PART ONE:

What is the State of Health in the American Workforce?
FINDING: 28% employees in 2008 say their overall health is “excellent” — a significant decline of 6% since 2002

Employees’ self-assessment of their current state of overall health

- **Excellent**: 28% (2008) vs. 34% (2002)
- **Good**: 51% (2008) vs. 49% (2002)
- **Fair**: 19% (2008) vs. 16% (2002)
- **Poor**: 2% (2008) vs. 2% (2002)

Source: Families and Work Institute. 2002 NSCW (N=2,810), 2008 NSCW (N=2,764). Statistically significant changes between survey years are denoted as * (p<.05), ** (p<.01), *** (p<.001), n.s. (not statistically significant).

FINDING: Fewer employees *never* experience minor health problems — such as headaches, upset stomachs or insomnia — in 2008 (29%) than in 2002 (36%)

Frequency of minor health problems in last month

Source: Families and Work Institute. 2002 NSCW (N=2,803), 2008 NSCW (N=2,768). Statistically significant changes between survey years are denoted as * (p<.05), ** (p<.01), *** (p<.001), n.s. (not statistically significant).
FINDING: Just more than one in five employees is currently receiving treatment for high blood pressure

Percentage of employees who currently receive treatment for...

- High blood pressure: 21%
- High cholesterol: 14%
- Diabetes: 7%
- Heart condition: 3%
- Mental health: 4%

Source: 2008 NSCW

FINDINGS: A closer look at the lifestyles of American employees reveals that there is room for improvement

- Despite widespread efforts to reduce smoking and the pervasiveness of strict non-smoking policies in American workplaces, one in four employees still smokes
- Nearly half of U.S. employees (49%) have not engaged in regular physical exercise in the last 30 days

On how many different occasions did you do vigorous physical exercise during the past 30 days?

<table>
<thead>
<tr>
<th>Occasions</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 times</td>
<td>22%</td>
</tr>
<tr>
<td>1-7 times</td>
<td>27%</td>
</tr>
<tr>
<td>8-16 times</td>
<td>27%</td>
</tr>
<tr>
<td>More than 16 times</td>
<td>24%</td>
</tr>
</tbody>
</table>
FINDING: Nearly two out of three employed individuals (62%) are overweight or obese, up from 57% in 2002

Body Mass Index categories of employed adults age 18 and older

Source: 2002, 2008 NSCW; statistically significant differences between sample years are denoted as * (p<.05), ** (p<.01), *** (p<.001), n.s. (not statistically significant)

FINDING: One third of the workforce shows signs of clinical depression

Number of signs of clinical depression

Source: 2002, 2008 NSCW; statistically significant differences between sample years are denoted as * (p<.05), ** (p<.01), *** (p<.001), n.s. (not statistically significant)
FINDING: 28% of the American workforce have sleep problems at least *sometimes*

Frequency of sleep problems affecting job performance in last month

- Never: 49% (2008), 52% (2002)
- Almost never: 25% (2008), 20% (2002)
- Sometimes: 18% (2008), 18% (2002)
- Fairly often: 4% (2008), 5% (2002)
- Very often: 5% (2008), 5% (2002)

Source: 2002, 2008 NSCW; statistically significant differences between sample years are denoted as * (p<.05), ** (p<.01), *** (p<.001), n.s. (not statistically significant)

FINDING: Sleep problems include trouble falling asleep and awakening too soon

- One in five employees (20%) *very often* or *fairly often* has trouble falling asleep. Another 22% *sometimes* have trouble falling asleep. Only one third (34%) reports *never* having had trouble falling asleep in the last month.

- Nearly one third (31%) of employees reports awakening too soon and having trouble going back to sleep *very often* or *fairly often* with another 27% reporting *sometimes*. Just more than one in five (21%) employees has *never* experienced awakening too soon in the last month.


FINDING: Stress levels are rising

The National Study of the Changing Workforce includes a five-item standardized measure of perceived stress that has been linked to physical health problems in other research. The questions are:

In the last month, how often have you felt...

- nervous and stressed?
- that you were unable to control the important things in your life?
- confident about your ability to handle your personal problems?
- that things were going your way?
- that difficulties were piling up so high that you could not overcome them?

41% of employees report experiencing three or more indicators of stress sometimes, often or very often — an increase since 2002

PART TWO:
What Demographic Characteristics Make a Difference?
FINDINGS: Significant differences in employee health in 2008 exist not only across age groups, but also across other demographic characteristics

Demographics characteristics predicting more positive health outcomes in 2008

<table>
<thead>
<tr>
<th>More positive health indicator</th>
<th>Age</th>
<th>Gender</th>
<th>Income level</th>
<th>Relationship status</th>
<th>Any child aged &lt; 10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Better overall health</td>
<td>Under age 30</td>
<td>Middle- and high-wage and income</td>
<td>Married/ partnered</td>
<td>No children</td>
<td></td>
</tr>
<tr>
<td>Less frequent minor health problems</td>
<td>Men</td>
<td>Middle- and high-wage and income</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Less likely to receive treatment for chronic health problem</td>
<td>Under age 30</td>
<td>Child(ren) at home</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Less likely to receive treatment for mental health issue</td>
<td>Middle- and high-wage and income</td>
<td>Married/ partnered</td>
<td>No children</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fewer signs of depression</td>
<td>Men</td>
<td>Middle- and high-wage and income</td>
<td>Married/ partnered</td>
<td>No children</td>
<td></td>
</tr>
<tr>
<td>Less frequent sleep problems</td>
<td>Men</td>
<td>Middle- and high-wage and income</td>
<td>Married/ partnered</td>
<td>No children</td>
<td></td>
</tr>
<tr>
<td>Lower stress level</td>
<td>Men</td>
<td>Middle- and high-wage and income</td>
<td>Married/ partnered</td>
<td>No children</td>
<td></td>
</tr>
</tbody>
</table>

Source: Families and Work Institute. 2008 NSCW (N=2,231 to 2,736). Only significant relationships are depicted.

FINDING: The downward trend in employee health over the last six years cannot be explained by age — other factors make a difference

The health of older employees (age 30 and older) has not changed more than that of their younger colleagues (under 30) — while employees of other demographic groups have experienced significant declines over this time period
FINDING: Men have experienced more significant declines in the last six years than women

As a result, the gap between men and women is narrowing with respect to their physical and mental health and well-being.

FINDING: Middle- and high-wage and -income employees fare significantly better in mental health than low-wage/low-income employees

This gap is decreasing as trends in mental health converge across income levels.
PART THREE:
Do Vacations Affect Employee Health?

FINDING: 79% of American employees receive paid vacation time

- American employees receive an average of 16 paid vacation days per year, although there is quite a bit of variability and half of the workforce receives 15 days or less
FINDINGS: The average number of vacation days taken in the last year is 13.5; half of the workforce took 14 days or less and 39% did not take all of the vacation days to which they were entitled.

What was your longest vacation (including weekend days and paid holidays)?

<p>| | |</p>
<table>
<thead>
<tr>
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<tbody>
<tr>
<td>5 days or less</td>
<td>24%</td>
</tr>
<tr>
<td>6-12 days</td>
<td>53%</td>
</tr>
<tr>
<td>13 days or more</td>
<td>23%</td>
</tr>
</tbody>
</table>

7 days was the most frequent length of longest vacation.

FINDING: Longer vacations offer greater benefits than shorter ones

<table>
<thead>
<tr>
<th>Positive outcomes</th>
<th>Longest vacation &lt;6 days</th>
<th>Longest vacation 6-12 days</th>
<th>Longest vacation 13+ days</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>High engagement</td>
<td>26%</td>
<td>24%</td>
<td>26%</td>
<td>n.s.</td>
</tr>
<tr>
<td>High job satisfaction</td>
<td>53%</td>
<td>52%</td>
<td>n.s.</td>
<td></td>
</tr>
<tr>
<td>Not at all likely to leave job</td>
<td>67%</td>
<td>68%</td>
<td>82%</td>
<td>***</td>
</tr>
<tr>
<td>Excellent overall health</td>
<td>27%</td>
<td>29%</td>
<td>29%</td>
<td>n.s.</td>
</tr>
<tr>
<td>Low frequency of minor health problems</td>
<td>53%</td>
<td>58%</td>
<td>63%</td>
<td>**</td>
</tr>
<tr>
<td>No sign of depression</td>
<td>65%</td>
<td>71%</td>
<td>75%</td>
<td>**</td>
</tr>
<tr>
<td>Low frequency of sleep problems</td>
<td>19%</td>
<td>24%</td>
<td>27%</td>
<td>***</td>
</tr>
<tr>
<td>Low stress level</td>
<td>19%</td>
<td>25%</td>
<td>27%</td>
<td>*</td>
</tr>
</tbody>
</table>

Source: Families and Work Institute. 2008 NSCW (N=1,510 to 1,750); statistically significant differences are denoted as * (p<.05), ** (p<.01), *** (p<.001), n.s. (not statistically significant).
PART FOUR:

Does Having an Effective Workplace Make a Difference?

FINDINGS: Demographic Changes in the Workforce Call for Changes in the Workplace

- Women are now in the workforce in almost equal numbers as men, a trend bolstered by the current recession, which has cost more men their jobs than women.

- Four out of five couples are dual-earner couples today. The percentage of dual-earner couples has increased substantially over the past three decades — from 66% in 1977 to 79% in 2008.

- Women in dual-earner couples contribute about 44% of the family income on average, a significantly greater portion than in 1997 when women contributed an average of 39%.
FINDING: Work-life conflict is rising

- The percentage of employees experiencing some or a lot of work-life conflict has increased significantly from 34% in 1977 to 44% in 2008
- Work-life conflict has increased especially among men — by eleven percentage points from 34% in 1977 to 45% in 2008. In comparison, the percentage of women experiencing work-life conflict has increased by five points from 34% in 1977 to 39% in 2008

What is an effective workplace?

Job Challenge and Learning
- My job lets me use my skills and abilities.
- The work I do is meaningful to me.
- My job requires that I be creative.
- I get to do different things on my job.
- My job requires that I learn new things.

Autonomy
- I have a lot of say about what happens on my job.
- I have the freedom to decide what I do on my job.
- I can be myself on my job.

Work-Life Fit
- My supervisor cares about the effect of work on my personal/family life.
- My supervisor is responsive when I have personal/family business.
- I have the coworker support I need to successfully manage my work and family life.
- I have the schedule flexibility I need to successfully manage my work and family life.
- My work schedule/shift meets my needs.

Supervisor Task Support
- My supervisor is supportive when I have a work problem.
- My supervisor recognizes when I do a good job.
- My supervisor keeps me informed of things I need to know to do my job well.

Climate of Respect and Trust
- I trust what our managers say.
- My managers deal ethically with employees and clients.
- My managers seek information and new ideas from employees.

Economic Security
- I am satisfied with my earnings from my job.
- I am satisfied with my benefits from my job.
- I am satisfied with my opportunities for career advancement.
FINDING: Employees in effective workplace have better work outcomes

Relationships varying levels of overall workplace effectiveness and positive work outcomes

Source: Families and Work Institute. 2008 NSCW (N=1,952 to 2,296); statistically significant differences are denoted as * (p<.05), ** (p<.01), *** (p<.001), n.s. (not statistically significant).

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FINDING: Some aspects of an effective workplace are more important than others in affecting work outcomes

Effective workplace dimensions significantly predicting work outcomes rank-ordered by relative importance

<table>
<thead>
<tr>
<th>Greater engagement</th>
<th>Greater job satisfaction</th>
<th>Greater probability of retention</th>
</tr>
</thead>
<tbody>
<tr>
<td>2. Climate of Respect</td>
<td>2. Work-Life Fit</td>
<td>2. Work-Life Fit</td>
</tr>
</tbody>
</table>

Source: Families and Work Institute. 2008 NSCW (N=2,470 to 2,769).
FINDING: Employees in effective workplaces have better health and well-being outcomes

Relationships between overall effectiveness and positive health outcomes

Source: Families and Work Institute. 2008 NSCW (N=2,243 to 2,295); statistically significant differences are denoted as * (p<.05), ** (p<.01), *** (p<.001), n.s. (not statistically significant).

FINDING: Some aspects of an effective workplace are more important than others in affecting health and well-being outcomes

Effective workplace dimensions significantly predicting health outcomes rank-ordered by relative importance

<table>
<thead>
<tr>
<th>Better overall health</th>
<th>Less frequent minor health problems</th>
<th>Fewer signs of depression</th>
<th>Less frequent sleep problems</th>
<th>Lower stress level</th>
</tr>
</thead>
</table>

Source: Families and Work Institute. 2008 NSCW (N=2,471 to 2,769).
PART FIVE:
What Are the Implications of These Findings?

Implications for Employees

Take care of yourself by eating well, getting enough sleep and exercising

Find ways to improve your working situation by:

✓ Seeking learning opportunities
✓ Taking one step to improve your work-life fit
✓ Encouraging a culture of respect
✓ Finding ways to have more say about how you do your job

Manage your stress with your children
The State of Health in the American Workforce

Does Having an Effective Workplace Matter?

Report Written by Kerstin Aumann and Ellen Galinsky
Data Collection Funded by the Alfred P. Sloan Foundation