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Wellness Trend Report: 2024 Worksite Wellness Trends

Prepared by the Lawley Corporate Wellness Team

2024 Worksite Wellness Trends

In 2024, employee wellness strategies are expected to evolve to new heights through holistic approaches, innovative technologies and organizational resets. This transformative journey implies not only to elevated standards of workplace wellness but also a comprehensive re-evaluation of what truly defines well-being.

Leading wellness experts across a variety of channels have identified the following as the top five program features to prioritize this year. We hope this helps you kickstart a revolutionary year.

Use a Holistic Approach

Historically, many organizations have viewed wellness simply as physical health. Today we are starting to see a shift toward programs that incorporate the various aspects of health with a goal of improving overall well-being. Employee stress has continued to remain at an all-time high. Consider integrating mental health support, stress management techniques and psychological safety training within wellness strategies.

With the cost of living at record numbers, financial wellness also remains a top concern for employees, especially for those who are just starting out their careers. More than half of young adults worry the economy will stay the same or worsen in the next year, while many have needed to take on a second job adding to already high levels of burnout.

A holistic approach provides comprehensive support to employees, catering to individual unique needs.

Foster Social Connections

Over the last couple of years, hybrid work has become a new normal for remote-capable workers. Studies have

shown this flexibility has resulted in higher employee engagement, a healthier and happier workforce and decreased turnover rates.

While these results are good for business, working apart more often and on different schedules creates new obstacles. Organizations will need to continue to strategize creative ways to thoughtfully bring employees together to foster collaboration and unify workforces.

Rise of Technological Solutions

The ever-evolving nature of technology has created a new landscape for employee wellness. Wearables, digital health platforms and AI advancements provide real-time health monitoring, personalized plans and on demand access to resources. Not only have these technologies enhanced the ability for employees to customize their wellness journey, they are instrumental in promoting health prevention, enabling early detection and management of potential health issues.

As a result, these solutions help to bridge gaps and overcome barriers to accessing healthcare.

Quiet Thriving

While quiet quitting has been the topic of conversation, the focus of 2024 will be quiet thriving.

As employees have learned what their boundaries are to protect their work-life balance, they have also learned what they need to perform at their best. Companies are now better equipped to provide employees with not only support, but also relevant resources. Many are weaving sustainability into their wellness programs by emphasizing the

interconnectedness of individual well-being, community health and environmental stewardship.

Embrace Wellness as a Priority

While countless studies demonstrate that wellness programs have a positive ROI, organizations have had the tendency to overlook the need for thoughtful wellness strategies. In 2024, leaders will need to recognize that wellness is more than a required HR task, but rather should be incorporated into business decisions to align with organizational goals.

Creating a healthy workplace, means an employer must ensure its culture, leadership, and people managers are the foundation to building a fully integrated wellness plan.

If you require support in your journey toward creating a greater impact on wellness in your organization or business, our team is here to help. Additionally, if you have not yet been introduced to your dedicated Lawley Wellness Consultant, please reach out to your Account Executive to be connected.

“Everyone talks about building a relationship with your customer. I think you build one with your employees first.”

– Angela Ahrendts

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