

# Well-being business case

Short version, Q1 2018

Productivity	Employee turnover	Leadership effectiveness	Engagement
<b>2.25x</b> Employees who are inspired by the companies' leaders and purpose are more than twice as productive as 'satisfied' ones. <sup>1</sup>	<b>30</b> Healthy, highly engaged employees are, on average, up to 30 days more productive per year. <sup>4</sup>	<b>&lt;0.001</b> Positive energy of the unit leader significantly affects the well-being, satisfaction, engagement, team performance, team cohesion and culture of experimentation. <sup>5</sup>	<b>2.3x</b> People who experience purpose at work are 2.3 times as likely to be engaged. <sup>8</sup>
<b>22%</b> Engaged employees are 22% more profitable than non-engaged ones. <sup>2</sup>	<b>2.8x</b> People who believe to have purpose at work are 2.8 times as likely to stay. <sup>8</sup>	<b>50%</b> People who see work as a calling are 50% more likely to have a top position in the firm.	<b>7x</b> People with a 'best friend at work' are seven times as likely to be engaged in their job. <sup>3</sup>
<b>21%</b> Engaged employees are 21% more productive than non-engaged ones. <sup>2</sup>	<b>12%</b> Only 12% of workers report one of their closest ties to be at work. <sup>3</sup>	<b>21%</b> Employees who feel they're currently managed in a motivating way.	<b>&gt;2x</b> Managers who do well privately are more than twice as likely to be engaged at work. <sup>2</sup>
	<b>4x</b> Employees who are disengaged at work are 4 times more likely to lack well-being in private life. <sup>2</sup>		

## Overview of opportunities in the long run

<b>17%</b> Just ~17% of people worldwide consider themselves to be 'flourishing'. <sup>2 6</sup>	<b>15%</b> 15% of employees worldwide consider themselves engaged at work. <sup>2</sup>	<b>57B</b> Poor health and well-being is costing the UK economy up to 57B pounds per year. <sup>4</sup>	<b>40%</b> Researchers estimate that 40% of our well-being can be influenced by our own actions. <sup>7</sup>
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Sources: <sup>1</sup> Bain&Company; <sup>2</sup> Gallup, State of Global Well-Being (2015, 2016, 2017, 2018) + additional research; <sup>3</sup> Harvard Business Review; <sup>5</sup> Owens, Baker, Cameron (2012); <sup>4</sup> RAND Corporation Europe; <sup>6</sup> Oxford Handbook of Happiness (2014); <sup>7</sup> Sonja Lubyomirski, University of California & <sup>7</sup> Ruut Veenhoven (Erasmus University); <sup>8</sup> HBR/The Energy Project, Human era at work (2014).

# PURPOSE+