



Current State of Well-Being and the Case for a Local Initiative

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Well-Being Index



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**The Current State of
America's Wellbeing, and
the Case for Local Initiatives**



Gallup · Healthways Well-Being Index™

- 25-year commitment; initiated January 2, 2008.
- 1,000 completed surveys per day, 7 days per week, 350 days per year (2008-2012).
- English and Spanish
- Landline (n=600) and Cell (n=400)
- 95%+ coverage of U.S. adult population.
- 1.8 million completed surveys and counting.
- Sampling error for one year of data for any given item is about +/-0.2% (p<.05) nationally.
- Sampling error (p<.05) for states, congressional districts, and cities range from around +/-5.0% to under +/-1.0%.
- Sampling error for professions range from around +/-3.0% (physicians) to under +/-1.0% (service workers).

The Gallup-Healthways Well-Being Index: A Comprehensive Approach to Measuring Wellbeing

Gallup-Healthways tracks 55 items that comprise six core sub-indexes to provide leaders with a comprehensive metric that covers six key interrelated areas of wellbeing:

Life Evaluation

Ranking one's life today and in the future

Emotional Health

Daily feelings; Clinical depression

Physical Health

Chronic conditions, obesity, physical pain, cold/flu

Healthy Behaviors

Smoking, healthy eating, exercise

Work Environment

Using strengths, supervisor relationships

Basic Access

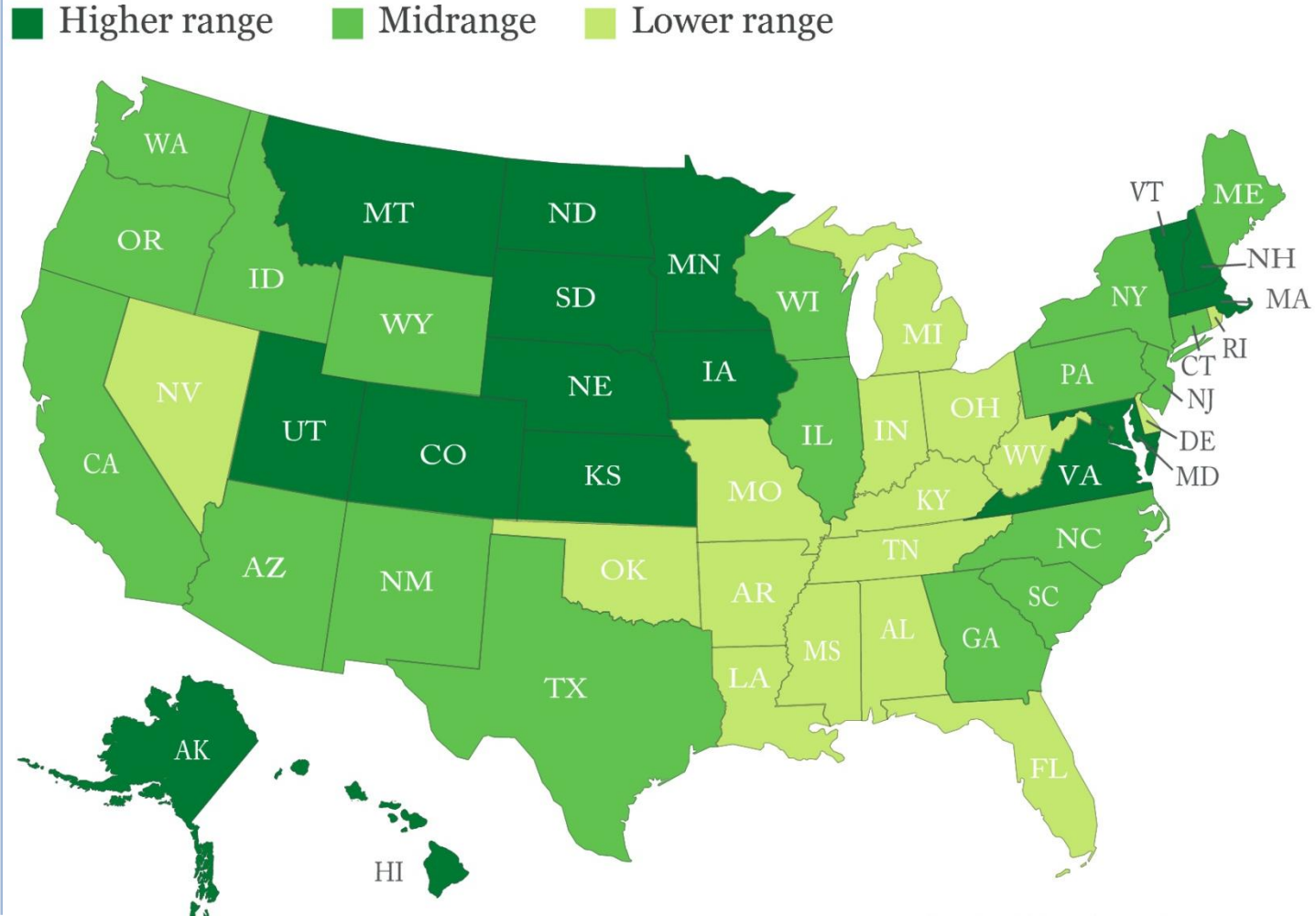
Healthcare, community satisfaction, money for basics

**Well-Being Index
Composite Score**
(Average of six sub-indexes)

Wellbeing in America

2012 Overview

There is Range in Wellbeing in America, and it is Consistently Highly Regionalized



Overall Wellbeing Among the 50 States: The Top, Middle, and Bottom Thirds

- | | | |
|-------------------|------------------|--------------------|
| 1. Hawaii | 17. California | 34. Florida |
| 2. Colorado | 18. North Dakota | 35. North Carolina |
| 3. Minnesota | 19. Wisconsin | 36. Michigan |
| 4. Utah | 20. Maine | 37. Rhode Island |
| 5. Vermont | 21. Idaho | 38. Missouri |
| 6. Montana | 22. Arizona | 39. Nevada |
| 7. Nebraska | 23. Oregon | 40. South Carolina |
| 8. New Hampshire | 24. New Mexico | 41. Oklahoma |
| 9. Iowa | 25. Delaware | 42. Indiana |
| 10. Massachusetts | 26. Texas | 43. Louisiana |
| 11. Maryland | 27. Illinois | 44. Ohio |
| 12. South Dakota | 28. Pennsylvania | 45. Alabama |
| 13. Wyoming | 29. New York | 46. Arkansas |
| 14. Virginia | 30. Alaska | 47. Tennessee |
| 15. Washington | 31. New Jersey | 48. Mississippi |
| 16. Connecticut | 32. Georgia | 49. Kentucky |
| 17. Kansas | | 50. West Virginia |

The 2012 WBI Sub-Indexes:

Life Evaluation, Emotional Health, and Physical Health

Life Evaluation

Best: Hawaii (1st), Maryland (2nd)

Worst: West Virginia (50th), Kentucky (49th)

Emotional Health

Best: Hawaii (1st), Wyoming (2nd)

Worst: West Virginia (50th), Kentucky (49th)

Physical Health

Best: Colorado (1st), Hawaii (2nd)

Worst: West Virginia (50th), Kentucky (49th)

The 2012 WBI Sub-Indexes:

Healthy Behaviors, Work Environment, Basic Access

Healthy Behaviors

Best: Vermont (1st), Hawaii (2nd)

Worst: Kentucky (50th), Indiana (49th)

Work Environment

Best: Hawaii (1st), Wyoming (2nd)

Worst: Rhode Island (50th), New Jersey (49th)

Basic Access

Best: Massachusetts (1st), Minnesota (2nd)

Worst: Mississippi (50th), West Virginia (49th)

The Well-Being Index Across States, 2008-2012: The Elite 5 and the Bottom 5

The Elite 5

- 1. Hawaii**
- 2. Utah**
- 3. Minnesota**
- 4. Colorado**
- 5. Montana**

The Bottom 5

- 1. West Virginia**
- 2. Kentucky**
- 3. Mississippi**
- 4. Arkansas**
- 5. Ohio**

The Elite 5: Key Ways They're Different

Compared to residents of low wellbeing states, residents of *elite* wellbeing states:

- ✓ Rate their lives much better, today and in the future.
- ✓ Have better emotional health, including much lower clinically diagnosed depression and daily sadness.
- ✓ Have much lower obesity.
- ✓ Carry substantially reduced disease burden, including lifetime high blood pressure, diabetes, high cholesterol, heart attack incidences, and chronic physical pain.
- ✓ Enjoy their jobs more.
- ✓ Are more likely to have health insurance.

The Elite 5: What They Do Differently

Compared to residents of low wellbeing states, residents of *elite* wellbeing states:

- ✓ Are optimistic that their city is getting better as a place to live.
- ✓ Exhibit a lot of energy every day.
- ✓ Smoke a lot less, but exercise much more.
- ✓ Learn more new and interesting things every day.
- ✓ Are better partnered with in their workplaces by their managers.
- ✓ Have safer places to exercise, and feel safer walking alone at night.
- ✓ Visit their dentists regularly.
- ✓ Have confidence that their water is clean and safe.

Kansas vs. Missouri Well-Being Index State Rankings (2012)

	Kansas	Missouri
Well-Being Index (Overall)	17th	38th
Life Evaluation	19th	43rd
Physical Health	11th	38th
Emotional Health	14th	37th
Healthy Behaviors	27th	43rd
Work Environment	14th	17th
Basic Access	16th	30th

Kansas vs. Missouri: Examining Key Outcomes

	Kansas	Missouri
"Thriving" Evaluation of Life	53%	51%
"Suffering" Evaluation of Life	3	5
Sadness a lot of the day "yesterday"	15	17
Clinical Diagnosis of Depression	17	18
Obese	26	27
High Blood Pressure (in Lifetime)	30	32
High Cholesterol (in Lifetime)	25	26
Diagnosed with Diabetes	10	12
Satisfied with Job	91	89
Has health insurance	85	83

Kansas vs. Missouri: Examining What They May Do Differently

	Kansas	Missouri
Believe city/area where “getting better”	62	58
High daily energy	87	85
Smoker	20	25
Exercise 30+ minutes 3+ days per week	55	52
Learn something new or interesting daily	65	61
Supervisor treats you like a partner	57	56
Easy to get to a safe place to exercise	91	90
Does not feel safe walking alone at night	21	25
Easy to get clean and safe water	96	96
Visited dentist last 12 months	66	60

Kansas City vs. St. Louis (2012)

Well-Being Index MSA Rankings (Out of 189)

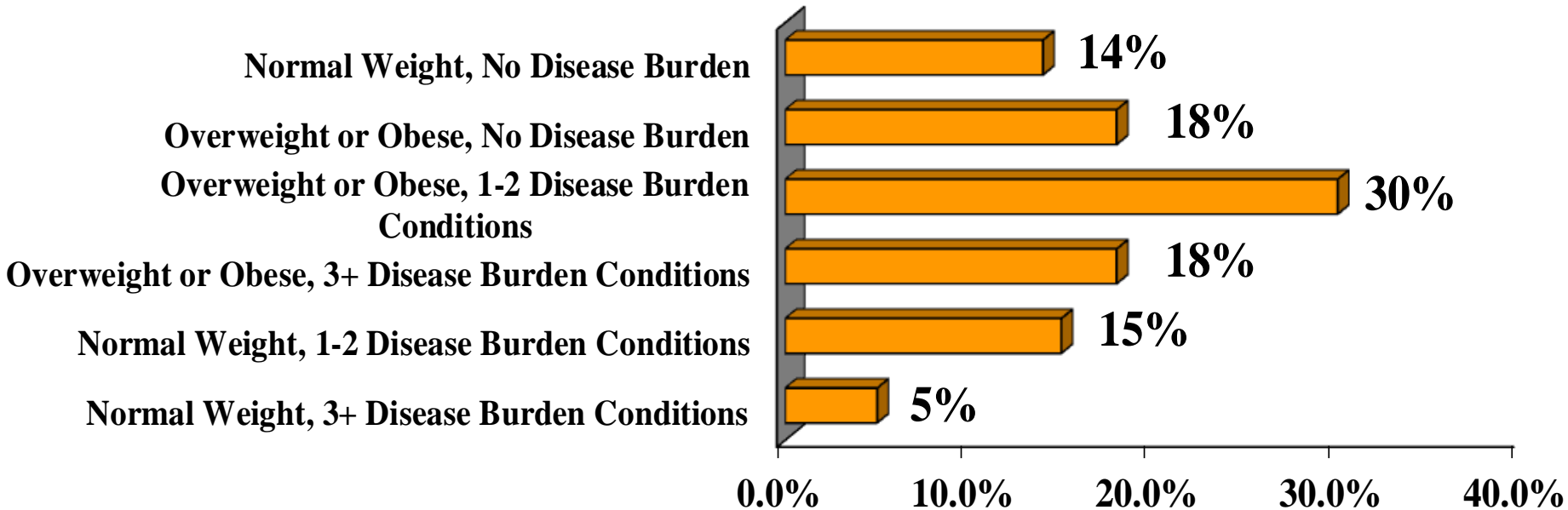
	Kansas City	St. Louis
Well-Being Index (Overall)	63rd	84th
Life Evaluation	77 th	87 th
Physical Health	70 th	74 th
Emotional Health	74 th	80 th
Healthy Behaviors	136 th	156 th
Work Environment	56 th	68 th
Basic Access	73 rd	57 th

The Wellbeing of American Workers, and the Case for Local Initiatives

86% of Full-Time Workers in the U.S. Have Subpar Health; 66% are Overweight or Obese

They are overweight, obese or have at least one other chronic condition.

(Controlling for age, gender, income, education, race, region, and marital status):



Total Annual Cost of Lost Productivity Due to Poor Health Among FT Workers : **\$153 Billion**

“During the past 30 days, for about how many days did poor health keep you from doing your usual activities?”

"Earlier, you indicated that you had [____] days in the last month where poor health prevented you from doing your usual activities. How many actual work days in the last month did you not work due to poor health?"

(Controlling for age, gender, income, education, race, region, and marital status):

- ✓ **Normal weight workers have 0.34 unhealthy days and .11 missed work days per month.**
- ✓ **Overweight or Obese workers with at least 3 lifetime conditions of disease burden have 3.51 unhealthy days and 1.1 missed work days per month.**
- ✓ **Estimated cost of lost productivity to U.S. employers is \$341 per day.**

Wellbeing Ranked by Occupation (2012)

1. Physicians
2. School Teachers (K-12)
3. Business Owners
4. Professionals (excluding physicians, nurses, and teachers)
5. Managers and Executives
6. Nurses
7. Farming, Fishing, Forestry
8. Clerical/Office
9. Sales
10. Construction or Mining
11. Service
12. Installation or Repair
13. Manufacturing
14. Transportation

Wellbeing by Occupation in the U.S. (2012)

Profession	Life Evaluation	Emotional Health	Physical Health	Healthy Behaviors	Work Environment	Basic Access
Physicians	74.9	83.7	85.4	71.3	61.5	91.1
School Teachers (K-12)	68.8	82.7	82.1	68.9	49.9	88.9
Business Owners	56.3	81.7	81.5	68.4	67.8	84.8
Professionals	64.3	82.3	82.6	66.2	54.0	88.6
Managers/Executives	61.2	81.5	82.4	64.1	56.5	88.2
Nurses	63.9	81.8	80.0	66.9	50.1	86.8
Farmers, Foresters, Fishers	43.3	82.7	79.7	69.9	53.3	79.9
Clerical or Office Workers	55.3	80.3	79.9	63.3	44.4	85.2
Sales	54.1	80.2	81.9	61.7	45.5	84.6
Construction or Mining	44.0	80.9	82.4	61.5	50.3	77.4
Service Workers	50.3	79.6	79.3	61.1	42.4	79.2
Installation or Repair	43.1	80.7	80.3	59.4	44.8	80.6
Manufacturing or Production	44.1	80.1	80.3	59.3	41.5	80.5
Transportation	40.0	80.0	80.2	59.4	39.2	81.2

A Tale of Two Professions: Physicians vs. Transportation Workers

	Physicians	Transportation workers
"Thriving" in Evaluation of Life	76%	45%
Obese	14%	37%
Diabetes	6%	11%
Stress "a lot of the day" on any given day	50%	37%
Learn or do something interesting "a lot of the day" on any given day	82%	57%
Smoker	4%	30%
Has health insurance	97%	77%
Visited dentist in last 12 months	82%	57%
Not enough money for healthcare (last 12 months)	3%	20%

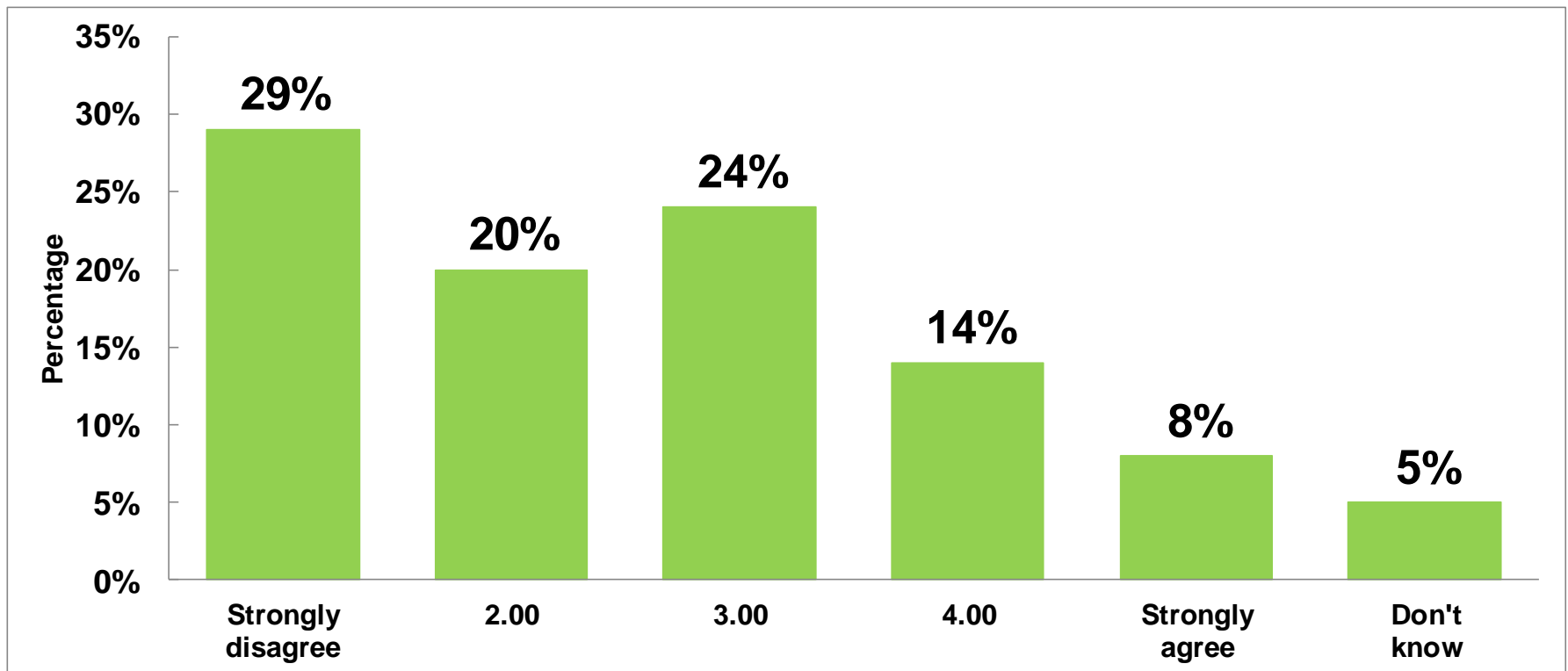
The Cost per Year of Lost Productivity Due to Subpar Health, by Occupation (Full Time Only; 2012)

Profession (In Order of Overall Well-Being Index)	% of All FT Workers	% Above Normal Weight and/or 1+ Disease Burden	Extra Missed Work Days Each Month Among Unhealthy Workers	Cost of Lost Productivity Per Year (in Billions)
Physicians	0.8	67.9	0.04	\$0.25
School Teachers (K-12)	5.5	72.6	0.30	\$5.6
Business Owners	1.0	79.2	0.34	\$2.0
Professionals	19.6	74.8	0.30	\$24.2
Managers/Executives	12.2	78.8	0.29	\$15.7
Nurses	3.1	73.7	0.36	\$3.6
Farmers, Foresters, Fishers	0.9	78.8	0.08	\$0.16
Clerical or Office Workers	6.9	76.5	0.39	\$8.1
Sales	6.7	75.2	0.29	\$6.8
Construction or Mining	4.1	80.5	0.11	\$1.3
Service Workers	11.9	76.4	0.31	\$8.5
Installation or Repair	2.2	83.0	0.23	\$1.5
Manufacturing or Production	4.7	82.0	0.24	\$2.8
Transportation	2.9	86.0	0.41	\$3.5

Are Employers Helping?

13,800 Randomly Selected Workers Across the U.S.

“Please indicate how much you agree or disagree with each of the following: I have substantially higher overall wellbeing because of the employer I work for today.”



Gallup Panel of U.S. households September 2009

(weighted)

Keys to a Successful Wellbeing Intervention

1. Clear definition about what is meant by “wellbeing” and how it is defined.
2. Consistent and uniform description by leadership.
3. “Zone is flooded” with communication that reinforces:
 - This is who we are
 - This is important to our organization
 - It’s not going away EVER
4. Every associate believes that their employer cares about their wellbeing...and the wellbeing of their families.
5. Employees are engaged in their jobs.

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wellbeing discoveries, visit:
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