

# Well-Being Improvement for Federal Employees

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June 26, 2014

# Our Focus: The 5 Elements of Well-Being



*Purpose* > Liking what you do each day and being motivated to achieve your goals

*Social* > Having supportive relationships and love in your life

*Financial* > Managing your economic life to reduce stress and increase security

*Community* > Liking where you live, feeling safe and having pride in your community

*Physical* > Having good health and enough energy to get things done daily

# Measuring Well-Being



- **Comparative Well-Being data that can be presented at the state, congressional district, and in some cases down to the zip code level**
- Joint Venture between Gallup and Healthways
- Design support and oversight from leading behavioral economists, psychologists, and experts in psychometric survey design and statistical analysis
- Thousands of “community-based” calls made every day in order to add 500 completed surveys to the ever-changing world of well-being
- Nearly 2,000,000 completed surveys – represents the world’s largest data set on well-being

# Why 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

## Raised by 1 Point



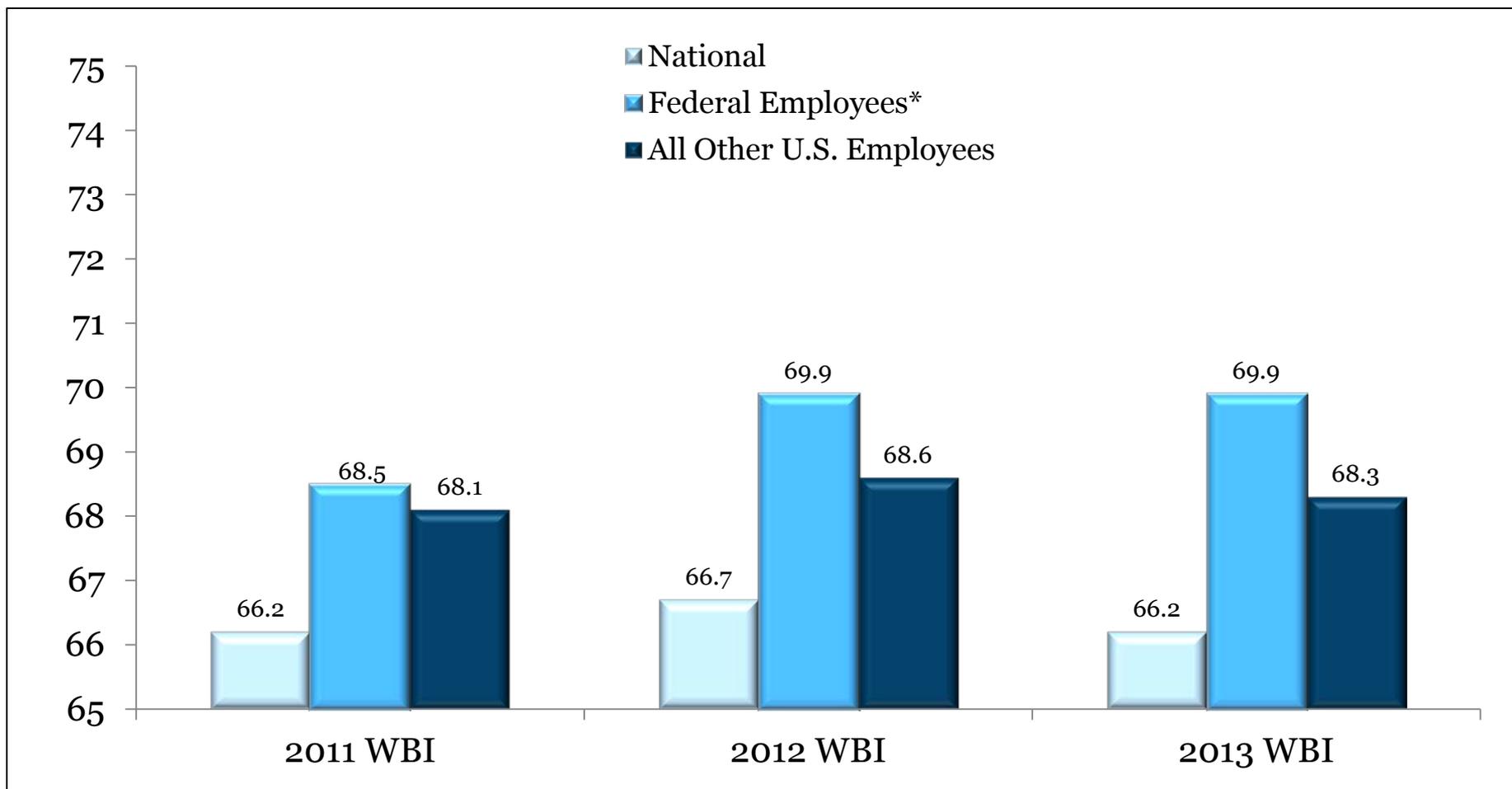
Cost goes down—

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

# Federal Employees' Well-Being Index Composite Scores



*There is a statistically significant variance between Federal Employees\* and all other U.S. Employees in 2012 only.*

*\*Federal Employees do not include Active Duty Military.*

# Characteristics of Federal Employees' Well-Being

Compared to all other U.S. Employees, Federal Employees\* ...

<b>Strengths</b>	<b>Federal</b>	<b>All Other</b>
➤ Less likely to experience stress	<b>33.0%</b>	42.0%
➤ Less likely to experience worry	<b>19.2%</b>	29.7%
➤ More likely to be thriving	<b>62.4%</b>	56.8%
<b>Weaknesses</b>	<b>Federal</b>	<b>All Other</b>
➤ More likely to have high blood pressure	<b>29.2%</b>	21.9%
➤ More likely to have diabetes	<b>9.0%</b>	6.9%
➤ Less likely to have a boss that treats them like a partner	<b>53.0%</b>	56.8%
➤ Less likely to use their strengths to do what they do best every day	<b>81.8%</b>	84.8%

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# OPM WellnessWorks Program

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- Personalized Well-Being Plan
- Health Coaching for Lifestyle management and Disease management
- Wellness promotions
- On-site programming
  - Fitness classes
  - Wellness education classes
  - Onsite challenges with results posted in the lobby
- Incentives to encourage and reward employees
  - Multiple incentive for most events
  - Individual prizes – gift cards for completing an activity
  - Raffles – wellness gift basket, electronics, bikes

# WellnessWorks: Results

- Each year saw a steady increase in onsite class attendance
- Significant decrease in the proportion of employees at high risk for obesity, high blood pressure, low HDL levels, tobacco
- 61% of all risks were eliminated or improved through the coaching program
- **For every dollar invested:**
  - **\$2.65 in savings for those continuously enrolled over two years**
  - \$1 in savings (breakeven) for participants whose exposure to the program was not continuous

Independent program evaluation conducted by Human Resources Research Organization, Truven Health Analytics, and Emory University Institute for Health and Productivity Studies.

\*\*A return-on-investment (ROI) analysis was conducted by Truven Health Analytics and Emory University. Using ROI modeling software, the evaluation team from Truven and Emory estimated a \$2.65 to \$1.00 ROI for a cohort group of 100 employees followed over 3 years and a \$1.00 to \$1.00 ROI (break even) for an aggregate population of 1,650 employees followed for 3 years.