How Is Well-being Defined??

- **PURPOSE:** Liking what you do each day and being motivated to achieve 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
Employees Thriving in Multiple Elements Have Substantially Lower Healthcare Costs One Year Later

Longitudinal sample of approximately 11,500 Gallup U.S. Panel Members (5,500 employed)
Controlling for Age, Gender, Income, Education, Region, and Marital Status

Gallup, 2014. Used with permission.
An Opportunity Exists for Organizations To Actively Promote Well-being

12% of employees strongly agree that they have substantially higher overall well-being because of their employer.

A vast majority of employees see their job as a detriment to their overall well-being.

Organizational well-being lies in supporting your employees to do what is in their best interest.

Gallup, 2014. Used with permission.
Addressing Foundational Concerns To Workforce Well-being

What does this mean for prioritization of physical health concerns?

A Conceptual Framework for Workforce Health and Well-being

• Cost growth remains the principle focus of health reform discussions among employers
• Despite unequivocal evidence of clinical benefit, Americans systematically underuse high-value services across the spectrum of medical care
• Non-medical benefits of a “culture of health” are poorly understood and hard to quantify
• Slowdown in healthcare costs may have negative health implications
• Attention should turn from how much to how well we spend our health care dollars
Motivation for “Clinically Nuanced” Payment and Benefit Design

• Ideally provider payment and cost-sharing levels would be set to encourage the clinically appropriate use of health care services

• Fee for service payment and “one-size-fits-all” cost-sharing fails to acknowledge the differences in clinical value among medical interventions

• A growing body of evidence concludes that increases in consumer cost-sharing leads to a reduction in the use of essential care and in some cases leads to greater overall costs

• Effects worse in low-income individuals and beneficiaries with chronic illness

Health Affairs 2014. doi: 10.1377/hlthaff.2014.0792
A New Approach: Clinical Nuance

1. Services differ in clinical benefit produced

2. Clinical benefits from a specific service depend on:
   - Who receives it
   - Who provides it
   - Where it's provided