WELLITY

2024
Future-Fit
Trends
Report

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Welcome

Wellity Global is proud to present the Future Fit Workplaces 2024 Report, a groundbreaking exploration into workplace wellbeing and the priorities of the future. Based on the data gathered from 2,418 respondents throughout the transformative year of 2023, this report provides valuable insights to empower organisations in building resilient, employee-centric work environments.

Foreword by Simon Scott-Nelson:

The revelations stemming from 2023 signal a pivotal journey, one that necessitates a forward-thinking and proactive approach in the upcoming year. What stands out prominently is the finding that a significant 83% of managers lack the confidence and skills to effectively support the mental health of their teams.

This not only reflects the current state of managerial readiness but also serves as a critical indicator for the future of workplaces and mental health. It underscores the urgency for comprehensive and targeted initiatives aimed at educating and equipping managers with the necessary tools to foster a mentally healthy work environment.

With the research revealing that the top three priorities for HR/Wellbeing Leaders are Leadership and Management Support (25%), Mental Health and Stress Management (18%) and Training & Development (15%), it is apparent that there is a pressing need for investment in resources that empower managers and their people to navigate the intricacies of mental health support effectively.

By addressing the challenges identified in the report head-on, Wellity Global aims to contribute to a workplace landscape where mental health is not just a consideration but an integral part of the organisational fabric.

Top Recommendations for 2024:
1. Leadership Empowerment: Strengthen leadership training programmes to equip managers with the skills and confidence to champion mental health support.

2. Targeted Support Initiatives: Develop and enhance support networks and CPD tailored for groups such as mental health first aider networks.
3. Proactive Stress Prevention: Encourage organisations to proactively identify and address stressors rather than reacting post-impact.

Foreword by Sadie Restorick:

As we reflect on the myriad challenges and revelations of 2023, the evolving landscape of 2024 calls for a targeted approach to confront the cause of work-related stress and poor mental health at source. With 87% of workers finding themselves unable to switch off, it is more important than ever that organisations look to empower their people to redefine their own boundaries and reclaim their sense of balance.

The primary focus for 2024 must be a data-driven and targeted approach, underpinned by the practical strategies to address problems at source and improve working cultures. With our research revealing that over half of HR/Wellbeing leads (53%) feel that their organisation tends to be more reactive than proactive in supporting staff welllbeing, there is a clear and present need for a shift in the dial.

Top Recommendations for 2024:
1. Capacity Conversations: Foster a culture that encourages regular, open conversations about individual capacity, capability, and demand.
2. Agile Data-Driven Approach: Cultivate an organisational mindset that actively seeks to understand and tackle emerging risks based on data insights, rather than waiting for challenges to emerge.

Our Partners

We extend our sincere thanks to all respondents and contributors for their invaluable contributions to this enlightening study.

The International Institute of Risk & Safety Management (IIRSM) is a UK-based professional membership organisation with a global footprint. We help individuals and organisations around the world to feel safe, supported and empowered to identify and manage risks, protecting their environments and lives. We aim to drive the holistic evolution of risk management in organisations, educating and protecting their people through our unique communities. We work together – providing training, knowledge sharing and networks – to support the competence of risk and safety professionals.

At R;pple, we are dedicated to intercepting harmful content related to self-harm and suicide through innovative technology. Our mission is fuelled by the personal experience of our founder, Alice Hendy, who tragically lost her only sibling, Josh, to suicide. Josh was 21. R;pple is an interceptive tool designed to present a visual prompt when a person searches for harmful keywords or phrases relating to the topic of self-harm or suicide. By leveraging our innovative technology, we aim to ensure that immediate mental health support and resources are readily available to individuals in their time of need.

The Great British Workplace Wellbeing Series includes an Awards and a conference, which recognises the people and organisations who are helping to make a true difference to the lives of our nation's working population. We aim to shine a spotlight on those positively changing the lives of the Great British workforce. The series has been launched to recognise and champion the incredible steps taken by many employers, service providers and individuals in response to our global wellbeing crisis.

Formed by the merger of the Association of Professional Sales and the Institute of Sales Management, we are the Government backed professional body representing sales in the UK and around the world. We are proud of our profession and passionately believe that sales should be a chartered body - this is part of our mission. We are bringing sales into parity with other professions by providing qualifications and lettered accreditation, underpinned by life-long learning, for those who choose a career as a sales professional.
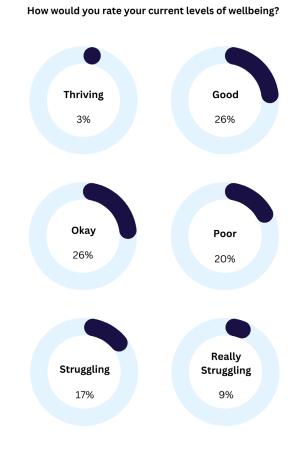
Key Findings

1. The top three biggest causes of stress for employees were workload (59%), mental and emotional health (47%) and financial health (41%).

2. 87% of employees say they feel unable to switch off from work.

3. 83% of managers feel that they lack the confidence to support employee mental health effectively.

4. Nearly half of respondents (47%) feel that senior leaders do not encourage a focus on wellbeing through their behaviours, yet 56% of Wellbeing Leads assert that employee wellbeing is a priority for senior leaders.

5. HR/Wellbeing Leads have outlined their key areas for increasing awareness and support in 2024, which include Neurodiversity (62%), Suicide Risk and Prevention (52%), Menopause (45%) and Men's Health (39%).

6. Two thirds (66%) of HR/Wellbeing Leads stated that manager training is the biggest priority for reducing stress, followed by employee training (58%) and investigating root cause (55%).

7. Over 50% of workers are contemplating leaving their current jobs in the next 1-2 years, and 86% attribute this to the negative impact their jobs have on their wellbeing.
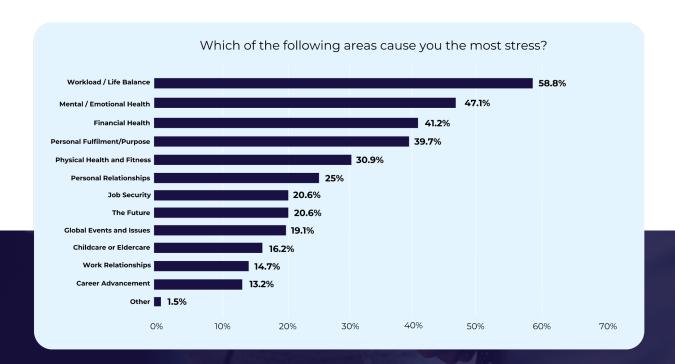
Employee Wellbeing
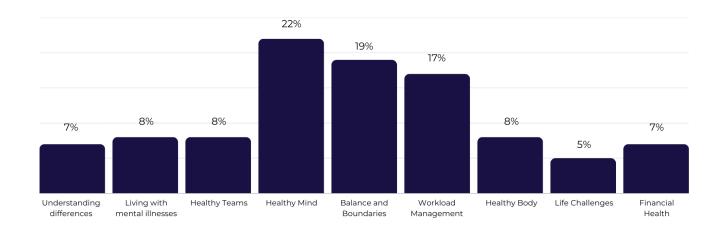
Stress and Mental Health

In today's fast-paced and dynamic world, stress has become a prevalent and complex issue affecting individuals across various facets of their lives. While the causes of stress are inherently multifaceted and can differ from person to person, the findings provide invaluable insights into the underlying trends that are shaping the stress landscape. These trends not only underscore the challenges faced by individuals but also offer businesses a compelling case for reassessing their strategies to support the wellbeing of their workforce.

Nearly two thirds (58%) of respondents identified Workload/Life balance as the most prominent cause of stress in their lives. This highlights the profound impact that the demands of the modern workplace, characterised by long hours and relentless deadlines, have on individuals. The struggle to strike a harmonious balance between professional commitments and personal life has become a critical stress point, necessitating a closer look at how companies structure work and facilitate employee wellbeing.

How would you rate your current levels of wellbeing?

Thriving
3%

Good
26%

Okay
26%

Poor
20%

Struggling
17%

Really Struggling
9%

Which of the following areas cause you the most stress?

Area	Percentage
Workload / Life Balance	58.8%
Mental / Emotional Health	47.1%
Financial Health	41.2%
Personal Fulfilment/Purpose	39.7%
Physical Health and Fitness	30.9%
Personal Relationships	25%
Job Security	20.6%
The Future	20.6%
Global Events and Issues	19.1%
Childcare or Eldercare	16.2%
Work Relationships	14.7%
Career Advancement	13.2%
Other	1.5%

What one form of support from your employer would make a significant impact on your wellbeing?

Understanding differences	Living with mental illnesses	Healthy Teams	Healthy Mind	Balance and Boundaries	Workload Management	Healthy Body	Life Challenges	Financial Health
7%	8%	8%	22%	19%	17%	8%	5%	7%

The survey reveals that 47% of respondents identify Mental/Emotional Health as a significant source of stress. In their qualitative responses, respondents frequently referred to grappling with challenges such as anxiety, worry, managing emotions, apathy, and low mood. This feedback offers insight into the intricate connections between stress and emotional wellbeing. This statistic emphasises the crucial role employers play in creating a positive work environment that fosters mental/emotional wellbeing. Employers should actively identify and address factors contributing to a positive culture while mitigating those that may detract from it. This involves considerations beyond salary, such as connection, recognition, work-life balance, purpose, and professional development.

When asked about the areas requiring further employer support, the robust emphasis was on the topic of healthy mind management (22%), reflecting a substantial demand from respondents for enhanced support from their employers in managing their mental health through education and empowerment. Nearly a quarter of respondents expressing this need underscores a clear call for organisations to prioritise initiatives that not only address mental health challenges but also actively cultivate a workplace environment that promotes and sustains the mental wellbeing of their workforce.

The data also suggests that the current economy has resulted in the subject of financial health weighing heavily on the minds of 41% of respondents and would suggest that concerns such as job security, rising living costs, and economic uncertainties contribute significantly to stress. Companies, therefore, need to consider the financial wellbeing of their employees and explore strategies that alleviate financial stress.

"

All employees, regardless of their beliefs and background, strive for job security, financial stability, and good work-life balance. I think if workplaces put more emphasis on achieving these three instead of concentrating on 'little' perks – they would have a much happier and dedicated workforce. Getting basics right will guarantee staff retention and be the foundation of the thriving healthy workplace culture.
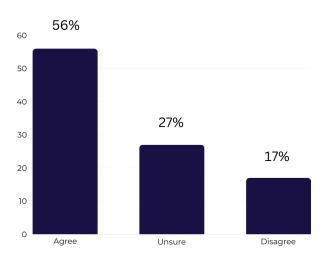
KASIA KUCHNICKA
Contact Centre Manager (Rota and Resources) and Wellbeing Lead at The Royal Albert Hall
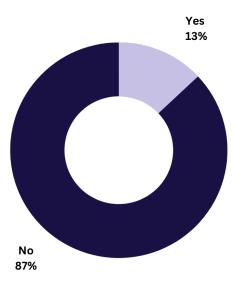
Work/Life Balance

Over half the respondents emphasise the detrimental impact their work has on their wellbeing, with 56% stating that the demands of their work affects their ability to prioritise their wellbeing and 41% referring to Balance and Boundaries as key areas requiring further employer support. Furthermore 87% of workers report an ability to switch off. This widespread challenge of unwinding after work resonates with global trends,

recovery time and urging employers to understand and mitigate such a persistent work-related stressor is pivotal. Leading by example, managers should prioritise a balanced work-life dynamic, emphasising breaks and advocating for taking leave. Furthermore, addressing the causes of excessive working hours, such as unmanageable workloads or concerns about job stability, is essential.

To what degree do you think that the requirements of your work affect your capacity to prioritise your own wellbeing?

Do you feel able to switch off from work?

Yes 13%
No 87%

highlighting the persistent struggle to achieve a harmonious work-life integration.

Given these findings, there is a critical imperative to place a heightened focus on assisting individuals in managing their workloads and effectively switching off. The risk of burnout is significantly elevated by the challenges identified, emphasising the necessity for a more comprehensive understanding of psychosocial risk management. Recognising the importance of

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Ensuring a balanced and achievable workload for all staff should be the biggest priority for wellbeing leaders in 2024.

CHRIS CAPON
Distribution Director at Westfield Health
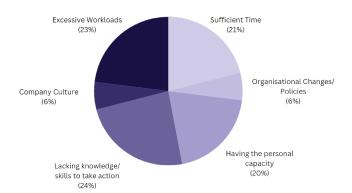
Leadership Excellence

Managerial Support

When asked about the biggest challenges when supporting staff mental health, 24% of managers cited a lack of knowledge or skills to take appropriate actions. This underscores the need for ongoing training and resources to equip managers with the tools to effectively support their employees' mental health.

What is your biggest challenge in supporting your staffs mental health?

It is imperative that managers receive comprehensive training in addressing work-related risks such as high demand, change, and unhealthy working relationships. To make a lasting impact on the health of our working population, we must not only implement initiatives but rigorously measure their impact and effectiveness.

SADIE RESTORICK
Co-Founder at Wellity Global

Excessive workloads, identified by 23% of managers, and lack of time, indicated by 21% of managers, also suggests that managers need to be provided with the resources to help manage their own/their teams workload but crucially that time is needed to provide meaningful support.
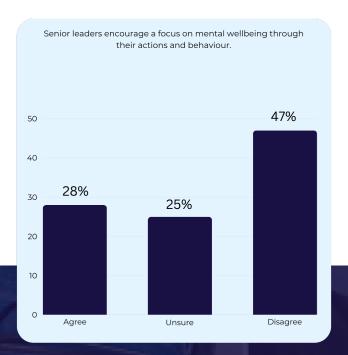
Personal capacity (20%) is another challenge identified by managers, suggesting that organisations should consider workload distribution and ensure that employees and managers alike have the capacity to focus on mental health without compromising other responsibilities.

While organisational changes and policies (6%) and company culture (6%) are mentioned less frequently, they still warrant attention. This signals a need for organisations to assess and refine existing policies and ensure that policies reflect the reality of the challenges faced, and empowers managers to practically help their people.

"

The generational complexity of the workplace provides us with the greatest challenge in the coming years, due to the rapid pace of change and digital technologies creating opportunity and fear. The outcome of working in this environment is an increase in focus on all aspects of wellbeing with no "typical" requirements amongst our colleagues.

CAROLYN GILES
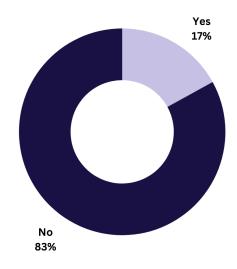**Director of People and Operations**

Empowered Role Models

The survey consistently highlights a resounding agreement across all levels of the organisation regarding the critical need for mental health training for management. A substantial 83% of managers openly admit feeling under-equipped in supporting staff mental health, aligning with concerns raised by nearly half of employees about their managers' approachability and competence in addressing mental health issues. The data reveals that 46% of employees doubt their managers' confidence in handling sensitive discussions, and over 50% express scepticism about managers' ability to recognise early signs of mental ill health.

Crucially, this shared recognition for the need for training is underscored by the fact that only 31% of HR/Wellbeing Leads affirm that line managers are currently trained to support employee wellbeing. This statistic emphasises the significant gap between acknowledged need and current provision, indicating a substantial opportunity for organisations to invest

Do you feel empowered with the confidence and skills to suitably support your staff?

Yes
17%

No
83%

more comprehensively in mental health training initiatives to empower their managers. Bridging this gap is essential to creating a workplace culture that not only recognises but effectively addresses the mental wellbeing needs of both employees and managers.

While 47% of employees believe that senior leaders do not role model healthy behaviour, a contrasting 56% of HR/Wellbeing leads assert that employee wellbeing is a priority for senior leaders. This inconsistency extends to the employees' perception that senior leaders are not actively encouraging a focus on mental wellbeing, with only 28% agreeing. This divergence in views suggests a communication gap between leaders and employees regarding the organisation's commitment to wellbeing.

Senior leaders encourage a focus on mental wellbeing through their actions and behaviour.

		47%
28%	25%	

Agree   Unsure   Disagree

HR & Wellbeing Leads

A Holistic Overview

When HR/Wellbeing Leaders were asked about the organisational priority for wellbeing in 2024, the biggest priority (69%) emerged as mental health, indicating a significant focus on psychological wellbeing in the workplace. This trend aligns with the growing awareness of mental health issues globally and the aforementioned need for better education on the topic.

Management and leadership training (50%) emerged as the second-highest priority, reflecting a recognition that leaders play a crucial role in shaping a supportive and inclusive workplace. The emphasis on supporting mental health and inclusive practices suggests a desire to equip leaders with the skills needed to foster a positive work environment.

Organisational culture (35%) is also identified as a key area of focus, emphasising the importance of behaviours, values, and relationships in shaping the workplace. This suggests a need for understanding the risks and opportunities associated with cultural improvement, specifically including engagement,

I think the biggest challenge in the industry is the volume of initiatives, training, awareness campaigns and benefits we all want to introduce and the time it takes to fully embed everything to be successful. On the flip side, the amount of opportunity in this space means every day is a positive day working towards a better workplace.
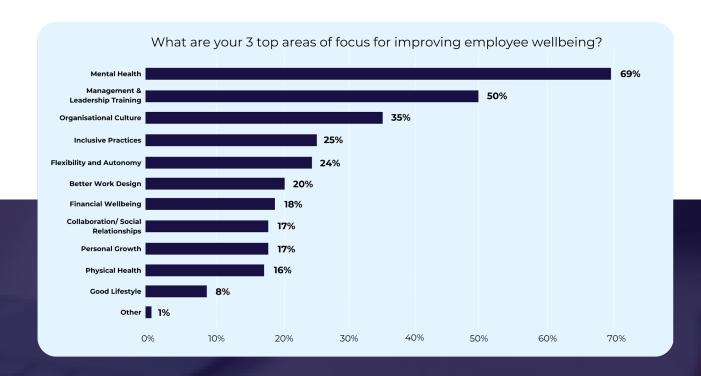
BECKY BROUGHALL
Wellbeing & Culture Manager at ITVET

measurement, action, and evaluation.

The focus on Inclusive Practices (25%) aligns with the broader societal shift towards inclusivity and diversity. Organisations recognise the need for adjustments, policy reviews, and inclusion and diversity training to create environments that cater to the diverse needs of their workforce.
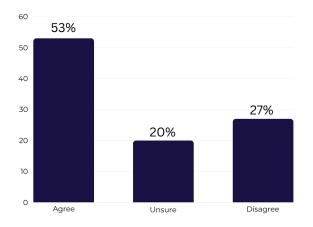
The attention given to Flexibility and Autonomy (24%) signals an acknowledgment of the evolving nature of work, likely influenced by the rise of remote and flexible work arrangements. Employees are increasingly valuing choices in working locations and schedules.

What are your 3 top areas of focus for improving employee wellbeing?

Area	%
Mental Health	69%
Management & Leadership Training	50%
Organisational Culture	35%
Inclusive Practices	25%
Flexibility and Autonomy	24%
Better Work Design	20%
Financial Wellbeing	18%
Collaboration/ Social Relationships	17%
Personal Growth	17%
Physical Health	16%
Good Lifestyle	8%
Other	1%

Focus Areas

Nearly half of employees, as reported by HR/Wellbeing Leaders, are engaged in wellbeing initiatives, indicating a significant interest and willingness among the workforce to participate in such programmes. However, the majority of HR/Wellbeing Leaders (53%) perceive their organisations to be more reactive than proactive in supporting staff wellbeing. This suggests that while employees are eager to engage with existing initiatives, the overall organisational approach might still lack a proactive stance.

In shaping the workplaces of the future, it is imperative to embed mental health and suicide prevention in company values. Employers have a responsibility to cultivate a supportive and safer work environment by taking proactive measures to address work-related stress and financial struggles, reduce the stigma of mental ill health and suicide, encourage inclusive language and behaviour.

ALICE HENDY MBE.
CEO & Founder at R;pple Suicide Prevention Charity

Our organisation is much more reactive than proactive in supporting staff wellbeing.

Despite half of the respondents stating they have a wellbeing strategy, the data implies that these strategies may not be comprehensive enough in tackling issues at source. The emphasis on a risk-based approach, preventative measures, and a more integrated approach to tackling work-related stress.

There's a clear need for companies to reassess and enhance their wellbeing strategies, incorporating more proactive measures that address the specific challenges posed by clear, contemporary risks such as burnout.

Future workplaces will need to be able to fully adapt to social and technical advances as they occur. Workplace design and operation needs to be able to adapt and provide an environment where employees can thrive, or an increasingly mobile and demanding workforce will either disengage or move threatening the ability of some businesses to operate and create value.
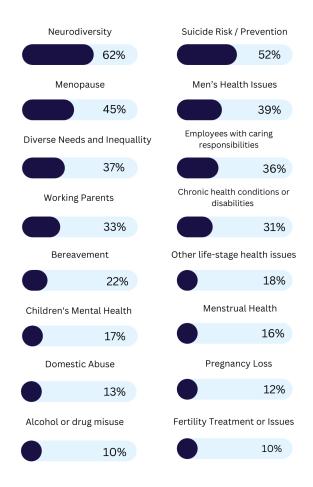
ROSIE RUSSELL
Co-President at the International Institute of Risk and Safety Management

Strategic Priorities

When asked the areas garnering strategic focus in 2024, the data suggests that the biggest priority for HR/Wellbeing Leaders in 2024 is neurodiversity, with nearly two thirds stating this to be their top priority (62%), signifying a strong dedication to promoting understanding and support for individuals with neurological differences.

In 2024, which particular areas are you aiming to increase awareness and support for?

Neurodiversity **62%**	Suicide Risk / Prevention **52%**
Menopause **45%**	Men's Health Issues **39%**
Diverse Needs and Inequallity **37%**	Employees with caring responsibilities **36%**
Working Parents **33%**	Chronic health conditions or disabilities **31%**
Bereavement **22%**	Other life-stage health issues **18%**
Children's Mental Health **17%**	Menstrual Health **16%**
Domestic Abuse **13%**	Pregnancy Loss **12%**
Alcohol or drug misuse **10%**	Fertility Treatment or Issues **10%**

Another significant emphasis, supported by 52% of leaders, is on Suicide Risk and Prevention. This indicates a recognition of the vital role organisations play in driving down rates of suicide and highlighting organisation's commitment to raising awareness and educating their workforces.

Menopause awareness also emerges as a distinctive priority with nearly half HR/Wellbeing Leaders (45%), showcasing an acknowledgment of the unique challenges and needs associated with this life stage. Similarly, addressing specific health concerns affecting men, such as mens mental health and prostate cancer, is also a priority with 39% of respondents.

The majority of organisations (63%) have maintained the same budget for wellbeing benefits from 2023 to 2024, indicating a consistent financial commitment to employee wellbeing initiatives. A notable portion (29%) have increased their budget, demonstrating a proactive approach to investing in and enhancing well-being programmes. In contrast, a smaller percentage (8%) reported a decrease in their wellbeing budget for the specified period.

> *It's clear that training, communication, and strategy are required more now than ever. Joining the dots around the supply of accredited training, particularly on the topic of psychosocial risk within an organisation will also help stem the rising tide of legal, moral, and financial litigation cases which are now being regularly observed.*

SIMON SCOTT-NELSON
Co-Founder at Wellity Global

WELLITY

Tackling Workplace Stress

The foremost priority for HR/Wellbeing Leaders in stress management is manager training, underscoring the pivotal role of education for action. This strategic focus, with a substantial 66% emphasis, demonstrates the crucial need for managers to understand their role in eliminating stressors at the source and managing prevalent psychosocial risks in the workplace. Concurrently, a significant 58% focus on training and guidance for employees, highlighting the acknowledgment of individual empowerment as a key element in the stress mitigation strategy.

The considerable attention given to investigating potential stress causes, at 55%, indicates a data-driven approach to identifying and resolving underlying issues contributing to workplace stress. This is further reinforced by the 43% commitment to conducting staff surveys and focus groups, illustrating a commitment to soliciting employee input for a more participatory problem-solving process.
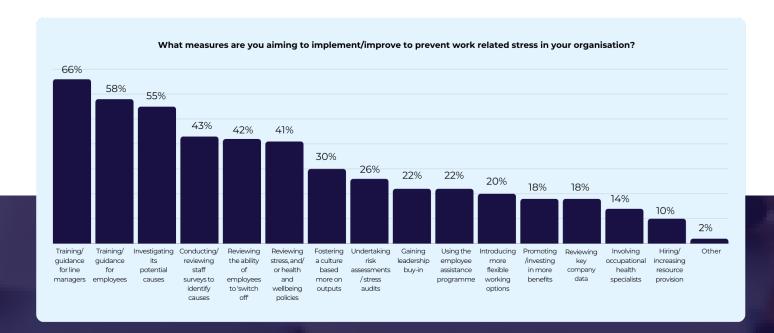
This aligns with a growing awareness of the need to establish clear boundaries and policies (41%) to mitigate the negative effects of constant digital

Discover our guide on how to tackle stress in the workplace by clicking here.

connectivity on stress levels.

The priority given to fostering a culture based on outputs (30%) suggests a strategic shift towards outcome-oriented approaches, emphasising results over rigid input measures. This aligns with the understanding that a results-driven culture can contribute to a healthier and more flexible work environment, potentially reducing stress..

The priority given to fostering a culture based on outputs (30%) suggests a strategic shift towards outcome-oriented approaches, emphasising results over rigid input measures. This aligns with the understanding that a results-driven culture can contribute to a healthier and more flexible work environment, potentially reducing stress.

What measures are you aiming to implement/improve to prevent work related stress in your organisation?

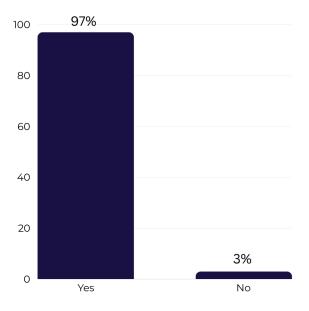| Measure	%
Training/guidance for line managers	66%
Training/guidance for employees	58%
Investigating its potential causes	55%
Conducting/reviewing staff surveys to identify causes	43%
Reviewing the ability of employees to 'switch off'	42%
Reviewing stress, and/or health and wellbeing policies	41%
Fostering a culture based more on outputs	30%
Undertaking risk assessments / stress audits	26%
Gaining leadership buy-in	22%
Using the employee assistance programme	22%
Introducing more flexible working options	20%
Promoting /investing in more benefits	18%
Reviewing key company data	18%
Involving occupational health specialists	14%
Hiring/increasing resource provision	10%
Other	2%

Retention and Attraction Dynamics

The data presents a profound revelation in the employment landscape, with over 50% of workers contemplating leaving their current jobs in the next 1-2 years, and 86% attributing this desire to the negative impact their jobs have on their wellbeing. As the war for talent intensifies, retaining skilled staff becomes not just a strategic imperative but a competitive necessity. Organisations must recognise that disengagement has already set in for many, with employees increasingly contemplating departure if their wellbeing remains undervalued by employers.
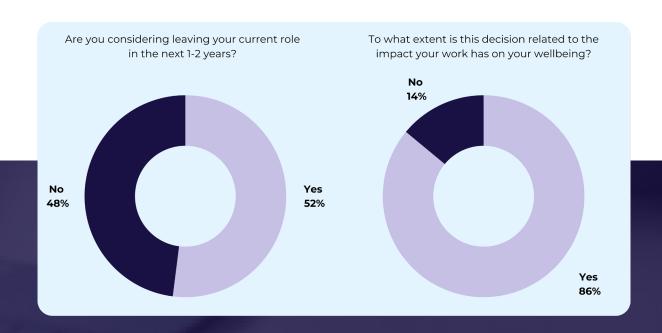
97% of respondents in the survey emphasised the significance of a company's commitment to employee wellbeing in their job search. This data highlights a distinct shift in employee expectations and values, with an increasing emphasis on workplace cultures that prioritise mental health and overall wellbeing, particularly given that 74% of respondents believe that wellbeing is as important as salary when considering job opportunities.

The high percentage of employees contemplating departure due to wellbeing concerns signals an urgent

When looking for your next job, how important is it that the company places a clear emphasis on employee wellbeing?

need for strategic initiatives that prioritise mental health and foster a supportive work environment. These findings underscore the imperative for employers to align with the evolving needs and values of their workforce, ensuring that wellbeing is at the forefront of organisational priorities.

Are you considering leaving your current role in the next 1-2 years?

No 48%
Yes 52%

To what extent is this decision related to the impact your work has on your wellbeing?

No 14%
Yes 86%

A 360-Degree Review

Perspectives on Priorities for 2024

Examining the qualitative data, both employees and HR/wellbeing Leaders provides comprehensive insights into the organisational landscape for the upcoming year.

Employees express a compelling need for continuous professional development, allocating 20% of their priorities to this area. Their requests include a call for more training opportunities and increased investment in skills development. Notably, there is an emphasis on mental health awareness training, highlighting a collective desire for a workforce well-versed in understanding and addressing mental health concerns at all levels of the organisation. A quarter of employees (25%) underscores a strong desire for increased flexibility in work arrangements.
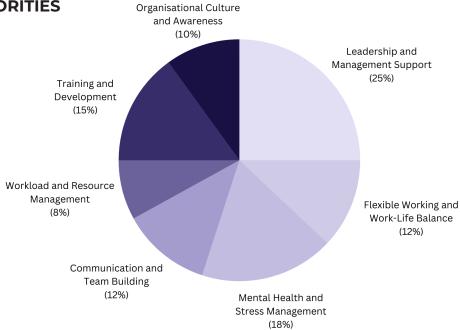
This includes advocating for a better work-life balance, with a specific mention of reducing guilt associated with taking time off. The request for a hybrid working environment and flexible hours reflects an evolving perspective on work dynamics, emphasising the importance of accommodating diverse lifestyle needs. 15% of employees made reference to work culture. Their priorities include calls for employers to adopt a compassionate approach, increased recognition and appreciation for individual needs and opinions, and a heightened sense of empathy from managers and upper management. These priorities collectively indicate a yearning for a positive, inclusive, and supportive work culture.

EMPLOYEE PRIORITIES

Training and Development for Wellbeing
20%

Flexible Working and Work-Life Balance
25%

Workplace Culture
15%

Communication and Transparency
20%

Work Environment
10%

Employee Involvement and Recognition
10%

HR/WELLBEING
LEAD PRIORITIES

HR/Wellbeing Lead Priorities pie chart:

- Leadership and Management Support (25%)
- Mental Health and Stress Management (18%)
- Training and Development (15%)
- Flexible Working and Work-Life Balance (12%)
- Communication and Team Building (12%)
- Organisational Culture and Awareness (10%)
- Workload and Resource Management (8%)

A quarter of HR/wellbeing leaders highlight leadership and management support. Their priorities include better leadership understanding of demands, increased care and investment in staff, enhancement of senior management skill sets, leadership development, and securing leadership buy-in. This underscores a strategic recognition of the pivotal role leadership plays in shaping a positive and supportive organisational culture.

In alignment with employee priorities, 12% of HR/Wellbeing Leaders focus on flexible working arrangements. Their focus extends to providing more choice and flexibility, balancing workload demands, and actively encouraging employees to disconnect from work. This reflects a strategic commitment to creating a flexible and supportive work environment.

Addressing mental health is also a top priority for HR/wellbeing leaders, constituting 18% of the priorities. Initiatives include Mental Health First Aid (MHFA) training, understanding the post-pandemic impact on mental and physical health, suicide prevention training, neurodiversity and mental health initiatives, and stress and burnout prevention. This holistic approach demonstrates a commitment to comprehensive mental health and wellbeing programmes.

15% of HR/wellbeing leads prioritise training and development. The initiatives referenced include training for managers, teaching managers to care for their staff, coaching skills, upskilling and stress management, and increasing employees' knowledge of various initiatives. This highlights a commitment to continuous learning and skill enhancement throughout the organisation.

Download the Wellity Global brochure to discover our range of workplace training solutions for 2024/25.

WELLITY

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