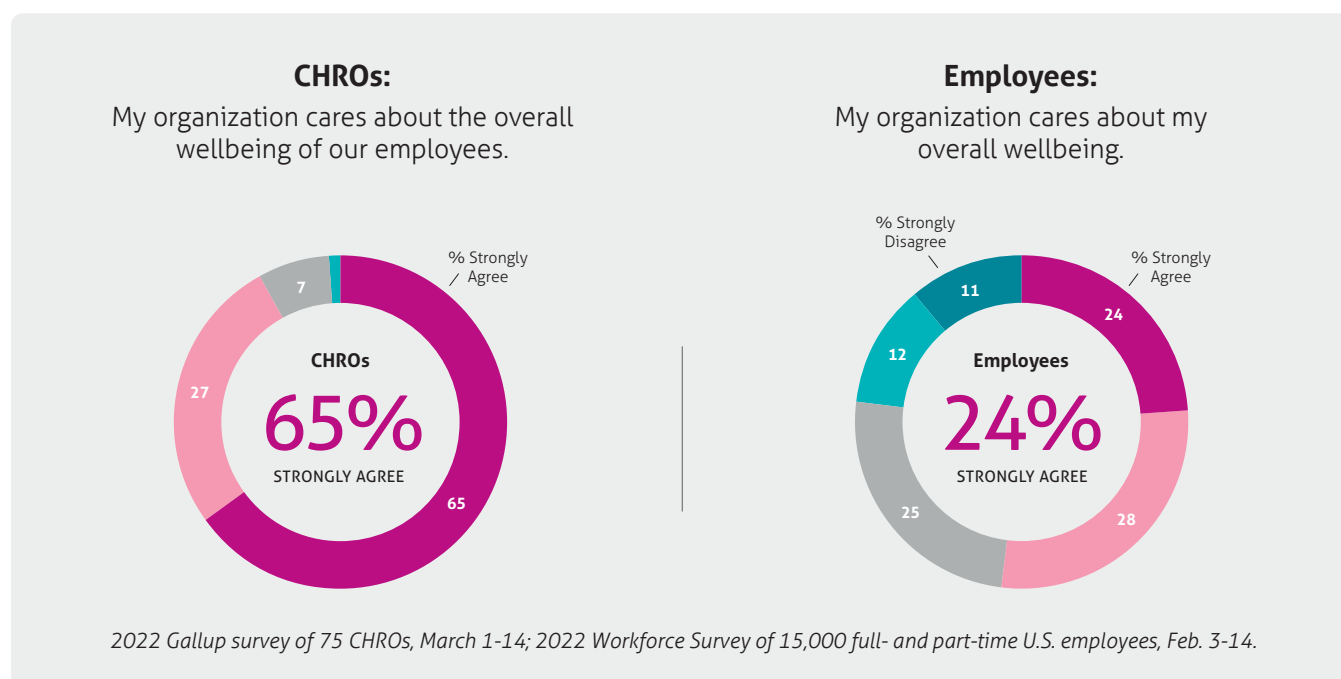


The leader-employee disconnect on wellbeing

According to Gallup®, the world leader in public opinion and experience research, employee wellbeing is a strong indicator of organizational success. When your employees' wellbeing is thriving, your organization directly benefits. Thriving employees have 53% fewer missed days due to health issues. Suffering and struggling employees have a substantially higher disease burden due to diagnoses of depression and anxiety, among others. This translates into big differences in productivity.

While leaders say they understand this phenomenon and the importance of their employees' wellbeing to productivity, their employees aren't feeling it. Although nearly 2/3 of chief human resources officers (CHROs) say their organization cares about employee wellbeing, less than 25% of the employees believe it.



Take care of your employees, and they'll take care of your business

Why does the leader-employee disconnect matter?

Leaders who believe their organization cares about their employees assume they are reaping the benefits of an engaged workforce. They may need to take a closer look to see how their employees actually feel. Understanding this and improving employee wellbeing is worthwhile investment.

Employees who strongly agree that their employer cares about their wellbeing are:

- **4x more likely**
to feel extremely satisfied with
their place of employment
- **3x more likely**
to be engaged at work
- **3x less likely**
to be actively searching for
a new employer

How can you address this?

With eMbrace, because you can't improve what you can't measure.

eMbrace is a multi-layered journey that starts with our proprietary Gallup® Wellbeing Survey. The Survey calculates employees' wellbeing scores in six essential areas: emotional, career, social, financial, physical and community.

Employees are directed to eMbrace services to improve their wellbeing. Employers receive aggregated results which help transform their organizations into high-performing workplaces that attract and retain top talent.



Ready to talk to someone about transforming your employee experience?
Visit MagellanHealthcare.com/eMbrace or email MHCinfo@MagellanHealth.com.

Sources: Gallup, Forbes



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