



# The Well-being Works Better™ Scorecard: 1-minute Overview

How Insights Into Employee Well-being Can Revolutionize Your Company Culture

**Q: What is the Well-being Works Better Scorecard?**

**A:** It's a free, comprehensive assessment of your company's approach to well-being.

**Q: What is its purpose?**

**A:** To help your organization build a culture of health and well-being. It will shed light on where your company excels or opportunities for improvement, to help you continuously evolve and create an environment where employees flourish.

**Q: What areas are evaluated?**

**A:** Leadership support, organizational policies, environment, programs and interventions, engagement, communications, to name a few.

**Q: What are the benefits of completing a scorecard?**

**A:** Based on your Scorecard results you'll gain insight into best practices from industry experts and access to free tools and resources. Exposure to the latest well-being trends and research are key to developing effective strategies.

**Q: Why is workforce well-being so important?**

**A:** Happy, healthy employees tend to be more productive, engaged employees. And when employees thrive, it can have a positive impact on your company's success.

**Q: When is the next scorecard due?**

**A:** The Well-being Works Better Scorecard deadline is April 30.

GET STARTED



## Balancing Career and Caregiving: How Employers Can Help Support Sandwich Generation Workers

Did you know there's a growing population in the workforce? It's the "sandwich generation" — people who work full or part-time jobs while simultaneously caring for their young children as well as their aging parents.

The constant juggling of work and home life pressures can lead to significant stress, anxiety and burnout. In fact, caregivers who have spent more than 20 hours a week caring for a family member experienced physical and mental health declines that could last for several years.

Employers can help to alleviate some of this burden by offering their workers caregiving support. For example:

- **Flexible Work Arrangements.** Remote or hybrid work opportunities, job sharing, compressed work weeks or flextime.
- **Employee Assistance Programs (EAPs) or Caregiving Consultation Services.** Advice on managing elder care, counseling, legal and financial planning and finding appropriate care facilities.
- **Mental Health Benefits.** Offer stress management workshops and train managers to be more aware of the challenges faced by sandwich generation workers.
- **Financial Assistance and Benefits for Caregiving.** Consider expanding dependent eligibility to include extended family. Enhance paid leave policies and reimburse caregiving expenses.

Show your commitment to your company's well-being by reviewing your current policies and implementing new ones where possible. Sometimes just a little extra support can make a world of difference.

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## Remote Workers to the Rescue: CPR Meets Work from Home

Cardiac arrests often happen at home, so it's critical that companies offer remote workers access to CPR training with flexible working options.

Take Nielsen, for example. Nielsen is a global leader in audience insights, data and analytics. The company has added CPR training to its benefits package via a Lifestyle Spending Account. That means employees are reimbursed for the costs of CPR training, CPR kits, heart-health education programs and more.

You too can demonstrate your commitment to employee well-being and safety. Take steps to encourage employees to gain the skills and knowledge to respond to medical emergencies... and the confidence to make a difference between life or death. For ideas and action steps, check out the resources available through the American Heart Association's [Nation of Lifesavers Campaign](#).

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## Eye-opening Insights

73.4%

**73.4% Out of Hospital Cardiac Arrests (OHCA)** most often occur in the home. [\\*American Heart Association](#)

90%

**Nearly 90%** of at-home cardiac arrest cases are fatal. [\\*American Heart Association](#)



## Put More Step in Your Spring

**Are you sitting down right now?** Adults in the U.S. spend an average of six to eight hours a day sitting. The more we sit, the more we need to prioritize movement throughout the day.

April is Move More Month and a great time to remind your employees about the benefits of physical activity.

**Tips for a more energized workforce**

- Walk during lunch or breaks with coworkers, in person or virtually
- Take the stairs instead of the elevator
- Park in the back of the lot
- Set your phone alarm for once an hour to get up and stretch
- Stand and move while answering phone calls
- Create a shared exercise equipment space where people can grab weights or bands to bring back to their desk

MOVE MORE



## Share Your Story

Has your workforce experienced the impact of Well-being Works Better solutions? They include our Scorecard and burnout prevention tools. We'd love to hear how they've helped/supported your workplace.

SHARE NOW

