

Understanding well-being at work to improve talent outcomes

Identifying those who are 'well at work' could help employers address core needs of their workforce and may improve talent outcomes

We asked workers about how they're feeling about work and their workplace. To identify those who are well at work, we identified those who are satisfied in their job, describe the current state of their work as good, and are not likely to leave their jobs in the next six months. We consider these employees to be doing **well at work** and those who do not meet all three criteria as being **restless within their jobs**.

28% of global employees describe their current work as very good or quite good, are very/extremely satisfied in their job, and not likely to leave their company in the next 6 months, while 72% are restless in their jobs, this increases for workers in the UK



Question to Employees: How satisfied are you with your job overall?
 Question to Employees: How would you describe the current state of your work?
 Question to Employees: How likely are you to leave your organization in the next 6 months?
 Source: The Fidelity Global Sentiment Survey 2023 (26,000 respondents including 1,000 UK respondents).

Work/life balance and psychological needs differentiate those who are well at work from those who are restless.....

Benefits offerings support employees in various stages of their lives and wellbeing. Fidelity's research identifies benefits as ranging from **tangible benefits** (core benefits and compensation, targeted benefits) to **intangible benefits** (work/life balance and support for psychological needs).



Compensation	Core Benefits	Targeted Benefits	Work/Life Balance	Psychological Needs
<ul style="list-style-type: none"> Competitive base Attractive bonuses Equity compensation 	<ul style="list-style-type: none"> Health insurance plan Workplace retirement plan 	<ul style="list-style-type: none"> Retiree medical Paid parental leave Other benefits/perks Childcare benefits Tuition reimbursement 	<ul style="list-style-type: none"> Paid time off Work/life balance Stability and job security Paid sick leave Manageable workload 	<ul style="list-style-type: none"> Positive relationship with manager Ability to use skills at work Positive relationships with colleagues Meaningful work Workplace culture Opportunities for advancement Autonomy over work Sense of inclusion and community Alignment with org. purpose Challenge and continual learning

Source: The [Fidelity Working 9-to-Thrive](#) report, by following the link, you will be taken to [fidelityworkplace.com](#). This website is subject to separate terms and conditions and is governed by the laws of the territory concerned.

Globally and in the UK, employees who are well at work express more reasons for staying at a company and are more likely to select intangible benefits relating to work/life balance and psychological needs as important

	Well at work	Job feature	Restless
Psychological Needs	91%	relationship with manager	78%
Work / Life Balance	88%	Paid time off	75%
	82%	Meaningful work	70%
	89%	Manageable workload	78%
	89%	Job stability and security	78%
	88%	Work/Life Balance	77%
	84%	Ability to use skills at work	74%
	88%	Positive relationships with colleagues	78%

Percent of UK employees who select this feature as important

Question to Employees: On the next several screens are things that people might look for in order to stay with their current organization. For each of the features you see, please indicate whether or not it is important to you for staying at a job.

Source: The Fidelity Global Sentiment Survey 2023.

...and addressing work/life balance and psychological needs might go a long way towards improving *employee satisfaction, loyalty, and engagement*

Considering psychological benefits, in addition to others, could help more employees be well at work. To do this, we believe employers should focus on taking action to better meet employees' core psychological needs - for autonomy, connection, competence, and purpose.



AUTONOMY

The need for volition and choice in the initiation and regulation of behaviour at work



CONNECTION

The need for belonging, acceptance, and affiliation with others at work



COMPETENCE

The need to feel skilled and capable, with opportunities to grow and develop new capabilities



PURPOSE

The need for meaning, coherence, and alignment between personal goals/values and one's work

Source: The [Fidelity Working 9-to-Thrive](#) report, by following the link, you will be taken to [fidelityworkplace.com](#). This website is subject to separate terms and conditions and is governed by the laws of the territory concerned.



Key takeaway

By identifying and understanding what's different for employees who are well at work, employers can take action to help more workers be well. While tangibles are a critical foundation, addressing the intangibles can promote a great employee experience.

About the survey: the annual Fidelity Global Sentiment Survey aims to provide an understanding of how workers around the globe are feeling and acting in four areas: Well-Being, Financial Habits, Retirement, and Work.

For more workplace insights visit retirement.fidelityinternational.com/



The Fidelity 2023 Global Employer Survey refers the data collection, research, and analysis in regard to multinational firms, also known as global employers. The survey sample consisted of 1,002 senior leaders at U.S. and non-U.S. based MNCs where the company has a presence in two or more international markets (average = 10), employs at least 1,000 workers, is for-profit or non-profit (government bodies were excluded), in some cases there may be responses from more than one senior leader from a particular company. The survey was conducted by Dynata, a third-party market research company using their global research panel in conjunction with their partner vendors. The survey was fielded in March 2023.

The Fidelity 2023 Global Sentiment Survey refers to the data collection, research, and analysis in regard to global employees and was completed in partnership with Opinium, a strategic insight agency. Data collection took place in July 2023. The sample consisted of 26,000 respondents with the following qualifying conditions: aged 20-75; either they or their partner were employed full-time or part-time; not all regions were asked about sexual orientation or gender identities (individuals that did not identify as either male or female did not represent a statistically significant sample size and are not presented within this piece); a minimum household income of: Australia: AUD \$45,000 annually; Brazil: BRL \$1,501 monthly; Canada: CAD \$30,000 annually; China: CNY ¥5,000 monthly; Denmark: DKK Kr.100,000 annually; France: EUR € 20,000 annually; Germany: EUR € 20,000 annually; Hong Kong: HKD \$15,000 monthly; India: INR ₹55,001 annually; Republic of Ireland: EUR € 20,000 annually; Italy: EUR €15,000 annually; Japan: JPY ¥1.5m annually; Mexico: MXN \$4,500 monthly; Netherlands: EUR € 20,000 annually; Saudi Arabia: SAR 4,000 monthly; Singapore: SGD 2,000 monthly; South Korea: KR₩1.0m monthly; Spain: EUR kr€15,000 annually; Sweden: SEK kr200,000 annually; Switzerland: CHF CHF20,000 annually; United Kingdom: GBP £10,000 annually; United Arab Emirates: AED 5,000 monthly; United States: USD \$20,000 annually.

This information is designed for scheme sponsors, trustees, their advisers and consultants use only and should not be relied upon by individual investors.

Fidelity refers to one or both of Fidelity International and Fidelity Investments. Fidelity International and Fidelity Investments are separate companies that operate in different jurisdictions through their subsidiaries and affiliates. All trademarks are the property of their respective owners. WI/WF1699501/SSO/1224