

# How wide is the wellbeing gap?

Employer perceptions don't match employee realities

Millions of Americans quit their jobs in recent months—and the trend isn't stopping. Beefing up pay can help, but we need to look harder at how employees are really coping.

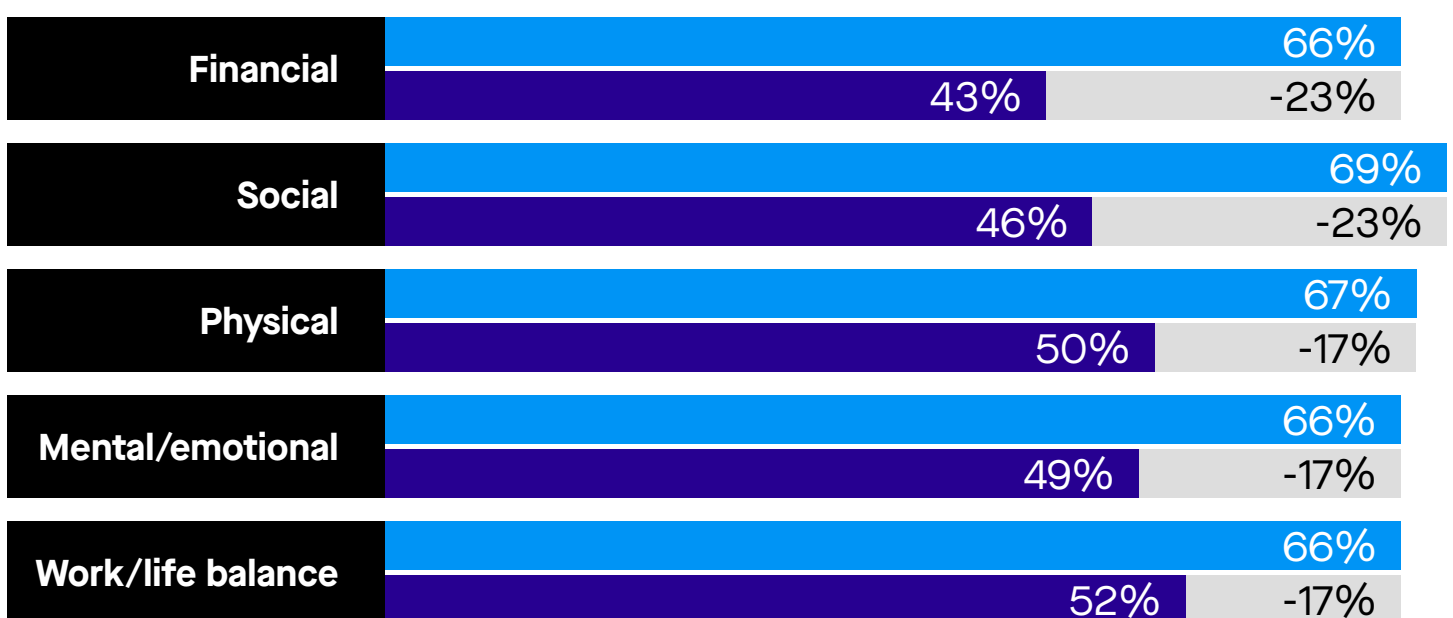
Buck's 2022 Wellness and Voluntary Benefits Survey shows **employers** are overly positive about the mental, emotional, physical, and financial wellbeing of their workforce. **Employees**, not so much.

## How are employees doing?

Employers rate wellbeing 4x higher than employees.

## About 2/3 of employers think employees are fine. Far fewer employees agree.

■ Employer ■ Employee ■ Gap

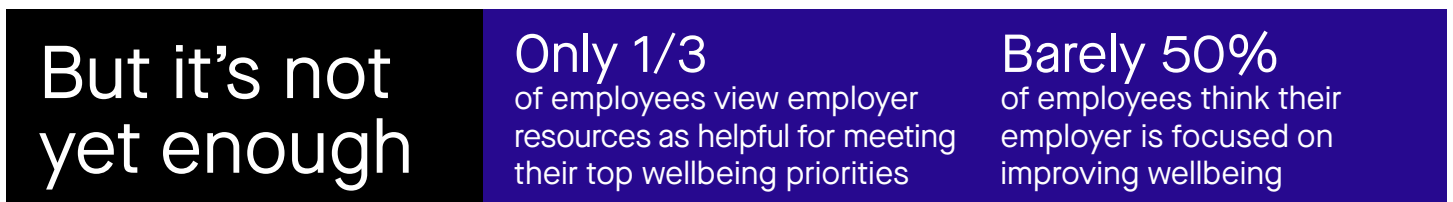
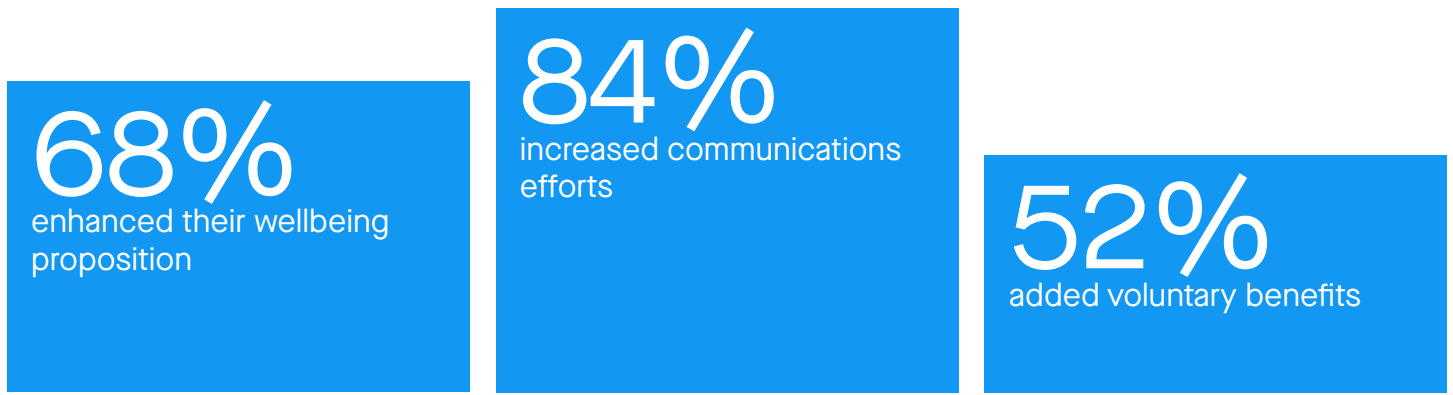


## Employees rate their top wellbeing concerns



## Employers agree wellbeing is a priority

In the last two years, employers have recognized the importance of supporting employee wellbeing to increase job satisfaction and employee engagement.



## Getting this right is critical

Employer offerings—including voluntary benefits—play a central role in improving employee wellbeing and influence employee perceptions of an organization's commitment to wellbeing.

Faced with increased competition for talent, 72% of employers indicate that they plan to add new benefits. But the survey findings show that before making this investment, it's important to assess the needs of your workforce, identify gaps, and then invest in programs that can make a meaningful difference.



## Talk to us

To learn more about our **2022 Wellbeing and Voluntary Benefits Survey** and uncover other key findings that can help your organization design a wellbeing strategy that meets the needs of all employees, email us at [talktous@buck.com](mailto:talktous@buck.com) or visit [buck.com/voluntarybenefits](https://buck.com/voluntarybenefits)