



# The Workplace Health Report

2022

The true state of mental health,  
wellbeing and productivity in  
our workforce

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HEALTH



# Foreword



**Harry Bliss**

CEO & Co-Founder, Champion Health

Employee wellbeing has been thrust to the forefront in the last two years in a way that has never happened before. During 2021, as we all continued to navigate the Covid-19 pandemic, our organisations and their people were presented with new and ever-changing challenges.

These challenges affect every employee differently, from the remote worker with a bad back from working on the sofa, to the burned out parent who is struggling to maintain a healthy work/life balance. It's because of this that understanding the wellbeing data is so imperative, to ensure that organisations can create effective wellbeing strategies to target issues that really matter.

For years, Champion Health have been gaining these insights into all areas of employee wellbeing. By exploring the 2021 anonymised data in this report, you will discover the health trends prevalent in organisations like yours right now. This will help you to cut through the noise in workplace health and know where to target your wellbeing initiatives for maximum impact.

Champion's annual report is for anyone who takes responsibility over employee wellbeing. Together, by revealing and targeting the issues that matter, we can do something amazing for the people that power our organisations.

**Harry Bliss,**

CEO & Co-Founder, Champion Health



# The Quick Read

## 5 Key Findings

For those who are short on time, we've unpacked 5 key findings from the report.

### **Tiredness is a significant barrier to productivity**

Over half of employees surveyed feel fatigued, with the most common health issue impacting productivity being tiredness.

### **Younger employees are struggling**

Employees between the ages of 25-34 are being disproportionately affected by anxiety, depression and financial pressure.

### **Male employees are still reluctant to seek help**

Female employees are three times more likely to seek mental health support than male employees.

### **Poor MSK health is a rising problem**

More than half of employees are currently experiencing MSK pain, with the majority being either home or hybrid workers.

### **Employees are motivated to make a change**

94% of employees are motivated to make a change to their wellbeing, with energy levels being the most common area of focus.



CONTRIBUTOR

## Laura Dallas

**Head of Product,  
Champion Health**

Laura has worked in a number of mental health settings across her career, from front-line NHS services to academic research facilities. As Head of Product at Champion Health, she is now responsible for ensuring Champion's platform drives market-leading engagement with wellbeing.



CONTRIBUTOR

## Harry Bliss

**CEO & Co-Founder,  
Champion Health**

Harry is the CEO and co-founder of Champion Health. In 2018, he set out on a mission to make healthier easier, for everyone. Since then, he has worked towards making wellbeing inclusive, engaging and accessible for the people that power leading organisations.



CONTRIBUTOR

## Dan Craig

**Wellbeing Lead,  
Champion Health**

After over a decade of experience in the field of health sciences and employee wellbeing, Dan joined Champion Health. As Wellbeing Lead, Dan works closely alongside Champion Health's members to drive maximum impact with their wellbeing strategies.

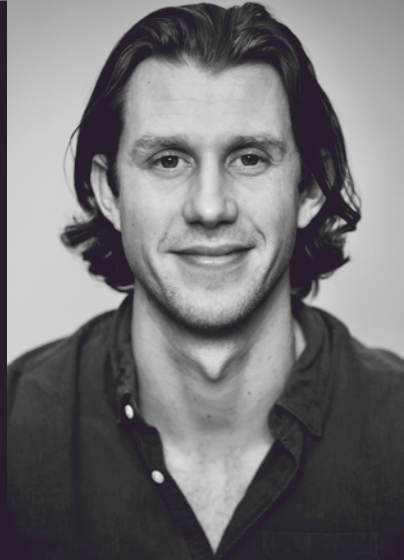


CONTRIBUTOR

## Jack Green

**Head of Performance,  
Champion Health**

After a hugely successful athletic career, Double Olympian and mental health ambassador Jack transitioned into the world of corporate wellbeing. As Head of Performance, Jack is in charge of championing wellbeing and delivering value to Champion's members, alongside other organisations.



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### About this data

The data in this report comprises 2,201 employees from organisations who partnered with Champion Health in 2021. The participants represent a range of demographics and work in a variety of employment sectors. Each employee completed Champion's digital health assessment, which covers every area of wellbeing. All data was fully anonymised before producing this report.

# Navigating a new world

What's next for employee  
mental wellbeing?





# The mental health impact

Employee mental health continues to be tested in new and challenging ways, with both employees and HR having to navigate their way through an unpredictable and fast-changing world.

The effects of this are clear. Across the board, employees experiencing symptoms of anxiety and depression remain high, with nearly 60% of employees feeling anxious and just over half feeling low in mood. These figures are similar to those published in Champion's previous [data](#) release in January 2021.

And whilst most employees didn't report a current mental health diagnosis, nearly 1 in 4 met the criteria for 'clinically relevant symptoms' of anxiety and depression, suggesting they would benefit from further assessment and support from a qualified mental health professional.

Despite the best efforts of organisations, the data suggests that many employees are still struggling. Whilst this might not be solely due to factors at work, the effects are certainly felt in the workplace. Poor mental health is cited as a factor that impacts productivity for 1 in 5 employees, contributing to costly levels of presenteeism (on both a personal and business level).

**58%**

experience at least mild symptoms of anxiety

**18%**

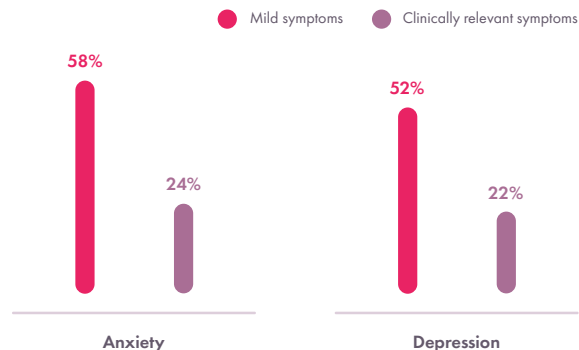
report a current mental health diagnosis

**21%**

report poor mental health impacts productivity at work

## Employees experiencing symptoms of anxiety and depression

Symptoms of anxiety and depression as measured by the GAD-7 and PHQ-9. Mild symptoms defined as scoring  $\geq 5$ . Clinically relevant symptoms defined as scoring  $\geq 10$ .



## Top 3 most frequently reported mental health diagnoses

Generalised Anxiety Disorder

11%

Depression

10%

Social Anxiety Disorder

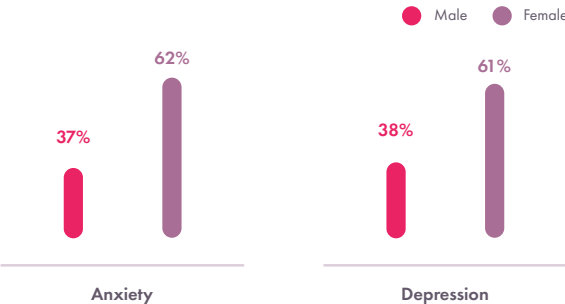
3%

# Diving deeper into demographics

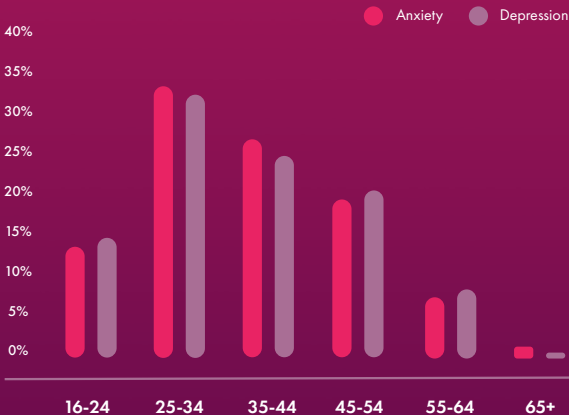
We know that the pandemic, along with many other challenges faced last year, haven't impacted everyone equally. This is certainly true when it comes to mental wellbeing.

Champion's data shows that young people between the age of 25-34 are more likely to experience mental health difficulties compared to their older counterparts. But this isn't surprising given that pandemic-related worries, such as job security and the resulting financial pressure, are more likely to impact this demographic (Deloitte 2021).

## Symptoms of anxiety and depression in males and females



## Symptoms of anxiety and depression across age groups



Similarly, female employees were more likely to experience mental health difficulties than males. Whilst there may be many reasons for this finding, it takes on added significance when research suggests that females have fared poorer throughout the pandemic, due to factors such as increased workloads and household responsibilities (Deloitte 2021).

It's results such as these that place the spotlight on the intimate relationship between employee wellbeing and diversity and inclusion. Recognition of the different pressures faced by various demographics, and a commitment to address them, is therefore imperative for any employer who wants to build a positive culture of wellbeing.



# Turning insight into action



**with Laura Dallas**

**Head of Product, Champion Health**

Our mental health exists on a continuum, from surviving to thriving. The pandemic, and everything that has come with it, has seen many people existing towards the surviving end of the continuum, leading to high levels of anxiety, depression and stress.

To best support your people, find a way to reverse this trend and move your team towards the thriving end of the spectrum. This will help to maximise your employee's potential, performance and growth, and create a culture that cultivates positive mental wellbeing.

Start by asking every employee how they're doing. If they're thriving, that's fantastic! Find out what keeps them there and make these a priority.

And if they're struggling, find out how you can better support them and their individual needs. This will usually involve signposting onto relevant services, including their GP or mental health charities.

Then it's about creating space for the elements that allow people to thrive at work: autonomy, mastery and purpose. That is, providing autonomy to work in a way that suits them, creating mastery by providing ample opportunities for professional development, and defining purpose to connect employees to something bigger than themselves.

It's these elements that will help to move your team from the surviving to the thriving end of the mental health continuum, both inside and outside of work.



# Providing the right help at the right time

In 2020, mental health support progressed from being a nice-to-have to a must-have for organisations (Harvard Business Review 2021). And while many have taken the important step of putting support in place, Champion's data reveals a reluctance around employees engaging with it.

In fact, less than 1 in 10 employees are currently seeking support for their mental health (including counselling, talking therapies and medication), despite over half experiencing feelings of anxiety or depression.

The data also highlights that fewer male employees are seeking help than females. Whilst a greater proportion of females are experiencing poor mental health, we would expect more male employees to be receiving support if help-seeking behaviour was the same.

This suggests that male employees are still finding it difficult to reach out for help and talk about their mental health, even when they're struggling. So organisations should continue to focus on opening up the conversation around male mental health, and make the support that is available visible, accessible and stigma-free.

**74%**

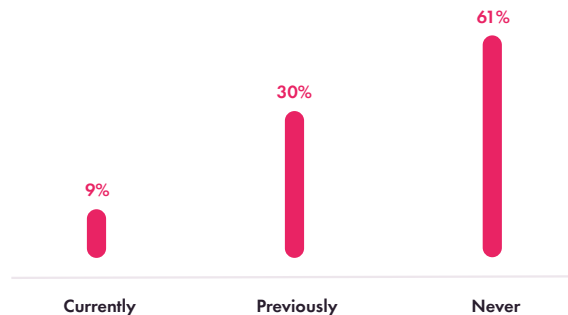
of employees seeking  
mental health support  
are female

**61%**

of employees have  
never sought support for  
their mental health

## Employees seeking support for mental health difficulties

Percentage of employees who are currently, have previously and have never received support for their mental health.



## Male and female differences in seeking mental health support

Employees currently seeking support for their mental health

Male



Female



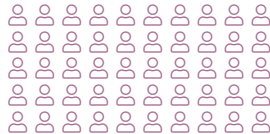
# Responding to suicide risk

Tragically, suicides relating to workplace issues have risen, particularly during the pandemic (Forbes 2020). This highlights the critical role that employers need to play in preventing cases of employees taking their own lives. Champion's data finds that around 1 in 12 employees are currently experiencing thoughts of suicide or self-harm. To put this into context:

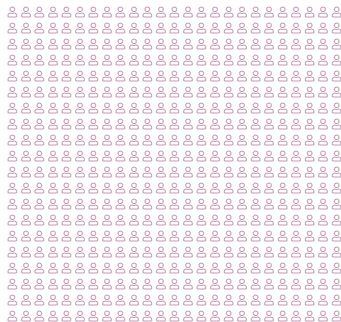
In a company of 60 people, around **5** are experiencing thoughts of suicide or self-harm.



In a company of 600 people, around **50** are experiencing thoughts of suicide or self-harm.



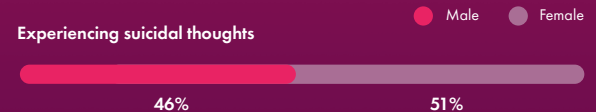
In a company of 6000 people, around **500** are experiencing thoughts of suicide or self-harm.



When it comes to suicidal ideation and self-harm, the difference between help-seeking in males and females is much clearer. Despite being just as likely to experience suicidal thoughts as females, far fewer male employees are seeking support. With research showing that men are 3 times more likely to take their own lives than women (ONS 2021), organisations need to prioritise reducing the stigma around male mental health in the workplace.

## Relationship between suicidal thoughts and help seeking in males and females

Employees experiencing thoughts of suicide or self-harm on at least 'several days', as measured by the PHQ-9 questionnaire.



Currently seeking treatment



If you or someone you know is experiencing suicidal thoughts, contact:



☎ 0800 068 4141  
📍 Helpline for under 35s



☎ 116 123  
📍 24/7 helpline



☎ Text 85258  
📍 24/7 text service

# Turning insight into action



**with Harry Bliss**

**CEO & Co-Founder, Champion Health**

In 2018, my friend and mentor ended up taking his own life following a short bout of stress. It is his legacy that has driven Champion to where it is today, and suicide prevention is something that will always be close to the heart of the business. As leaders, managers and colleagues, we all have a vital role in preventing cases of suicide. The awareness is there, now it's time to take action.

I want to ask business leaders: are you doing everything you can to support your team? You don't have to become a GP, counsellor or mental health expert to make a huge difference. If you're struggling for a place to start, then here are some actions you could take:

- › Train your team in mental health (there's many cost-effective ways to do this)
- › Embed wellbeing into every employee survey
- › Make wellbeing a board level KPI
- › Get every director to sign a pledge to support employee mental health
- › Effectively communicate your wellbeing strategy and initiatives

By coming together collectively, we can change and save lives. If you already know you're doing everything you can as an organisation to support your employees and prevent incidences of suicide, thank you.

Thank you from the people you've helped when they needed you the most.





# Finding that perfect level of stress

Balancing jobs, demands  
and resource

# Stress: Finding the 'sweet spot'

Employers are always striving to find that sweet spot, where employees are productive and challenged but not at the expense of their health or happiness.

It's important to recognise that stress isn't always "bad"; it can help to motivate and drive employees forward to meet the challenges of their role. In fact, 1 in 2 employees from the sample agreed with this. So a one-size-fits-all approach of "removing" or "eradicating" stress is not only wholly unrealistic, but also potentially counterproductive to performance.

However, everybody's capacity to manage stress is different, which raises the importance of an individualised approach to stress management. For example, over one third of employees reported that the stress they experienced at work was having a negative impact on them, and a quarter reported that high stress was impacting their productivity.

So leaders should work closely with individuals to set realistic targets, manage workloads, define expectations, and ultimately, help them find their most productive level of stress.

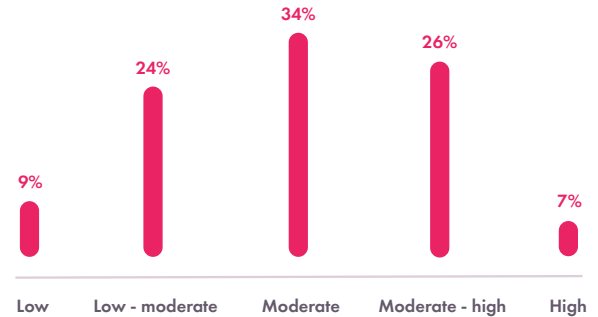
**35%**

report unhelpful  
levels of stress  
at work

**28%**

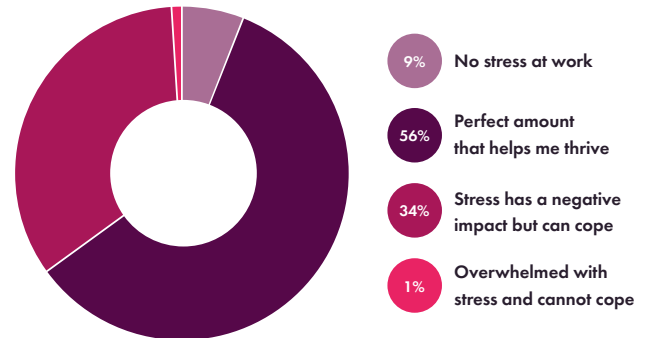
report that high levels  
of stress impact  
productivity

## Self-reported levels of employee stress



## Experience of stress at work

Responses to the question: Which statement about stress at work do you most agree with?



# Collaboratively managing work demands

Employees tend to experience unhelpful stress in the workplace when their resources or capacity to work are exceeded by the demands placed on them.

Champion's data shows that by far the most common source of stress for employees is workload, with other commonly cited issues including lack of support, lack of control and senior staff members.

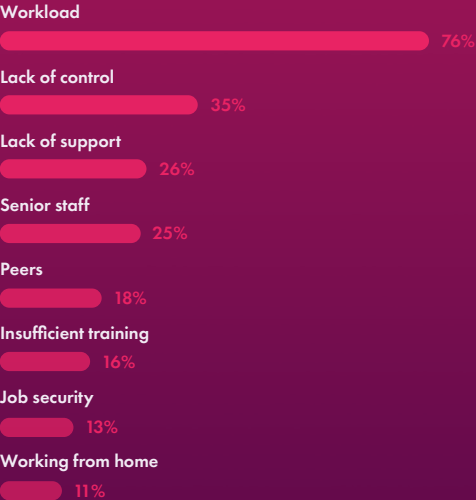
As a manager, it might be that some of these factors are beyond your control. But by increasing the resources available to employees, you will help them to better manage the demands they face.

Resources will look different for everyone. This means leaders and managers should work closely with employees to identify their individual needs. For example, some employees might find that greater job flexibility helps them to cope with stresses, whereas others might require more support through regular 1:1s or frequent learning and development opportunities.

**35%** reported negative levels of stress at work

## Causes of negative stress at work

Reasons for negative stress at work. Multiple options could be selected.



**76%** cite workload as a source of negative stress at work



# Taking a whole-person approach

With the last year blurring the lines between work and home, the connection between our personal and professional lives has never been felt more intensely. It's common for both employers and employees to compartmentalise difficulties, but naturally stresses outside of work will impact performance inside of work (and vice versa). So it's time we took a whole-person approach.

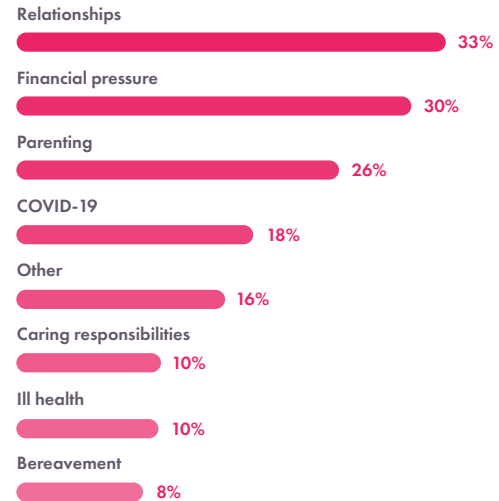
Champion's data shows that relationships were the most common external source of stress, closely followed by financial pressure and parenting. Unsurprisingly, the uncertainty brought about by the pandemic also led to 1 in 5 employees reporting Covid-19 as a cause of stress outside work.

We know that no employer can solve these issues in their entirety. But the data does highlight the need to understand each employee's situation, how this may impact their work capacity and what adjustments might be necessary to help them perform at their best.

It also reinforces the importance of implementing services that provide support for non-work-related difficulties, such as counselling and advice lines provided by Employee Assistance Programmes.

**76%** are experiencing stressors outside of work

## Causes of stress outside the workplace



**1 in 3** employees cite relationships as an external stressor

# Turning insight into action



**with Dan Craig**

**Wellbeing Lead, Champion Health**

Champion's data reflects every employee's unique relationship with stress. Regardless of this, for almost all aspects of an individual's health and wellbeing, effective stress management or stress reduction is a quick route to improved health across the board.

In tackling stress at work, consider that human beings have three universal psychological needs. These are autonomy (feeling like you're in control and have choice and flexibility), competence (having an optimal level of challenge and being confident in your ability to complete a task) and relatedness (feeling connected and that you are cared for). When any of these are not present, negative stress can quickly arise.

Empower your employees by ensuring that these three needs are met. Make sure the social interactions within the workplace are human-focussed and empathetic; that the 'voice of the employee' is actively listened to; and ultimately, that reports of stress are acted upon.

Consider also laying on events or initiatives to help and support your team with stress management. With those commonly reported stressors within workplaces (such as workload), invest time and energy into discovering the causes of these effects, and the reasonable adjustments that can be made to address them.

Great leaders are those who work for their employees and teams, not the other way around.



# Money matters

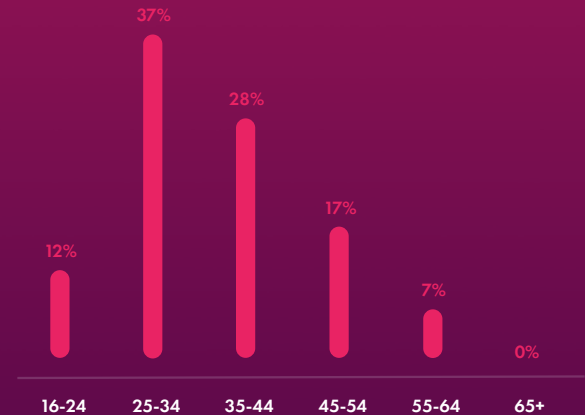
Financial wellbeing is climbing the workplace health agenda, a process which has been accelerated by the uncertainty which was present throughout 2021. This has led to nearly half of all employers implementing a financial wellbeing policy (CIPD 2021).

**30%**  
of employees cited  
financial wellbeing as  
a cause of stress  
outside of work.

Champion's data found that a significant percentage of employees are being affected by worries surrounding their financial wellbeing. As with anxiety and depression, financial pressure appears to be disproportionately affecting younger employees. This result reflects research by Deloitte (2021), in which younger employees identified financial concerns as their top driver of stress.

Financial wellbeing has been shown to contribute to both presenteeism and absenteeism (CIPD 2021), making it not only a wellbeing issue, but a business issue as well. The onus is therefore on organisations to integrate a financial wellbeing policy into their wider wellbeing strategy.

## Differences in financial stress across age groups



**29%** report money worries are impacting their sleep

# Turning insight into action



**with Laura Dallas**

**Head of Product, Champion Health**

With 30% of employees citing financial wellbeing as a source of stress, it's time that all organisations started talking about it.

Research shows that money worries have an impact on both an employee's physical and mental health, which inevitably has an impact on their work performance. Therefore, in these uncertain times, providing financial wellbeing support is vital from both a moral and a business angle.

It's essential to normalise conversations around money, which many employees are still reluctant to have.

Encourage line managers to communicate an open and honest dialogue around financial challenges facing both them and their teams.

You could also create campaigns around specific awareness weeks, such as "Talk Money Week", where you can promote the financial wellbeing services your organisation offers. Even if you don't have a financial wellbeing package in place, you can still encourage employees to seek help from external services, such as the government's Money and Pensions services.



# Where does it hurt?

Physical and Musculoskeletal  
Health



# MSK health: The risk is rising

Poor musculoskeletal (MSK) health is a wellbeing issue that's too often overlooked, but having a significant impact on employee health. During 2021, as many people continued to work from kitchen tables rather than in an office, rates of MSK pain were high across the board. Nearly 60% of employees reported current MSK pain, most commonly in their lower-back, neck and knees.

The rise in poor MSK health appears to be partially linked to the time that employees are spending sedentary. On average, Champion's data showed that employees are sitting for nearly 11 hours per day; two hours longer than the UK average (NHS 2019).

Only 18% are breaking their sitting periods with the recommended frequency (every 30 minutes) and over 40% of employees are breaking sitting periods every 2 hours or more.

The knock-on effects of this are professional as well as personal. Alongside increasing the risk of MSK pain, time spent sedentary is also associated with impaired work performance and reduced productivity (Journal of Occupational Health 2021).

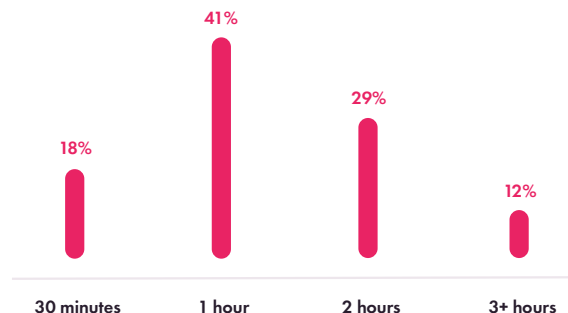
**82%**

of employees sit for  
longer than 30 minutes  
at a time

**10h 55m**

Average hours spent  
sitting per day

## Frequency of breaking sitting periods



Most MSK health issues can be managed successfully if treated early on, but the data suggests that employees are not seeking support when they need it. Nearly 60% of employees with pain haven't seen a specialist, and nearly 1 in 5 report that their pain is impacting their productivity at work. Taken together, these statistics suggest that employers should be doing more to support the physical health of their employees and take proactive steps to identify those most at risk.

## Employees seeking treatment for MSK pain

Yes



No

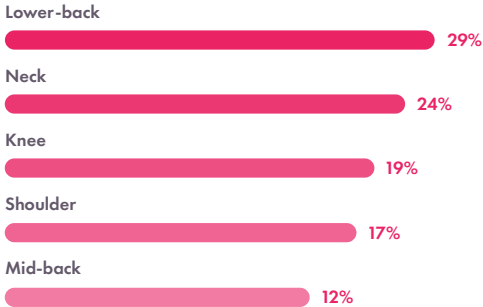


# The hidden side of home working

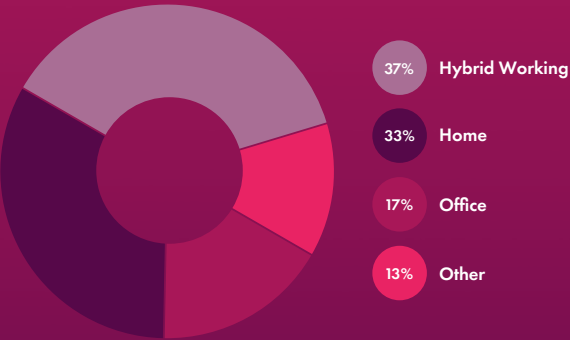
With remote working here to stay, ensuring employees stay well whilst working from home is an important consideration for organisations. This is particularly true when it comes to MSK health, as home and hybrid workers are more likely to experience MSK pain than those who work in an office.

The type, frequency and location of MSK pain reported points towards poor desk set-up, which is further compounded by remote workers breaking sitting periods less frequently and working longer hours (People Management 2021). These findings highlight the need for employers to conduct regular and appropriate desk assessments regardless of where employees work, to ensure workspaces are suitable and safe.

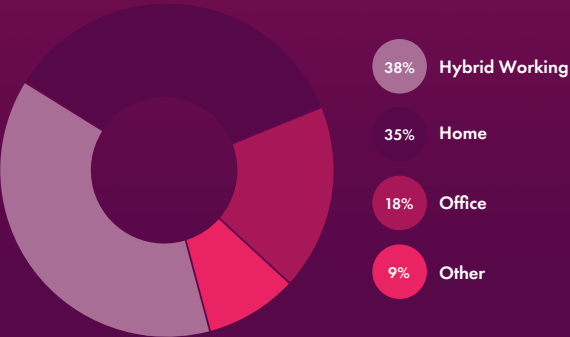
## 5 most common areas of MSK pain



## Prevalence of current MSK pain



## Employees sitting for longer than 30 minutes at a time





# Turning insight into action



**with Dan Craig**

**Wellbeing Lead, Champion Health**

Champion's data shows clearly that levels of employee activity (or lack of!) have been greatly impacted by the transition towards remote working.

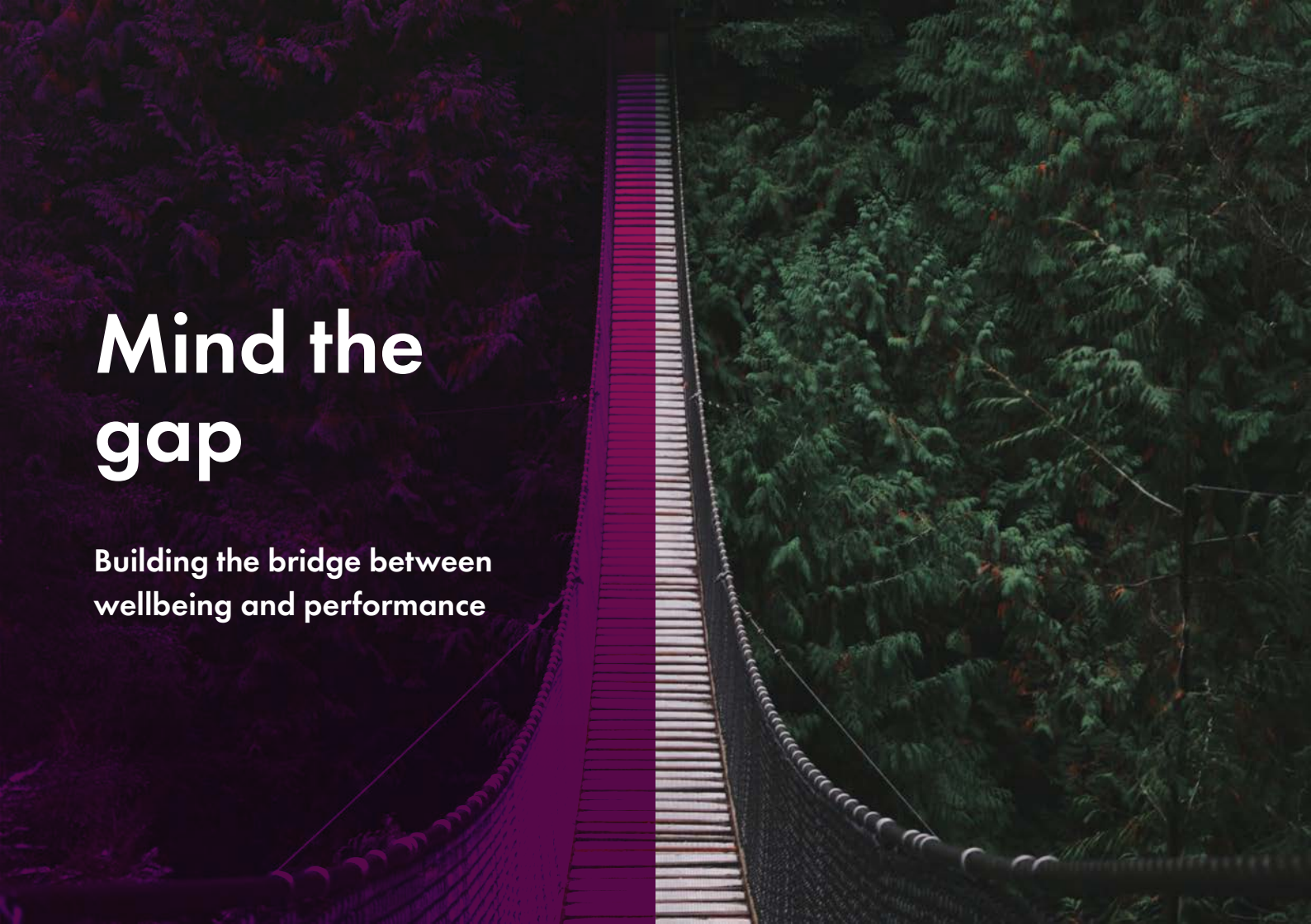
We perform at our best, physically and mentally, when we are mobile and regularly active. Champion's data shows that alongside an increase in sitting time, comes a boost in MSK issues. The 'therapeutic-ness' of exercise has long been overlooked, and the pandemic has brought this into sharp focus for many.

It's vitally important that exercise is maintained during the working day, and we're able to take regular breaks from our seated, sedentary position.

For business leaders, it's important to recognise the impact that prolonged sitting and subsequent MSK pain have on an individual's ability to perform at their best. Being seated all day reduces productivity, significantly. Not the other way around!

Reviewing this internally, understanding the needs and pressures experienced by your employees, and setting crystal clear expectations are all critical to instil and nurture trust in your team, and give them the permission they may need to feel able to take those much-needed breaks to move.



A high-angle, perspective view of a suspension bridge stretching into a dense evergreen forest. The bridge's wooden planks and metal railings are visible. A vertical gradient bar, transitioning from dark purple on the left to white on the right, is superimposed over the center of the bridge deck. The surrounding forest is dark and dense with evergreen trees.

# Mind the gap

Building the bridge between  
wellbeing and performance

# Powering your people

The most important aspect for any organisation is its people – so top of any business agenda has to be enabling performance. Champion's data draws attention to the vital role that wellbeing plays in this. If employees are not thriving personally, then it is impossible for them to thrive professionally.

Whilst a multitude of health issues were found to impact performance, one issue really stands out: employees are tired, and it's significantly impacting their ability to work at their best. The majority reported their daily energy levels as 'fatigued', and over 50% reported that this lack of energy is affecting their productivity.

This tiredness epidemic is not surprising, given the demands that have been placed on employees over the last few years. They have been asked to adapt and respond in ways that organisations would have never imagined, and the move to mostly digital methods of working has taken its toll.

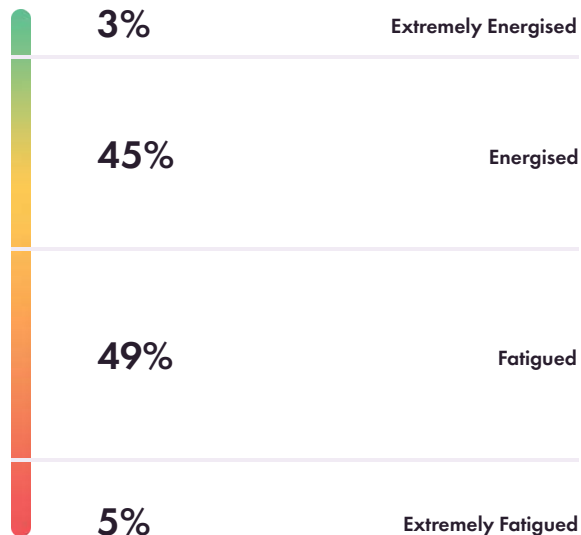
It's clear that tired employees are not productive ones, so leaders should take steps to help employees work in smarter, more efficient ways. For example, prioritising deep work or important meetings at the time of day where energy levels are high will lead to better performance. Employees can then schedule other, less demanding tasks, for when energy levels are naturally lower.

## 1 in 2 employees

report that tiredness is impacting productivity

## Average daily energy levels

Employee responses to the question "on average, how would you rate your daily energy levels?" Responses were given on a 4-point scale.



Most energetic

10:22 am



Least energetic

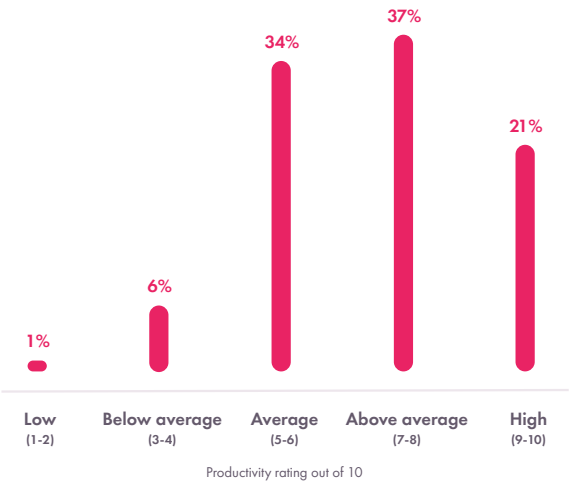
3:31 pm

# The productivity project

Business is about the bottom line, which makes productivity a priority. But the data shows that there's room for improvement when it comes to productivity levels. The average self-rated productivity score was 6.4 out of 10, with over 40% of employees reporting their performance as 'average' or below. This suggests the presence of presenteeism; the most costly by-product of poor employee mental health (Deloitte 2020).

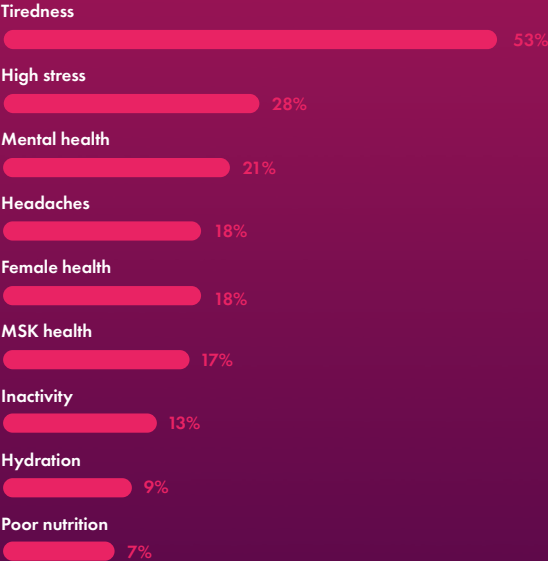
## Self-rated productivity levels

Productivity ratings were given out of 10 on a validated single-item measure of productivity.



## Health issues impacting productivity

The top 9 most frequently selected issues impacting productivity at work. Employees could select multiple health issues.



**6.4** out of 10 is the average productivity score

# The foundation of high performance

A deeper dive into the data reveals the foundational role that wellbeing plays in high performance. There is a clear relationship emerging between self-rated productivity levels and key health areas, including mental wellbeing and sleep quality. That is, better mental wellbeing is associated with higher levels of productivity. The same pattern was observed for sleep quality and productivity levels.

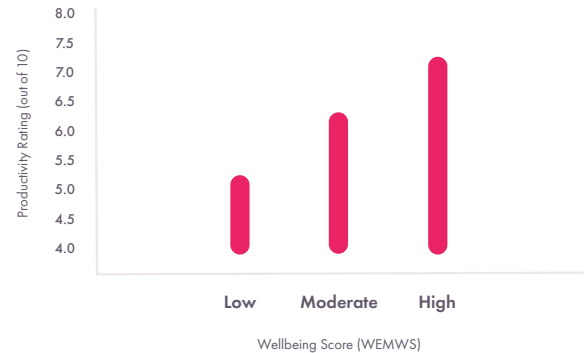
## Sleep Quality vs Productivity

The relationship between sleep quality and productivity levels, both using validated single-item scales.



## Mental Wellbeing vs Productivity

The relationship between productivity and mental wellbeing (as measured by the Warwick Edinburgh Mental Wellbeing Scale)



These relationships are not surprising, given the self-reported impact of tiredness and poor mental health on productivity. But they illustrate clearly that, to improve work performance, attention must be given to key areas of employee wellbeing. Those organisations who recognise this will reap the rewards - not only in terms of engagement, but also performance, profitably and ultimately, success.

**1 in 2**

employees report  
that tiredness impacts  
productivity

**1 in 5**

employees report  
that poor mental health  
impacts productivity

# Turning insight into action



**with Jack Green**

**Head of Performance, Champion Health**

For too long, performance and wellbeing have been seen as separate entities. In truth, you can't have high performance without wellbeing. Everyone is a high performer, but only if they are given the conditions to thrive.

The correlations present within Champion's data reflect that. Employees who are tired, or in a bad place mentally, will not perform to their best. On the flip side, those employees who are thriving personally will also thrive professionally.

This makes prioritising employee wellbeing very much a business issue, as well as a moral one. If you want high productivity, then health is non-negotiable. Whatever performance indicators employees are measured by, they all come from wellbeing.

If organisations can build that bridge between wellbeing and performance, then they will not only create a healthier and happier working environment, but also a more productive one. Find out what each employee requires to work at their best and do everything you can to put that foundation in place.



# What's next?

Driving change and  
taking action

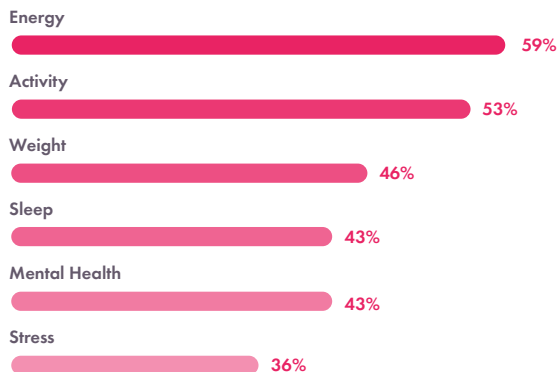




# Making meaningful health changes

Despite the challenges faced by employees, 94% want to make positive changes to their wellbeing. So with the motivation in place, this is an excellent opportunity for employers to facilitate significant and meaningful change.

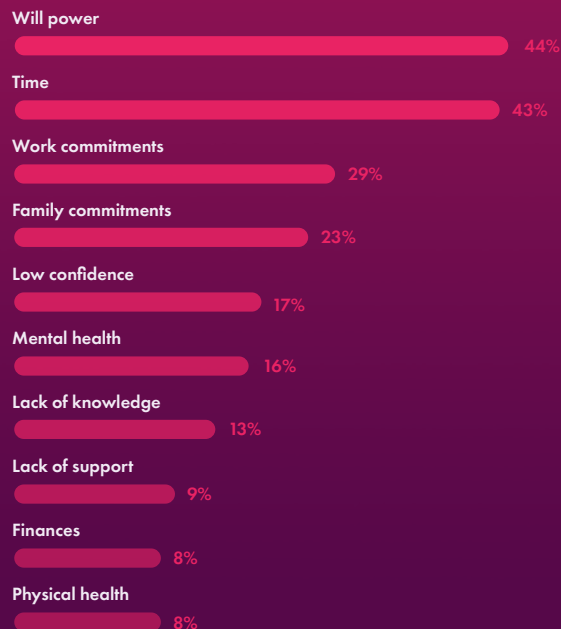
## Top 6 health areas employees would like to focus on



**94%** of employees are motivated to make health changes

The key to this is not only knowing the areas that employees want to focus on, but also what stops them from making these changes. Without addressing the barriers, employees won't engage with the initiatives – no matter how important or relevant – and success will be low. The most common barriers reported here include will power, lack of time and work commitments, and so should be factored in when implementing workplace health strategies.

## Barriers to making health changes



# Turning insight into action



**with Harry Bliss**

**CEO & Co-Founder, Champion Health**

We know from Champion's data that 94% of employees are motivated to make changes and improvements to their wellbeing – they just lack the means to make it happen.

Champion's data also shows that a one-size-fits-all approach to providing these means won't work, as the areas that employees want to focus on vary significantly. Within this sample alone, energy levels, activity, weight, sleep, mental health and stress all featured prominently as areas that different employees would like to improve in.

Regardless of employee wants and needs, our workplace health initiatives have to be inclusive enough to be accessible to all of them. Only then will organisations engage every working demographic, in every corner of the business. Implement a solution that covers all areas of workplace health, so that every employee feels empowered through choice.

With 43% of employees citing lack of time as a barrier to engaging with wellbeing, it's also clear that we need to make prioritising health easy for our people. Make sure that wellbeing initiatives fit in around busy schedules and aren't viewed as adding to an already high workload.

By listening to what our employees want, and adapting our approaches accordingly, we can facilitate the positive steps that our people want to take.





# Data, insight, action



**Harry Bliss**

CEO & Co-Founder, Champion Health

## Together we can make a huge difference

Within this report, Champion summarise the challenges faced by organisations like yours. This means invariably drawing attention to the areas where your employees need the most focus and support.

That said, it's important to also highlight the amazing work of so many people in meeting these challenges, and helping our teams work through the most testing of times. There's a lot of fantastic work being done by our managers, our HR teams, our reward leads, our wellbeing champions and so on. You've all worked tirelessly to create environments where your employees are comfortable, happy and productive, even as the working world changes so quickly around them.

The challenges will continue to be tough, but each person helped, each employee retained, each life saved, is something we can all be hugely proud of. Through data, insight and action, we can make a huge a difference to the lives of our employees and help them thrive both inside and outside of work.

Thank you for taking the time to read this report.

**Harry Bliss,**

CEO & Co-Founder, Champion Health

# Discover Champion Health

Champion Health enables businesses like yours to thrive through our digital wellbeing platform.

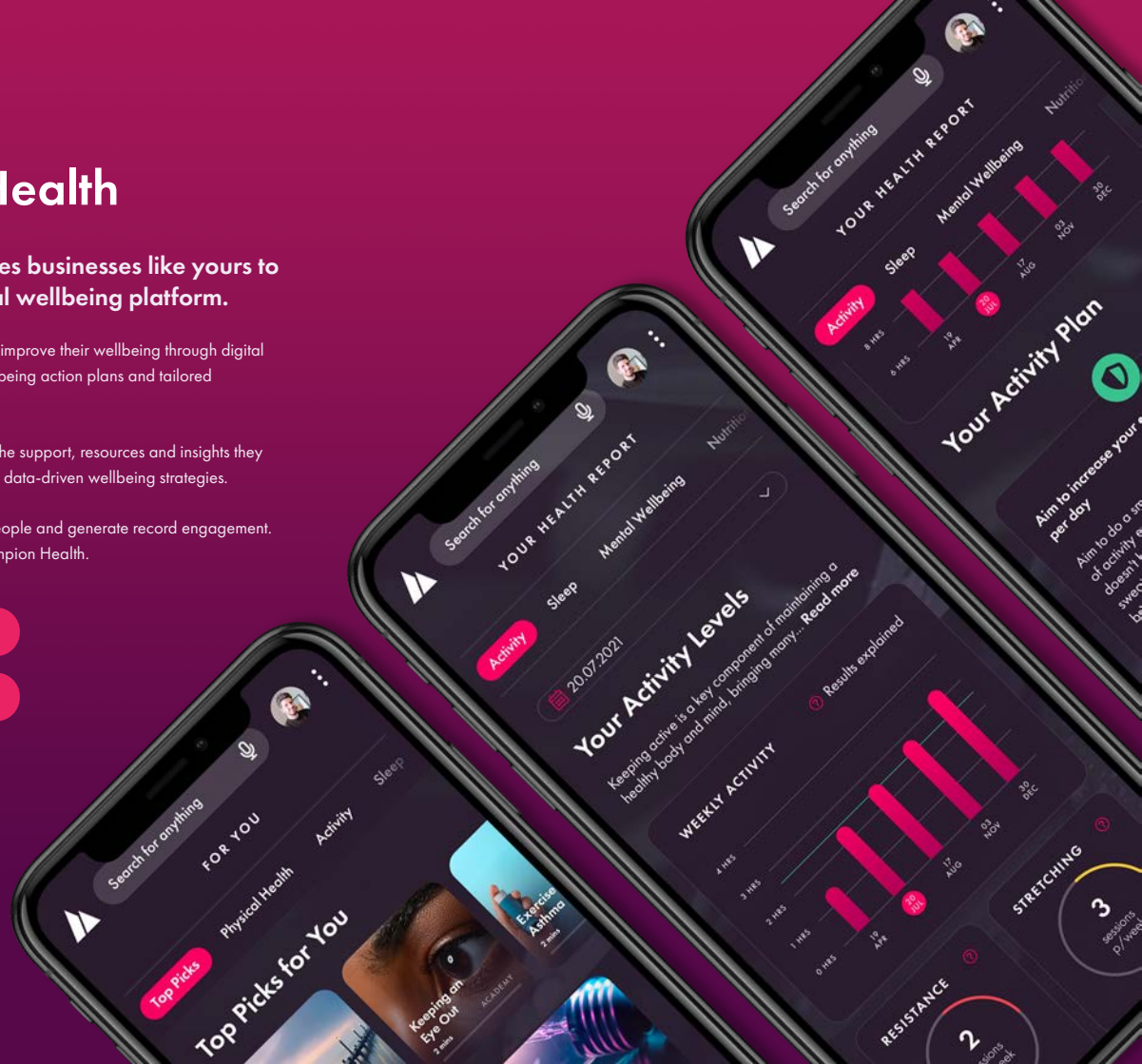
The platform empowers employees to improve their wellbeing through digital health assessments, personalised wellbeing action plans and tailored workplace health content.

Meanwhile, your leaders will access the support, resources and insights they need to develop impactful, engaging, data-driven wellbeing strategies.

Find out how you can support your people and generate record engagement. Book a demo now and discover Champion Health.

[hello@championhealth.co.uk](mailto:hello@championhealth.co.uk)

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# CHAMPION

HEALTH

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