<sup>7</sup>

## Improved outcomes

Telemedicine offers a convenient way for patients to connect to their doctor quickly and frequently, resulting in better continuity of care and improved adherence to treatment plans.

## 85%

Of U.S. adults own a smartphone<sup>8</sup>

## Access and flexibility

Telemedicine makes care more available to everyone, including those in rural areas, those with transportation barriers and those with caregiving responsibilities or busy work schedules. Patients can see a provider from the comfort of their home or workplace without having to take time off or rearrange their schedule for an office visit.



Get the care you need, when you need it

ExpressCare Virtual is available for members who don't have the time, desire or ability to travel to a clinic for non-urgent medical issues. [Click here to learn more](#)

# Mental Well-being

With rates of burnout, depression and anxiety at record levels, many organizations have prioritized mental well-being in the last couple of years and it will continue to be a major focus in 2023. Employees are becoming more comfortable discussing mental well-being at work and are expecting their employers to cultivate an environment that helps them achieve and maintain optimal mental health.



## 61%

Of U.S. adults admit to being addicted to the internet and their devices<sup>9</sup>

## Digital detox

Using technology is inevitable in modern society but many people are looking for ways to find balance with technology through a “digital detox.” A digital detox is when one chooses to take a break from electronic devices or limit consumption. This will vary person to person, but strategies include setting your phone to Do Not Disturb mode, enabling screen time limits, taking a break from specific apps or media, and implementing device-free days or settings.

## 50%

Of U.S adults report they are stressed at their jobs every day<sup>10</sup>

## Stress management

Stress among the global workforce reached a new all-time high, surpassing the 2020 peak. Lasting effects from the COVID-19 pandemic, inflation, and economic uncertainty are adding stress to an already-stressed workforce. Employers are seeking ways to be more proactive in managing employees’ stress through increasing employee autonomy and power and cultivating psychological safety.



Behavioral health support is only a call or click away

Providence members have options when it comes to behavioral health care including self-help tools, virtual appointments and a broad network of providers. [Click here to learn more](#)

# Financial Well-being

Financial stress can have a big impact on employee and organizational well-being - with consequences to relationships, health outcomes and productivity at work. Employees are looking to employers for solutions to manage and improve their financial health. Because when your employees thrive - your business thrives.



## 37%

Of workers say that they have more debt than they can manage<sup>11</sup>.

## Financial stress is real

Financial stress affects employees at all income levels. It's reported that finances cause workers more stress than work obligations, health or family issues. Benefits and programs designed to help your employees manage their finances can help.

## 42%

Of employees say they do not feel adequately informed about the benefits and programs their employers offer<sup>11</sup>.

## Communication and access is critical

Employees are more likely to participate when organizations offer clear explanations of the financial benefits and programs available to them. Ensuring accessibility and convenience reduces barriers to engagement.

## 3+ hours

Of productivity lost each week<sup>12</sup>.

## Productivity impacts

Of those who say they are feeling stress about their personal finances, 47% report they are either missing work occasionally or their productivity at work has been impacted by financial worries. Half say they are spending three or more hours each week dealing with personal financial issues.



### Make the most of your health plan

Save money by utilizing in-network providers, lower-cost care options, and mail order or 90-day supply benefits for prescription drugs. Visit [myProvidence.com](https://myProvidence.com) to access your personalized health plan information.

# Working Conditions

The conditions under which work is performed includes both physical and psychological factors. As the world of work continues to evolve, organizations and their employees are adopting a work-life flexibility mindset to focus on productivity rather than where and when the work gets done.



## 74%

Of HR professionals said compensation is the top reason employees leave<sup>13</sup>.

## The value of benefits

Help employees take a comprehensive view with a simple, individualized statement that lists all the components of total rewards such as the company's contribution to health care costs, 401(k) matching, and other benefits.

## 94%

Of professionals say they would benefit from work flexibility<sup>14</sup>.

## Provide workplace flexibility

Flexibility is about creating a culture where employees meet the demands of their personal lives while maintaining high levels of work performance. Offering paid time for preventive care exams and encouraging flexibility for personal appointments can lower stress and build loyalty.

## 76%

Of adults said they have experienced health impacts due to stress in the prior month<sup>15</sup>.

## Reduce stress

Research shows taking action over aspects of life that are within one's own control can be empowering and can help mitigate stress. Create an inclusive culture where those seeking treatment and self-care are supported, recovery is celebrated, and social connectivity is a priority.



Team up with a health coach

Our Providence health coaches are here to support your lifestyle goals.

Get started at [ProvidenceHealthPlan.com/healthcoach](https://ProvidenceHealthPlan.com/healthcoach) or call 888-819-8999.



When you're healthy, you can feel inspired to do great things for your community and the world at large. We believe healthcare is a human right — everyone has a right to quality healthcare. We're dedicated to the health and care of every member of our community, no matter where they live or who they work for.

## Because everyone's well-being matters.

Want support for your employee well-being program? Contact your Health Management Consultant or Account Manager. Or email our team at [workplacewellness@providence.com](mailto:workplacewellness@providence.com)

[ProvidenceHealthPlan.com](https://ProvidenceHealthPlan.com)

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