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# 8 Statistics You Should Know to Guide Workplace Wellness Efforts

SUPPORTING EMPLOYEE HEALTH AND HAPPINESS WITH RECOGNITION





Once a footnote in the employee experience, wellness and recognition programs have become integral to the modern workplace.

A research report from [McKinsey & Company](#) reveals that, compared with before 2020, the proportion of employers reporting that health and wellness offerings are “very important” in talent management increased 11 percentage points, highlighting the growing need for employers to optimize employee benefits and wellness programs. Recent years have witnessed the convergence of various workplace phenomena – the Great Resignation, quiet quitting, and adjusting to the lasting effects of the pandemic – all underscoring the critical role of benefits and wellness initiatives in fostering workplace wellness.

Drawing on data from [Workhuman®](#) and [Gallup](#), this paper shares the top eight workplace wellness statistics that reveal the evolving landscape of workplace wellness and the role of employee recognition in enhancing it. By gaining an awareness of these statistics, organizations can better guide their efforts to improve employee experience and pave the way to individual and organizational success.



# ONE

## The annual cost of burnout is up to 15-20% of payroll budgets.

Burnout has emerged as an omnipresent threat in today's fast-paced work environment, posing risks to both individuals and organizations. The consequences are evident in the record-breaking 50.5 million job resignations in 2022, with burnout cited as a leading cause for both millennial and Gen Z workers. This exodus imposes a significant financial burden, with businesses losing 15-20% of their payroll budgets annually because of turnover costs attributable to burnout.

## TWO

# Opportunity loss due to low wellbeing is \$20M for every 10,000 workers.

Low wellbeing driven by employee burnout and lost productivity is a harbinger of diminished performance, resulting in missed opportunities and revenue losses. The economic impact of this phenomenon is staggering, amounting to an estimated \$322 billion globally.

## THREE

# Recognition-led wellness programs can result in 90% less reported burnout.

Recognition-led wellness programs have proven to be effective in reducing employee burnout. Such initiatives have contributed to employees being up to 90% less likely to report frequent burnout and 2x as likely to maintain a positive outlook on their lives and future prospects.

## **FOUR**

# **Recognition lessens negative emotions by 20-40%.**

Recognition serves as a potent tool in mitigating negative workplace emotions. Employees who receive appropriate recognition are 20-40% less likely to experience negative emotions such as frustration and stress.

## **FIVE**

# **Without belonging, disengagement climbs by up to 12x.**

A sense of belonging is foundational to employee wellbeing and productivity. Employees who lack this sense are up to 12x more likely to be disengaged and actively seeking alternative employment opportunities.

**SIX**

## **Recognition increases a sense of belonging up to 10x.**

Recognition-led wellness programs bolster employees' sense of belonging, fostering a cohesive and supportive work culture. These initiatives render employees up to 10x more likely to strongly identify with their organization.

**Finding community at work enhances employee wellbeing and company productivity.**

Source: [American Psychological Association, 2023](#)

## SEVEN

# A lack of social connections is tied to 13x more reported negative thoughts.

Social connections are pivotal not only for workplace engagement, but also for overall life satisfaction. Employees lacking social connections are up to 13x more likely to evaluate their lives negatively and harbor bleak outlooks on the future. Recognition plays a substantial role in alleviating this suffering and promoting social wellbeing.

## EIGHT

# Recognizing life events fosters 7x more reports of connectiveness.

Recognition transcends professional achievements and extends to personal milestones. Only a small percentage of employees believe their organizations sufficiently recognize life events; however, companies that excel in this area employ workers who are up to 7x more likely to report meaningful connections with their colleagues.



# Employee recognition: a linchpin in addressing wellness challenges

These workplace wellness statistics underscore the profound influence of employee wellbeing on organizational success. When employee recognition is integrated into holistic wellness programs, it can significantly affect workplace wellness through mitigating burnout, enhancing a sense of belonging, improving emotional wellbeing, and bolstering social connections.

By investing in workplace wellbeing and recognizing employee contributions, organizations stand to improve their financial bottom line and cultivate a happier, more engaged, and more productive workforce.

**Ready to learn more about the next steps to  
improving wellness in your workplace?  
Get started [here](#).**

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