

# STATE OF WORKPLACE WELLBEING SURVEY 2023

FINDINGS AND INSIGHTS

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## Opening statement

We are delighted to share the results of Revolutionaries of Wellbeing (ROW's) inaugural State of Workplace Wellbeing survey with you.

As far as we know, this groundbreaking survey is the first of its kind in the world. While employee wellbeing surveys have increased in popularity over recent years, this survey is the first to focus primarily on gathering insights from the workplace wellbeing profession – those responsible for promoting wellbeing in their workplaces.

Certainly, it is a challenging time for businesses and their employees around the globe, and this is reflected in the results of the survey. While there is cautious optimism on overall business support and senior leader commitment to wellbeing, there are also challenging findings here that raise serious questions about the true prioritisation of wellbeing in the workplace.

The survey results show workload is the single biggest workplace challenge to wellbeing, followed by operational issues (such as work demands). Perceptions of employee burnout and stress rates are also high. The survey results also show a gap between senior leader commitment and action and an alarming lack of support for frontline leaders to responsively manage wellbeing.

The lack of support extended to wellbeing professionals as well. Only a minority reported that current resourcing for wellbeing (such as budget and people) meets the needs of their organisation. Clearly, there is work to do.

It is worth acknowledging that more than half of respondents believe that the trajectory of employee wellbeing will improve over the upcoming year, perhaps pointing to an underlying confidence in their ability to influence and effect positive change. We predict this statistic to improve year-on-year, particularly as wellbeing continues as a focal point in the war for talent, and as a competitive business advantage.

To that end, now is the time for action. While some issues are systemic and will take time to resolve, there are many actions businesses can take now to improve employee wellbeing, and ultimately the health and performance of their organisation.

We trust you will find the report insightful, and it sparks action to drive real change.



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# Key trends

## Now is the time to ensure wellbeing is a strategic priority

Many organisations are struggling to strategically prioritise wellbeing – and are feeling the effects:

- 74% of respondents agreed that people in their organisation experienced high levels of stress or burnout in the previous three months.
- 65% agreed that poor wellbeing caused people to leave their workplace.
- Only 25% agreed that workloads were appropriately managed in their workplace.

## Leaders need access to better wellbeing capability development

There is a perceived gap between leaders' ability to lead for wellbeing and the wellbeing needs of employees, in response to the demands placed on them, and this requires attention.

While 67% acknowledged that senior leaders in their workplace understand the importance of wellbeing for organisational success, only 51% confirmed that these leaders actively support and facilitate wellbeing efforts. Only 27% of respondents believed that their front line leaders were equipped and capable for the task.

## To be effective, wellbeing needs to be resourced adequately

While businesses are often publicly committed to wellbeing, there is a deficit between intention and enablement.

Only 33% believed that current resourcing for wellbeing (such as budget and people) meets the needs of their organisation.





# Introduction

The focus on workplace wellbeing has intensified considerably over recent years, particularly as businesses have had to grapple with the profound challenges of the Covid-19 pandemic.

Across the modern business landscape, employers face substantial pressures from a raft of factors including economic volatility, rapidly changing ways of working (such as the rise of hybrid work and the impact of AI), political instability, and societal and environmental crises (such as weather events).

The VUCA (volatile, uncertain, complex and ambiguous) environment is taking its toll not only on business performance but on employees themselves.

Employees around the world face marked difficulties that impact their wellbeing everyday, ranging from societal obstacles like the high cost of living to personal circumstances such as significant health challenges. Other issues are work-related, including work demands and challenging relationships. People are also simply overwhelmed - we hear this often.

Additionally, in many countries, there is a mental health 'crisis' as the demand for immediate help outstrips the capacity of healthcare providers.

As we've observed, employees are becoming more attuned to their mental health and general wellbeing. They're also realising the workplace's role in this equation and are progressively seeking support and resolution of manageable issues from their workplace environments.

At the core of this shift lies the pivotal role of workplace wellbeing practitioners. While the workplace wellbeing profession is still in its relative infancy, the need for this role has never been greater.



### **The changing workplace wellbeing frontier**

Workplace wellbeing practitioners are pivotal to businesses addressing these challenges. It is hard to understate the impact, influence, and value of their work. These professionals play a vital role in creating positive workplace culture, job design, psychosocial risk management, acute workplace mental health interventions (such as Mental Health First Aid or Employee Assistance Programs), leadership capability development, physical health initiatives and much more.

They are at the forefront of how workplace wellbeing is driven and experienced. Their voice and opinions are critical for gaining a deeper understanding of current workplace wellbeing risks, interventions and effectiveness.

Note, we use the terms 'wellbeing manager', 'wellbeing practitioner', and 'wellbeing professional' interchangeably, to mean the same thing.

While sometimes a standalone role, more often responsibility for workplace wellbeing is given to a person in an HR, health & safety, organisational development, or another similar role, presenting both opportunities and challenges.

In many such instances, that individual's time and focus are stretched thin, and they find themselves juggling multiple priorities and responsibilities – workplace wellbeing being just one. As employee demand for support continues to grow, many find themselves having to improvise in uncharted territory, with limited resources.

### **Structure of findings and insights**

This report sets out the findings of this State of Workplace Wellbeing Survey in three sections, covering the current reality of wellbeing in the workplace, leader commitment and support, and finally, wellbeing managers' experiences.

# Survey overview

Revolutionaries of Wellbeing (ROW) is a trusted advisor to a rapidly growing global community of over 1,200 wellbeing professionals. We work alongside wellbeing managers from around the world on a daily basis. These discussions often reveal common threads, from a desire for a more strategic focus on workplace wellbeing to the ongoing challenge of engaging with leaders. While other surveys capture the sentiment of businesses on this topic, as far as we know, this is the first survey to capture the unique views of those from the workplace wellbeing profession.

The aims of this survey were to:

- Understand the perspective of wellbeing professionals on how wellbeing is currently supported in their workplace.
- Create publicly available data points we could track year-on-year on the state of workplace wellbeing around the globe.

The short online survey was open for a two-week period in June 2023.

Participation was advertised through the ROW community and through social media. Participation was voluntary and responses were anonymised.

Unless otherwise stated, results are taken from the full survey dataset.

# 218

Survey respondents

# 61%

Respondents are in-house wellbeing professionals

## Respondent role

In-house wellbeing professional  
61%

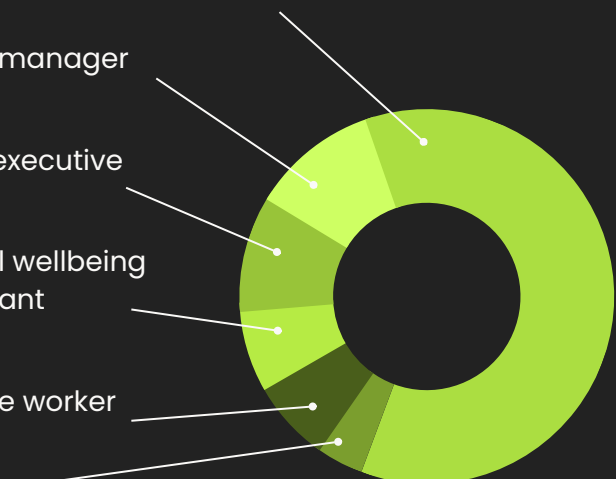
People manager  
11%

Senior executive  
10%

External wellbeing consultant  
7%

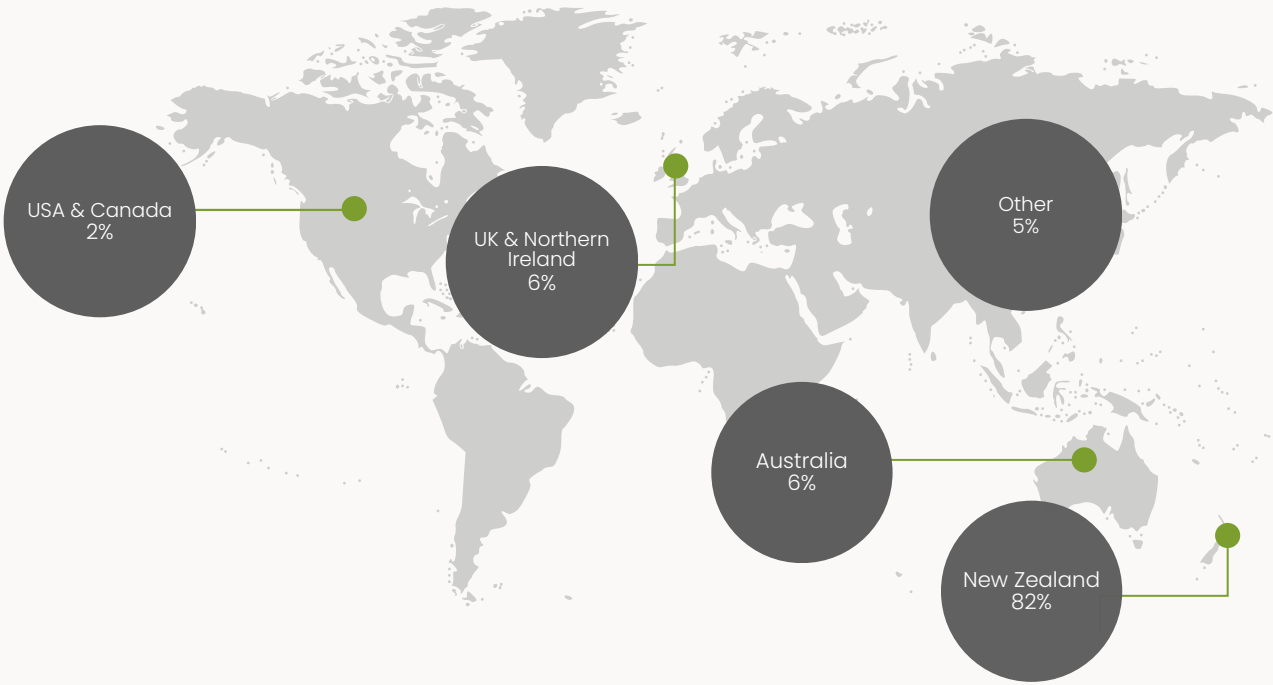
Frontline worker  
4%

Other  
7%





### Respondent location



Top respondent industries	
Government	19%
Healthcare	9%
Construction	8%
Education	7%
Manufacturing	6%
Nonprofit	6%

Number of employees	
1-50	14%
51-200	17%
201-500	19%
501-2,000	21%
2,001-5,000	10%
5,001+	19%

# Current reality of wellbeing in the workplace

The workplace has evolved rapidly post-pandemic. New opportunities have emerged, alongside a raft of challenges influenced by economic volatility, rapidly changing ways of working (such as hybrid work and AI), a rising cost of living, and societal and environmental crises.



## **A cause for cautious optimism**

We are encouraged to find **60%** of respondents believe that 'overall, wellbeing is effectively supported and managed in my organisation'.

As a starting point, this is a finding worth acknowledging. A decade ago, workplace wellbeing was largely driven by individually-based initiatives focused on reducing personal stress, or health promotion initiatives (such as healthy eating).

However, more recently, there has been a marked shift in focus for organisations regarding wellbeing, driven partly by legislative changes, the pandemic and the pressures of modern business. Across our community, we're seeing workplaces increasingly recognise the impact of employee wellbeing on performance and the bottom line.

Of course, the interpretation of "effective support and management" may vary across organisations, influenced by the level of wellbeing maturity.

For those at an early stage focused on individual initiatives, a robust calendar of wellbeing activities may align with 'effective support', whereas businesses at a more mature stage may emphasise comprehensive psychosocial risk assessments, work design, and building psychological safety.

We predict this statistic to improve year-on-year, particularly as wellbeing continues as a focal point in the war for talent, and as a competitive business advantage.

The survey's findings also reveal a sense of cautious optimism regarding the trajectory of employee wellbeing over the upcoming year. A combined **60%** indicated, to varying degrees of agreement, that they expect workplace wellbeing to improve in their organisation over the next 12 months.

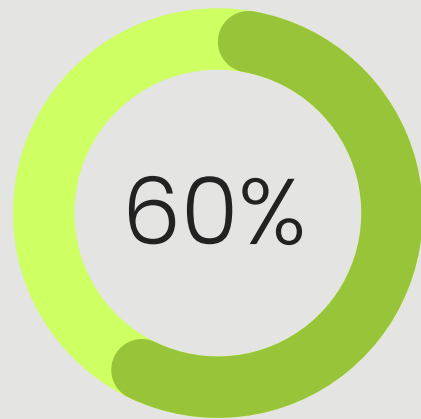
We believe this points to an underlying confidence in wellbeing managers' ability to influence and effect positive change.

There can also be a latency to wellbeing initiatives to factor in. Efforts to improve organisational culture can take months or years to bear fruit, as they require time and consistency to see results. For example, a culture change program starting this year may only have a measurable impact next year.

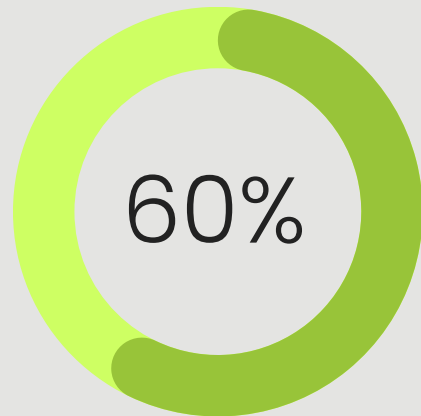
The last few years have also seen a number of once-in-a-generation events (eg the Covid-19 pandemic, extreme weather events, significant economic upheaval), which have had a considerable impact on wellbeing across society. We anticipate a long tail of recovery ahead.

Of course, this positive outlook is balanced by the **40%** who are ambivalent or disagreed with this statement, indicating there is still work to do.

It is also a matter of expecting the unexpected. Now is the time for businesses to address immediate wellbeing impacts, and ensure there is a robust strategy in place to support wellbeing for the long term.



**Agreed or strongly agreed that, overall, wellbeing is effectively supported and managed in their organisation.**



**Agreed or strongly agreed that employee wellbeing will improve in their workplace in the next 12 months.**



Digging deeper into the data revealed sobering insights on the real state of wellbeing in workplaces.

### High stress and burnout

Burnout has received extensive media coverage around the world in recent years – especially after its classification as an 'occupational phenomenon' by the World Health Organisation in 2019 [1].

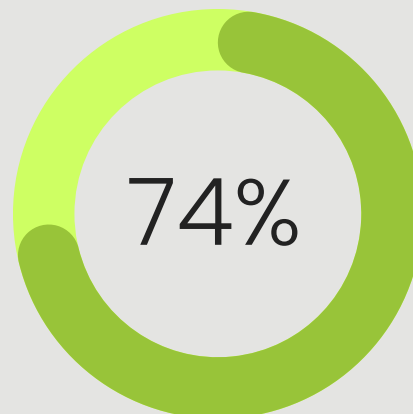
Burnout is a syndrome resulting from chronic workplace stress that has not been successfully managed. It is characterised by three dimensions:

- Feelings of energy depletion or exhaustion.
- Increased mental distance from one's job, or feelings of negativism or cynicism related to one's job.
- Reduced professional efficacy.

Despite the promotion and awareness of this phenomenon, our survey found a staggering **74%** of respondents believe that people in their organisation experienced high levels of stress, and/or burnout, over the past three months.

Maslach and Leiter identified six causes of occupational burnout [2], as follows:

- Workload
- Perceived lack of control
- Insufficient reward
- Lack of community
- Lack of fairness or organisational justice
- Values mismatch



**Agreed or strongly agreed that over the past three months, people in their organisation experienced high levels of stress and/or burnout.**

Workplaces play an undeniable role in reducing high levels of stress and burnout. This statistic highlights the critical need for organisations to pinpoint the root causes of workplace stress, and develop mitigation strategies that not only support the employee, but change ways-of-working for the long term. We need to place the emphasis on fixing the work, not fixing the worker.

#### Sources:

[1] World Health Organisation:  
<https://www.who.int/news/item/28-05-2019-burn-out-an-occupational-phenomenon-international-classification-of-diseases>

[2] Maslach & Leiter:  
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4911781/>

### **The impact of poor wellbeing**

A striking **65%** of respondents expressed agreement with the statement that poor wellbeing has prompted individuals to leave their workplaces.

While we didn't define 'poor wellbeing' in the question, noting the definition varies person-to-person, culture-to-culture, the sheer fact that so many employees have left for this reason points to unnecessary talent leakage.

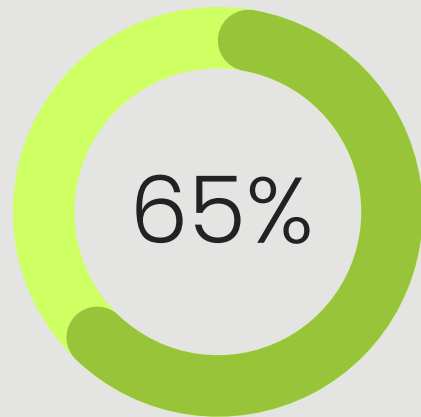
There are many potential drivers of poor wellbeing – some are societal challenges (like the cost of living), or personal reasons (such as a life-changing illness). However, for many people, poor wellbeing is driven by workplace issues.

The workplace barriers to wellbeing are varied (see next page for more detail), but many of them are within the domain of the workplace itself to resolve.

It is incumbent on organisations to better understand the drivers of poor wellbeing in their business. Measures such as exit, and even retention interviews, can provide insights and potential solutions.

In a market where talent is so scarce – this finding also lends weight to the need for organisations to take a strategic approach to wellbeing.

In essence, it is a critical piece of the retention and attraction puzzle, and ultimately, business success.



**Agreed or strongly agreed that poor wellbeing has caused people to leave their workplace.**



*I would like our leaders at all levels not just our senior leaders to take ownership for wellbeing and the role they play as a leader in our organisation instead of looking to me to do all things wellbeing. I am one person and can't do it all - I'm [an] advisor who can provide support and tools but can not be responsible for all things wellbeing when it comes to all employees.*

-Survey respondent

### Exposing the real challenges

A review of the barriers to employee wellbeing reveals a spectrum of challenges encountered over the past three months.

Workload stands out as the most prevalent barrier, identified by **82%** of respondents.

Operational issues (**73%**), external factors like cost of living (**58%**), organisational change (**56%**), and environmental elements including weather events (**45%**) further contribute to the complex landscape of wellbeing barriers.

Respondents were given the flexibility to select multiple factors, underscoring the multifaceted nature of these challenges.

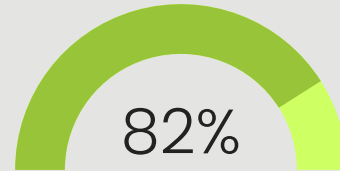
As has been outlined previously, recent years have been challenging, from the pandemic to numerous severe weather events.

To that end, in the face of so much change and pressure, it was telling that workload was highlighted as the number one issue, followed by operational issues.

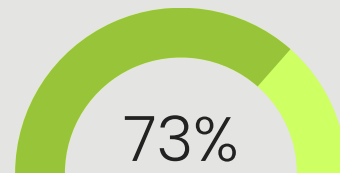
Both of these factors are internal to organisations, and are much easier for businesses to influence, compared to the other factors such as external social factors and the external environment.

In essence, this puts organisations in the driver's seat, with a very real level of control over the two biggest barriers to employee wellbeing.

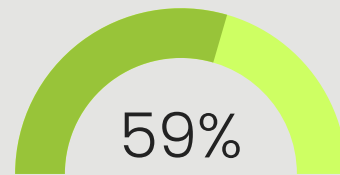
### Top five reported barriers to employee wellbeing across businesses over the last three months



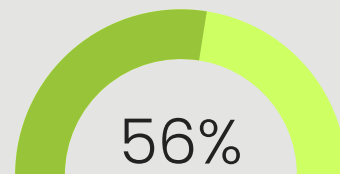
Workload (i.e. the volume of work)



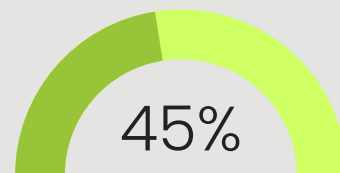
Operational issues (i.e. the demands of work)



External social factors (e.g. cost of living)



Change



External environment (e.g. weather)



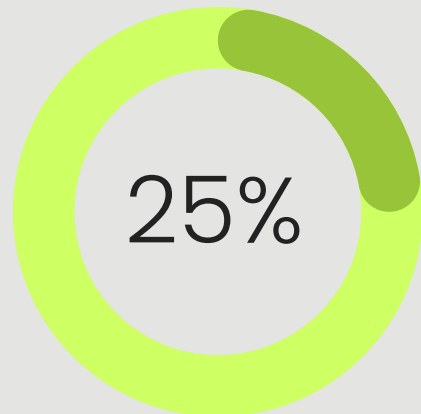
## Workload

When asked to rate agreement with the statement 'in general, workloads are managed appropriately in our workplace', only a stark **25%** of respondents agreed.

Workload can be understood as the amount of work required within a set time period. If the amount of work outstrips the ability or capacity of the employee then this can be deemed as excessive. Over a sustained period, this can lead to exhaustion, chronic stress, and burnout [3].

Large workloads, of course, are not new, and there are many factors likely at play in the current operating environment:

- The labour market in many industries is extremely tight. Many roles are difficult to fill or left vacant for long periods, leaving gaps in capacity, or people filling multiple roles.
- The move toward hybrid working and work-connected mobile devices, mean it's now easier than ever to be contactable at all hours of the day or night. This can lead to poor boundaries and low perceptions of control, and can facilitate long work days.
- The long-term economic hangover caused by Covid-19 means many businesses need to work harder to be successful, with flow-on impacts on employee workloads.



**Agreed or strongly agreed that general, workloads are managed appropriately in their workplace.**

The fact that such a substantial portion of respondents believed workloads aren't being appropriately managed is a strong call to action for leaders in businesses everywhere.

This is where senior leadership is crucial. As senior leaders can influence the pipeline and flow of work, and resourcing, they are best placed to manage any workload-related barriers to wellbeing.

**Source:**

[3] Maslach & Leiter:  
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4911781/>

## Feeling safe

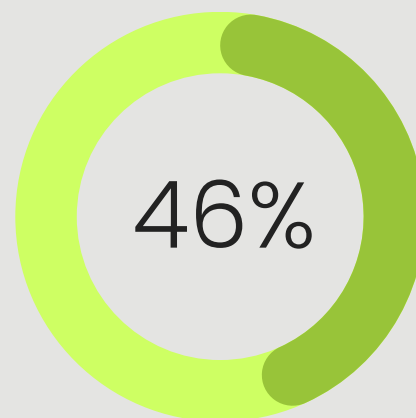
It is noteworthy that close to half of respondents (**46%**) were in agreement with the assertion that their workplace actively cultivates an environment of psychological safety.

Psychological safety refers to a shared belief held by members of a team that the team is safe for interpersonal risk taking, such as challenging the status quo, contributing new ideas, admitting to mistakes, or asking questions.

The benefits of environments with high psychological safety are wide and varied. Research by Dr Amy Edmondson [4] and other academics have shown psychological safety can improve:

- Staff retention - environments with high psychological safety exhibit better workplace culture, higher staff engagement and lower turnover.
- Diversity and inclusion - if people feel safe to bring their whole selves to work, they feel more included.
- Innovation - people are less afraid to 'fail' and try new things.
- Safety - people are more willing to speak up when they see behaviours or work practices that may be unsafe.
- Quality - if reporting errors are welcomed, then processes are more likely to improve, and overall quality.
- Profitability - as a result of all the previous factors in this list.

The conditions for psychological safety are largely driven by organisational culture, and front-line leaders.



**Agreed or strongly agreed that, overall, they believed their workplace is a psychologically safe place.**

A focus on developing the wellbeing literacy and capability of leaders is key.

Anecdotally, a focus on psychological safety as a workplace wellbeing priority usually occurs after workplaces reach a more advanced degree of wellbeing maturity, away from being initiative-focused toward a more strategic approach.

Just over a third of respondents (**35%**) disagreed or strongly disagreed with the question, hinting that many businesses still have a way to go on this front.

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### Source:

[4] Edmondson, A. C. (2018). The fearless organization. John Wiley & Sons

# Leader commitment and support for wellbeing

The link between effective leadership and employee wellbeing is undeniable. Leaders have the ability to define organisational culture, set workloads and allocate resources and, ultimately, enable or hinder direct reports' ability to thrive at work. Their commitment and support is essential for wellbeing at work to succeed.



Knowing the power of leaders' roles when it comes to workplace wellbeing, we wanted to explore senior leader commitment and action, and support for frontline leaders.

## Senior leader commitment

Respondents were asked the extent to which they agreed with the statements:

- Employee wellbeing is perceived by senior leaders to be critical to our success as an organisation.
- Senior leaders actively support and enable wellbeing in our organisation.

The contrast between these two survey questions paints a vivid narrative.

Among those surveyed, **67%** acknowledged that senior leaders in their workplace understand the importance of wellbeing for organisational success.

A slightly smaller group of **51%** confirmed that these leaders actively support and facilitate wellbeing efforts.

Recognising the importance of employee wellbeing is the first step for senior leaders. Yet, this awareness must translate into tangible actions to drive real change. While awareness lays the foundation, it's through active support and initiatives that leaders can truly foster a thriving workplace.

To that end, the disparity between senior leader commitment and action signifies a gap between intentions and actions.

While we can only speculate why this may be, our work with organisations large and small suggests that some leaders do not yet understand the full impact of wellbeing work, while others struggle to prioritise it with other work pressures.

It is imperative senior leaders not only comprehend the significance of their role in fostering wellbeing, but are also champions and role models – embedding this understanding into their everyday actions and communications.

The evidence-base on the impact of leaders on employee wellbeing is vast, and the message is clear: Leader behaviours can either directly enhance or undermine the wellbeing of their employees [5].

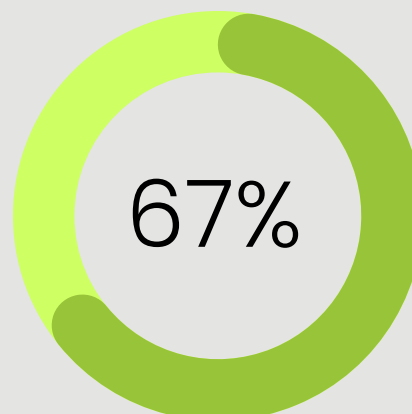
Like all behavioural changes, we recognise this shift takes time and some leaders will be more advanced in their understanding and application of wellbeing leadership than others.

To that end, the finding that only half of respondents believe senior leaders actively support and enable wellbeing suggests further education may be required for this group.

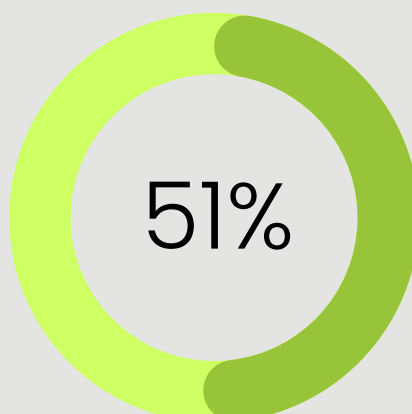
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**Source:**

[5] Kim HD, Cruz AB. Transformational Leadership and Psychological Well-Being of Service-Oriented Staff: Hybrid Data Synthesis Technique. Int J Environ Res Public Health. 2022 Jul 4;19(13):8189. doi: 10.3390/ijerph19138189. PMID: 35805846; PMCID: PMC9266046.



**Agreed or strongly agreed that employee wellbeing is perceived by senior leaders to be critical to our success as an organisation.**



**Agreed or strongly agreed that senior leaders actively support and enable wellbeing in our organisation.**



### **Support for frontline leaders**

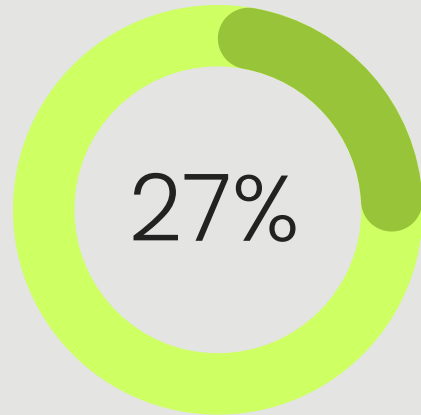
The insight into support for frontline leaders is eye-opening. A meagre **27%** of survey participants offered any kind of agreement that frontline leaders were adequately equipped to effectively lead for wellbeing.

Put another way, a staggering **73%** of wellbeing managers expressed reservations about the readiness of their frontline leaders to navigate wellbeing leadership.

Frontline leaders are critical to employee wellbeing. The relationship between employees and their immediate supervisors ranks as one of the most potent forces influencing employee wellbeing.

Yet, leading for wellbeing is an acquired skill and lived experience tells us that opportunities for leaders to acquire these skills are few and far between.

When frontline leaders lack the ability to lead with empathy and create cultures of psychological safety, the repercussions are profound.



**Agreed or strongly agreed that frontline leaders in their organisation are equipped and capable to lead effectively for wellbeing.**



*[We need to ensure] that people who hold leadership roles in our organisation actually have the skills and capability to lead effectively; building a culture of competency and safety which empowers staff, not a culture where knowledge is used as a weapon.*  
-Survey respondent

# Workplace wellbeing managers' experiences

Workplace wellbeing practitioners are pivotal to helping workplaces create environments that support employees to thrive. While an emerging profession, it is hard to understate the impact, influence, and value of their work. However, this role does not come without substantial hurdles.



## **The role of wellbeing practitioners**

Amongst the pressures and challenges of the modern business landscape, wellbeing managers play a strategically important role in driving a workplace's employee wellness strategy, assessing employee and business needs, and implementing initiatives to create real change.

Through their work, wellbeing managers can contribute to higher job satisfaction, enhanced employee engagement, and increased productivity.

In this section, we filtered the data to review the perspectives of these in-house wellbeing professionals only (61% of respondents).

Specifically, we wanted to understand their views on the impact of their work, the levels of resourcing available to meet wellbeing demands, and finally, their own levels of wellbeing.

As with much of the survey, the results in this section paint a challenging picture – and suggests improvements need to be made across the board.

These findings in this section were not surprising to us, given our regular communication with people in wellbeing professional roles. However, they are still alarming, particularly given the strategic importance of wellbeing on key business metrics.

## Resourcing support

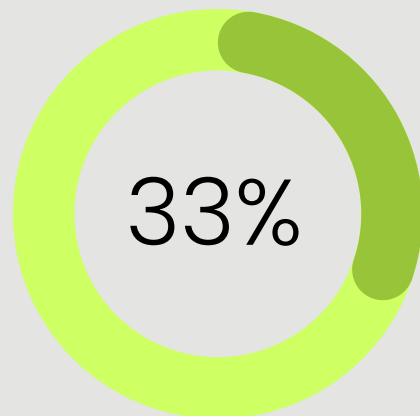
Respondents were asked about their perception of their organisation's current resourcing for wellbeing, including budget and people.

The results from wellbeing professionals showed only **33%** agreement (strongly agree and agree combined) with that statement.

Alarming, **51%** of respondents held a contrary view (disagree and strongly disagree combined), indicating many felt they do not have the necessary support to do much-needed work across their organisation.

From our day-to-day discussions with wellbeing professionals, we hear common themes which may help to explain this finding:

- While occasionally a standalone role, more often responsibility for workplace wellbeing is given to a person in an HR, health & safety, organisational development, or another similar role. Time for wellbeing projects becomes squeezed between competing priorities.
- Wellbeing budgets are generally limited and initiatives often require business cases and senior leader sign-off, creating further work. Sometimes, funding for wellbeing projects is simply not available, and wellbeing professionals are left trying to innovate on their own in a workload-pressured environment.
- Even when there is a standalone wellbeing role, practitioners often lack support in the form of champions across the business, making it more difficult to effect change. In addition, wellbeing champions have often not had the requisite training to understand the scope of their role or how to be effective. They must also balance their desire to be a champion with the necessary demands of their normal day job. In essence, this leaves the wellbeing practitioner with limited assistance.



**Agreed or strongly agreed that current resourcing for wellbeing (such as budget and people) meets the needs of their organisation.**

### Positive impact

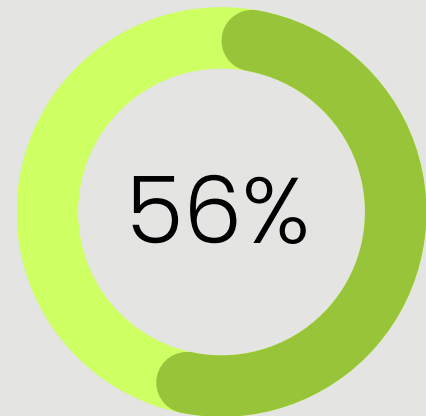
Given the views on the lack of resourcing, it was pleasing to see that a combined **56%** of wellbeing professionals (**14%** strongly agree and **42%** agree) feel that their efforts have positively influenced their organisation's objectives.

Our experience is that wellbeing professionals are hugely passionate about what they do, and are determined to make a difference despite the many barriers they face.

It is worth noting that the characteristics of a positive impact and the nature of organisational objectives will range business-to-business.

In some businesses, we know strategic objectives are broad statements such as 'care for our people', in which case providing a robust calendar of events may well have an impact.

Other organisations are more specific in their goals, such as seeking to address issues such as mental health challenges, or reducing attrition. Strategic, targeted interventions that are more involved will also have an impact.



**Agreed or strongly agreed that workplace wellbeing efforts have had a positive impact on their organisation's objectives over the past 12 months.**

Notably, **41%** of wellbeing professionals (**27%** neither agree nor disagree and **14%** disagree) hold a less optimistic view on the impact of their work.

While we can only speculate why this may be, the next statistic on frustrations may hold the answers.



## Navigating the challenges

We asked wellbeing professionals to select their top frustrations about managing wellbeing in the workplace.

A substantial **57%** of wellbeing professionals find it challenging to consistently engage leaders. Given the findings on leader engagement and capability discussed earlier, this is perhaps not surprising.

Additionally, **48%** express difficulty in maintaining initiatives amidst competing organisational priorities that divert employee attention. Again, with workload being the number one issue, this is not surprising either.

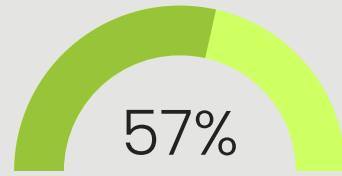
Around **44%** face issues quantifying the value and impact of their efforts, while **42%** note that wellbeing initiatives tend to be more reactive than proactive. Similarly, **42%** indicate budget constraints as a concern.

Respondents could select as many as applied to them, recognising the myriad of potential challenges.

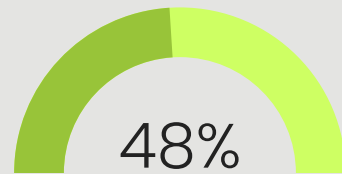
These responses underscore common pain points in wellbeing management, including leadership engagement, resource allocation, proactive planning, and impact assessment.

Addressing these challenges should be a priority for organisations to ensure efforts to improve wellbeing are effective, and can drive real outcomes.

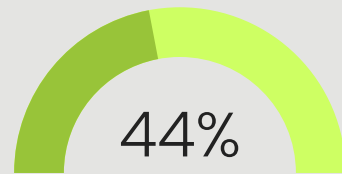
## Top respondent frustrations about managing wellbeing in the workplace



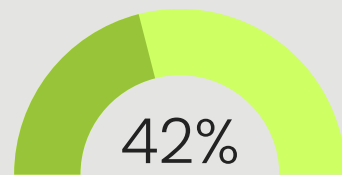
Difficult to constantly engage leaders



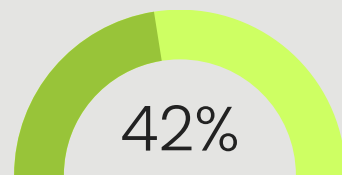
Difficult to maintain with other organisational priorities taking employee attention away from our initiatives.



Hard to quantify the value of our efforts and the impact of our work.



Our efforts are largely reactive and not proactive.



We don't have enough budget

### Taking care: how is the profession doing?

The survey data reveals a diverse spectrum of self-assessed personal wellbeing levels among wellbeing professionals over the past three months.

While only **6%** of wellbeing professionals rated their own wellbeing as "Excellent," a larger percentage of **21%** described it as "Very good." A substantial **39%** reported their wellbeing as "Good."

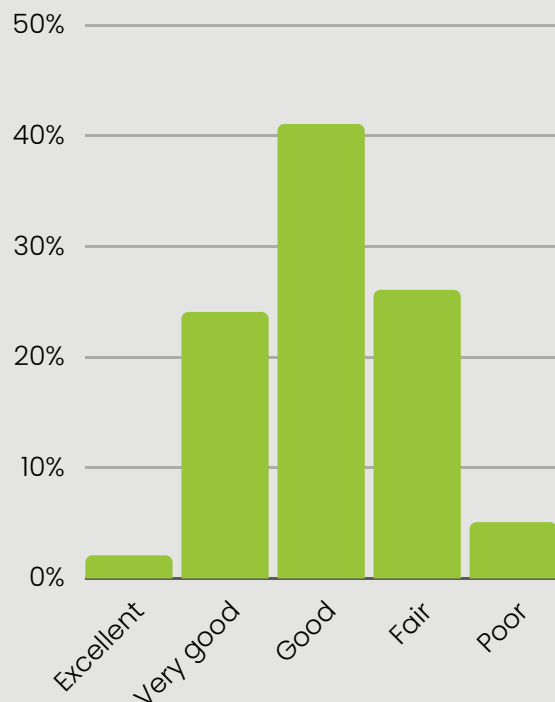
Meanwhile, a substantial proportion, accounting for **26%** of respondents, perceived their wellbeing as "Fair."

A smaller but still noteworthy **8%** indicated their well-being as "Poor."

Given the earlier insights on workplace wellbeing challenges, these results are not surprising. Wellbeing professionals are not immune to workplace stressors and pressures.

In our experience, wellbeing practitioners are incredibly passionate about their work, supporting others as a duty of care, and this can take its toll. We encourage organisations to ensure that wellbeing practitioners have that same level of support themselves.

### Over the past three months, I would rate my own wellbeing as:



*I would like our wellbeing KPIs to be embedded in our organisational strategy, which includes adequate budget, prioritisation and adequate staffing to ensure those KPIs can actually be met.*

-Survey respondent

# About Revolutionaries of Wellbeing

Revolutionaries of Wellbeing (ROW) is a trusted advisor to a rapidly growing, global community of over 1,200 wellbeing professionals. We are headquartered in New Zealand, but our work spans across the world.

Our mission is to develop the world's wellbeing leaders. Working closely with wellbeing practitioners, our goal is to ensure leaders and their teams have the necessary capabilities, and the capacity, to thrive. We believe that this not only unlocks organisational performance, but ultimately creates a healthier society.

We specialise in helping wellbeing leaders to develop their professional expertise, access practical tools and resources, and network with peers and experts to meaningfully improve wellbeing in their workplace.

Our core services include:

- Our free-to-join **ROW Green** community of practice, with access to tools, resources and monthly webinars.
- Our **ROW Gold** professional development and coaching framework for wellbeing leaders.
- Our consulting services, which focus on wellbeing strategy development and implementation, wellbeing leadership development, and wellbeing data capture and analysis.

All our work is informed by **three pillars**: professional expertise, lived experience, and human-centred design.

The name 'Revolutionaries of Wellbeing' is inspired by our community of wellbeing practitioners – who are changing work for the better, one workplace at a time, in the face of global economic, social and societal change. They are truly revolutionary.

Together, we can create more humane, secure, and sustainable workplaces.



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