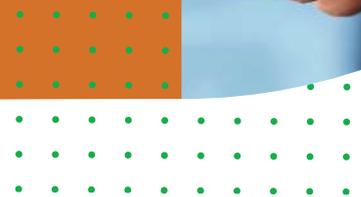


THE STATE OF THE WORKPLACE WELLNESS 2025:

Trends, Challenges, and Strategies for a Healthier Workforce



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Executive Summary

The State of Workplace Wellness 2025 Report examines the growing importance of employee well-being in the Philippines and explores how wellness programs are evolving to address mental, physical, and financial health challenges in the modern workplace.

Key findings reveal that while 89% of organizations now offer wellness programs, issues such as time constraints, limited accessibility, and budget limitations remain major barriers to participation and implementation. The report highlights that companies investing in hybrid, data-driven, and technology-enabled wellness initiatives see improved employee satisfaction, engagement, retention, and overall productivity.

It also underscores the growing employee expectation for wellness support, with over 80% rating these programs as essential and 91.1% affirming their positive impact on job satisfaction and retention.

Through actionable insights and strategic recommendations, the report guides HR leaders in building flexible, inclusive, and cost-effective wellness solutions tailored to today's diverse workforce needs.

Key Findings

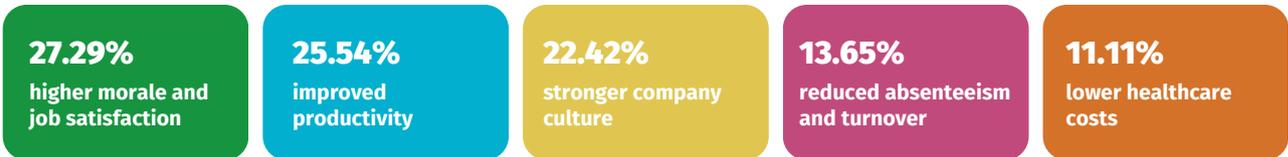
► **Finding 1: Employee Wellness Program Accessibility, Preferences, and Participation Trends**

- 84.24% of employees find their company’s wellness programs accessible, while only 4.89% feel they lack access to workplace wellness initiatives.
- 22.64% prefer a mix of in-person and virtual wellness activities as these enhance flexibility and accommodate diverse employee needs.
- Fitness classes (15.77%) and social/team-building events (15.27%) are the most relevant wellness offerings, while Financial wellness tools are also highly valued, with 14.72% expressing interest.
- 23.40% of employees engage most actively in social events and team-building activities.
- The top reasons employees join wellness programs are to improve their health (24.44%) and make use of available resources (21.58%).

89%
of organizations now offer wellness programs focused on employee well-being.

► **Finding 2: The Impact of Wellness Programs on Employees' Health, Job Satisfaction, Productivity, and Retention**

- 79.89% of respondents rate wellness programs as very important, with an additional 17.93% considering them significant.
- Top reported key outcomes include reduced stress and anxiety (16.77%), better work-life balance (15.22%), and improved physical health (13.95%).
- 91.1% agree that wellness programs positively impact job satisfaction.
- 87.4% consider wellness programs important when evaluating new job opportunities
- 95.66% of respondents believe wellness programs effectively enhance their well-being and productivity.
- Implementing employee wellness programs contribute to:



- 68.18% of respondents rate wellness initiatives as extremely important for them.
- 54.55% of respondents strongly value wellness trend reports, highlighting the importance of staying informed to improve organizational wellness strategies.

► **Finding 3: Barriers to Employee Wellness Program Participation and Organizational Challenges in Implementation**

- The main obstacles to participating in wellness programs include lack of time (26.65%), inconvenient scheduling (21.83%), and limited offerings (15.6%), alongside other factors like low awareness, privacy concerns, and minimal managerial support.
- 84% of organizations cite budget limitations as the top barrier to launching or expanding wellness initiatives, with additional hurdles including time constraints, uncertainty in implementation, low employee interest, and limited infrastructure—particularly among smaller businesses.

Methodology

Sprout conducted a nationwide survey to assess employee wellness among Filipino workers, gathering responses from 1,000 individuals across different industries in the Philippines, including:



- ▶ Advertising
- ▶ Architecture
- ▶ Automotive
- ▶ Banking
- ▶ Construction
- ▶ Real Estate
- ▶ Customer Service
- ▶ Education
- ▶ Engineering
- ▶ Finance
- ▶ Manufacturing
- ▶ Food
- ▶ Healthcare
- ▶ Hospitality
- ▶ Non-Profit
- ▶ IT
- ▶ Logistics
- ▶ Marketing
- ▶ Non-Government Organizations
- ▶ Pharmaceutical
- ▶ Professional & Technical Services
- ▶ R&D
- ▶ Real Estate
- ▶ Renewable Energy
- ▶ Retail
- ▶ Security & Investigation
- ▶ Shipping
- ▶ Technology

The respondents' ages ranged from 18 to 55 years old, and included those in entry-level, mid-level, and senior-level positions. The survey was conducted using Google Forms.

Scope and Limitations

The analysis that will be presented explores the need for workplace wellness services by evaluating existing employee wellness programs, identifying key focus areas like financial, mental, and physical wellness, and understanding the challenges in implementation. It also provides insights into the ideal features and benefits of an effective wellness solution.

To ensure a diverse and representative sample, participants were selected from various industries, job levels, and demographic backgrounds. This approach allows for a more comprehensive understanding of workplace wellness experiences among Filipino employees.

While the survey offers valuable insights, its findings rely on self-reported data, which can be shaped by individual perceptions and experiences. To improve accuracy, we applied statistical measures, excluded outliers, and ensured representation across job levels and industries.





Introduction

Workplace stress, burnout, and disengagement are quickly becoming critical issues for businesses worldwide. The World Health Organization reports that these conditions cost companies approximately \$1 trillion (₱57.38 trillion) per year due to roughly [12 billion lost working days](#).

Gallup's latest global data underscores the severity of the issue, with [41% of employees experiencing significant stress](#), negatively impacting productivity, engagement, and job satisfaction. Notably, within Southeast Asia, [Philippine workers report the highest stress levels](#), highlighting the urgent need for effective well-being initiatives in the region.

These issues not only affect [employee well-being](#) but also hinder overall organizational performance. This growing concern has prompted many organizations to [adopt holistic strategies](#) to support [employee wellness](#), incorporating initiatives like flexible work arrangements and mental health support programs to foster a supportive work environment that sustains productivity and engagement.

This whitepaper examines the current workplace wellness programs, their impact on engagement, productivity, and company culture. It covers trends, challenges, and best practices for effective wellness initiatives in today's workplace.

Discussion of Findings

The findings reveal key trends in employee wellness programs and the challenges organizations face in implementing them effectively. They also highlight the impact of wellness initiatives on job satisfaction and productivity, along with best practices for developing programs that align with the needs of today's workforce.

FINDING #1

Employee Wellness Program Accessibility, Preferences, and Participation Trends

Today, employee wellness has become a central focus for organizations aiming to build healthier, more productive teams. Our survey data shows that 89% of organizations now offer programs focused on employee well-being, reflecting a strong and growing emphasis on wellness initiatives.

In fact, KFF’s data shows that nearly 85% of employers aim to promote a healthier, more productive workforce through these programs, with 91% planning to prioritize investments in mental health, recognizing its vital role in overall employee well-being.



► **Majority of Employees Report Accessible Workplace Wellness Programs:**

Survey results shows that 84.24% of employees find their wellness programs accessible, with just 4.89% rating access as very poor.

Accessibility of Workplace Wellness Programs for Employees

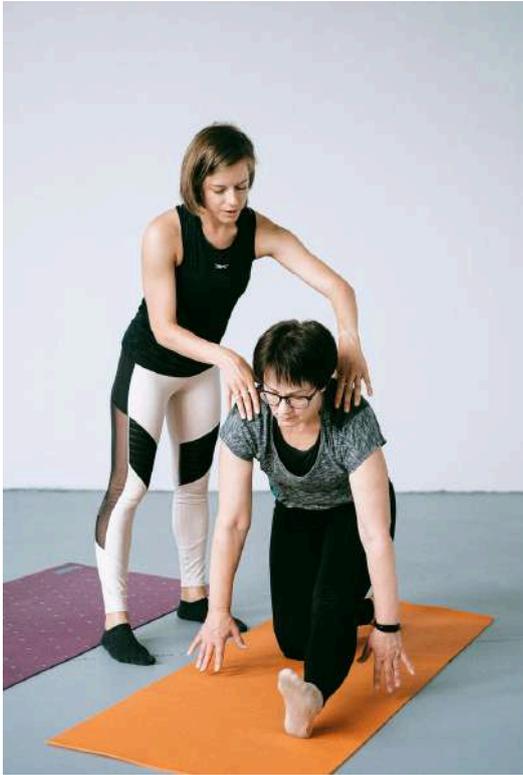


This finding aligns with studies which suggest that nearly 90% of employees have access to wellness programs in the workplace.

► **Best Methods for Delivering Wellness Programs:**

Employees prefer a blended approach to wellness, with 22.64% favoring a mix of in-person and virtual activities, followed by in-person activities and seminars (22.44%) and virtual webinars and online courses (19.59%).





► **Relevance of Physical and Mental Wellness Programs to Employees:**

The data highlights a diverse range of wellness programs employees find most relevant to their well-being and productivity. Fitness classes (15.77%) emerged as the top preference. This aligns with [BioMed Central research](#) that worksite wellness programs based on physical activity improve workers’ health and productivity.

Followed by social events and team-building activities (15.27%), showing the [importance of a sense of belongingness at work](#).

Meanwhile, 14.72% of employees prefer financial wellness tools—highlighting rising concerns about financial security. Our [State of Financial Wellness 2024 report](#) shows that over 40% are unsatisfied with their finances, pointing to widespread stress that can [negatively impact mental health](#).

► **Most Popular Wellness Offerings Participated Among Employees:**

Social events and team-building activities were the most popular wellness offerings, with 23.40% of employees participating. This suggests that employees value opportunities for [social connection and engagement with colleagues in the workplace](#).

Employee assistance programs were also well-received by the respondents, with 18.26% participation, highlighting the [importance of support for personal and work-related challenges](#). Financial wellness tools (11.70%) and workshops (8.69%) are also included, indicating a significant interest in improving financial well-being.



► **The Benefits of Wellness Program Motivate Employee Participation:**

Based on our data, it shows that employees primarily engage in wellness initiatives to improve their health (24.44%) and take advantage of available programs and resources (21.58%). This finding coincides with research that employees participate in workplace wellness programs when they [see clear health benefits](#) and meaningful resources.



Additionally, enhancing social connectivity (18.12%) and work culture (15.22%) contributes to higher wellness program participation. Incentives (12.33%) also drive engagement, consistent with a [National Institute of Health study](#) that rewards-based wellness programs increase participation and long-term commitment.

With only 2.72% not participating, there’s a need for organizations to create inclusive, engaging, and health-driven programs to encourage more active involvement.



Actionable Insights:

To enhance workplace wellness engagement, companies must adopt a hybrid approach that offers access to financial literacy programs, stress management initiatives, and team-building events. Prioritizing holistic wellness—physical, mental, and financial—also helps drive higher participation.

FINDING #2

The Impact of Wellness Programs on Employees' Health, Job Satisfaction, Productivity, and Retention

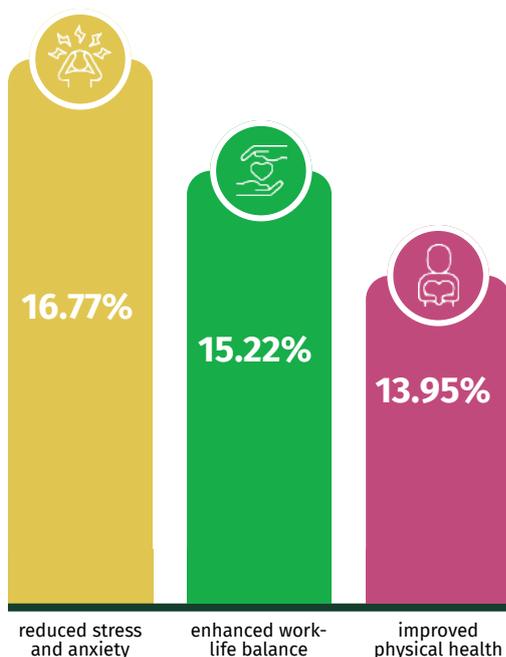
While wellness programs are becoming more common in the workplace, the need for comprehensive and impactful initiatives continues to grow.

Under [Republic Act 11036](#), also known as the Philippine Mental Health Act, organizations are encouraged to promote mental health and well-being in all settings—including the workplace.

► **Growing Significance of Employee Wellness Programs in Organizational Success:**

A majority of respondents (79.89%) rate employee wellness programs as very important, while another 17.93% also consider them significant. Only a small fraction (2.17%) provided a neutral rating, and no one rated these programs as unimportant.

This overwhelming support shows that organizations recognize the [direct impact of wellness programs on employee well-being and performance](#). Companies see [18% higher productivity and 23% higher profitability](#), boosting organizational success.



► **Wellness Programs Drive Holistic Health Gains for Employees:**

The multi-faceted benefits of wellness programs are also highlighted, with the top three impacts being reduced stress and anxiety (16.77%), enhanced work-life balance (15.22%), and improved physical health (13.95%).

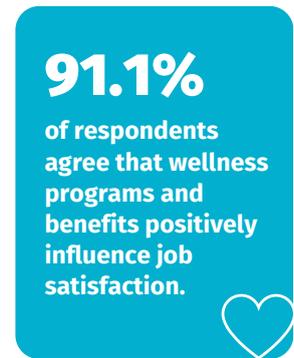
These outcomes highlight the need for integrated wellness strategies that address mental, physical, and emotional well-being.

As [stress levels rise](#) among employees, access to counseling, flexible work options, and health-focused initiatives becomes essential for preventing burnout, boosting productivity, and supporting [overall employee wellness](#).

► **The Strong Link Between Wellness Programs and Employee Job Satisfaction:**

About 91.1% of respondents agree that wellness programs and benefits positively influence job satisfaction. Only a minor fraction (1.9%) perceives minimal or no impact.

In response, 90% of businesses now prioritize employee wellness in their retention strategies, reflecting the direct link between wellness programs and enhanced employee satisfaction.



► **Employee Well-being Programs Impact Job Selection & Retention:**

87.4% of respondents consider employee well-being and engagement programs important when deciding whether to take a job with another organization. Among them, 58.5% strongly agree. Only 2.3% dismiss their impact, while 10.3% remain neutral.

Companies with robust well-being and engagement programs gain a competitive edge in talent attraction and retention. Research shows 90% of employees value workplace well-being benefits when choosing employers, while 61% of Gen Zs would consider switching jobs for better mental health support, highlighting its critical role in retention.



► **Employees Rate Wellness Programs as Highly Effective for Well-Being and Productivity:**

Our findings indicate that wellness programs are highly regarded for enhancing employee well-being and productivity, with 95.66% of respondents rating them as effective.

This shows that most employees see real benefits from these programs, with 89% of those in companies offering wellness initiatives reporting higher engagement and improved productivity at work.

► **Key Outcomes of Employee Wellness Program Implementation:**

Employee wellness programs are shown to drive significant benefits, with increased employee morale and job satisfaction (27.29%), improved employee productivity and performance (25.54%), and enhanced company culture and employee engagement (22.42%), decreased employee absenteeism and turnover (13.65%) and reduced healthcare costs (11.11%) as the key outcomes.

These findings align with [Gallup's research](#), which shows that organizations that prioritize both well-being and engagement foster a positive cycle—leading to higher employee satisfaction, performance, and overall business success. Research supports this, showing that wellness programs **contribute to lower absenteeism, reduced healthcare costs, and improved overall job satisfaction.**

► **Perceived Importance of Employee Wellness Programs in Organizations:**

Our survey highlights that employees strongly recognize the value of wellness programs. Approximately 68.18% of respondents rated the importance at the highest level, with an additional 13.64% rating it as important, indicating that over 80% of employees view these initiatives as essential. Notably, 18.18% of respondents rated their view as neutral, while none indicated low importance. This suggests a generally positive perception of wellness programs across the board.

This reflects employees' growing expectation for their employers to actively support their overall well-being. Research indicates that [82%](#) of employees expect employers to help them achieve a healthier work-life balance, highlighting the broader demand for comprehensive well-being initiatives beyond traditional wellness programs.



► **Growing Interest in Employee Wellness Trends Reports:**

As workplaces continue to evolve, staying informed about employee wellness trends is crucial. The survey shows that 54.55% of respondents strongly agree that industry reports and guidance on wellness programs would be valuable.



These results indicate that respondents recognize the value of staying informed about effective workplace wellness strategies. Insights from such reports can [encourage organizations](#) to better understand and potentially implement comprehensive wellness programs.

Additionally, companies can leverage various tools and platforms specifically designed to address key areas of employee well-being. For example, [employee experience platforms like Sprout Finances](#) and other Sprout solutions—featuring [ReadyCash](#) and [ReadyWage](#)—provide targeted support for employees' emotional and financial wellness, contributing to improved overall health and productivity.

Actionable Insights:



To stay competitive and drive business success, companies must invest in comprehensive wellness programs that directly impact job satisfaction and employee retention. Effective wellness initiatives require a holistic approach that integrates physical, mental, emotional, and financial well-being. Prioritizing these interconnected aspects boosts engagement and productivity, leading to higher efficiency and profitability, making wellness initiatives a non-negotiable strategy for growth.



FINDING #3

Barriers to Employee Wellness Program Participation and Organizational Challenges in Implementation

► **Conflict of Time and Schedules are the Biggest Obstacles:**

Lack of time (26.65%) was identified as the biggest barrier to employee participation in wellness programs, followed by inconvenient scheduling (21.83%) and limited offerings (15.6%). Other challenges include lack of awareness (13.6%), privacy concerns (6.12%), and lack of managerial or peer support (5.31%). Additionally, 3.95% of employees express a lack of interest, while 6.93% prefer to manage their own well-being independently.



These findings align with a [National Library of Medicine study](#), which highlights barriers to participation, including time constraints and lack of interest in program topics. Additionally, the external study notes factors such as inconvenient locations and insufficient incentives, which were not explicitly measured in our data.

► **Budget Constraints Remain the Top Challenge in Implementing Workplace Wellness Programs:**

Beyond budget constraints (33.96%), companies face additional hurdles in implementing wellness programs. Operational barriers include lack of time (16.98%) and uncertainty about how to implement wellness initiatives (16.98%).



33.96%

of companies cite budget constraints as the biggest barrier to implementing wellness programs.

Meanwhile, engagement-related challenges such as low employee interest (13.21%) and the perception that wellness is not a significant issue (9.43%) suggest a need for better awareness of long-term benefits. Smaller organizations (9.43%) may also struggle with limited infrastructure, making structured wellness programs harder to sustain.

Despite companies adopting wellness programs, [84%](#) of them still identified budget limitations as the primary barrier to offering new benefits, making it the most significant challenge for employers.



Actionable Insights:

To overcome these barriers, companies should consider low-cost, scalable wellness solutions and increase awareness of the positive impact employee wellness programs have on business success. Additionally, increasing awareness about the positive impact of employee wellness programs on overall business success can drive greater participation and sustained engagement.

Key Takeaways From the State of Workplace Wellness in 2025

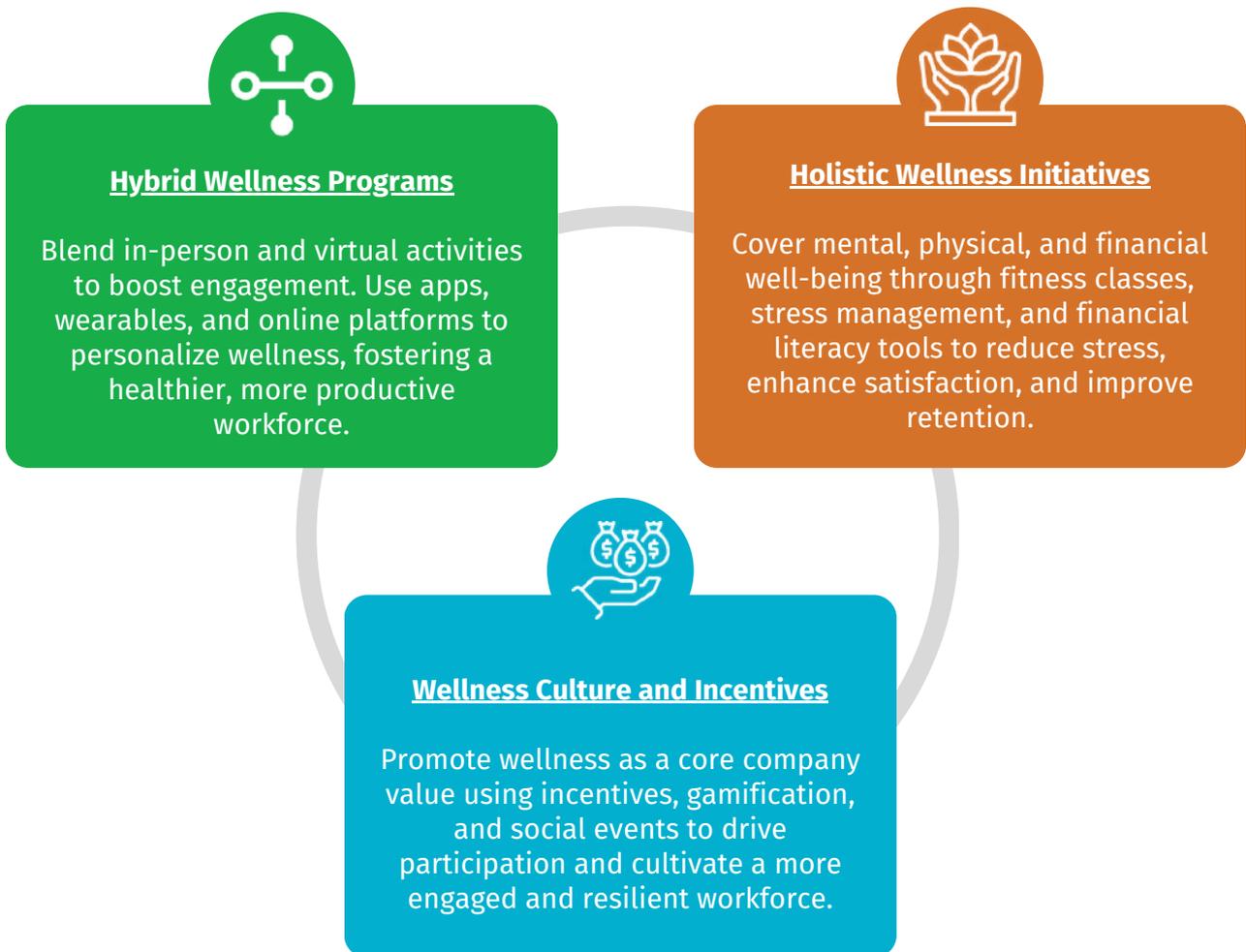
As companies increasingly prioritize employee well-being, workplace wellness programs are evolving to meet diverse workforce needs. Our survey highlights a growing focus on holistic wellness, emphasizing mental, physical, and financial health. However, accessibility, participation, and implementation remain key challenges.

Organizations that adopt data-driven approaches, [employee wellness programs](#), and technology-supported initiatives are more likely to enhance employee satisfaction, retention, and productivity.

Here are some key recommendations to help HR leaders like you enhance workplace wellness initiatives and drive meaningful employee engagement:

➤ Enhance Workplace Wellness to Improve Accessibility, Preferences, and Participation

An inclusive, engaging wellness program boosts participation and overall well-being. To encourage employees to participate in wellness activities, employers must offer:



➤ **Prioritize Employee Wellness to Enhance Engagement, Retention, and Business Success**

Investing in well-structured wellness initiatives boosts job satisfaction, reduces turnover, and drives productivity. An effective strategy should also include:



Employee Wellness as a Business Strategy: Invest in holistic wellness programs that support physical, mental, and financial health to boost satisfaction, engagement, and profitability.



Data-Driven Wellness Programs: Use employee feedback and trends to create flexible, hybrid initiatives that improve participation and overall well-being.



Competitive Wellness Benefits for Retention: Offer strong wellness benefits to attract and retain talent, with a focus on mental health and comprehensive support.



Continuous Program Evaluation and Enhancement: Assess wellness efforts regularly through feedback and data to ensure programs stay effective and aligned with employee needs.



Technology-Enabled Wellness Solutions: Leverage platforms, apps, and expert support to deliver scalable, personalized wellness programs that build a healthier workforce.

➤ **Implement Flexible and Cost-Effective Wellness Solutions**

Employee participation in wellness programs is often hindered by time constraints, limited accessibility, and budget challenges. To address these barriers, organizations should implement:

Flexible and Inclusive Wellness Programs

Offer hybrid initiatives with flexible schedules and clear communication to remove barriers and boost participation across all employees.

Cost-Effective and Scalable Wellness Solutions

Implement low-cost strategies like peer-led programs and virtual workshops, while educating leaders on long-term business gains.

By implementing these strategies, organizations can overcome workplace wellness challenges, boost engagement, and foster a healthier, more productive workforce.

Offer Workplace Wellness Programs Your Employees Will Love

Employee wellness is now a critical factor in driving organizational success. Beyond traditional benefits, companies must create a workplace culture that prioritizes mental, physical, and financial well-being to boost productivity, retention, and overall job satisfaction.

At **Sprout**, we provide tech-driven wellness solutions that empower employees to take charge of their mental, physical, and financial health. Whether you're launching a wellness initiative for the first time or optimizing an existing program, our platform offers:



- ✓ **Personalized Wellness Programs** – Tailor well-being initiatives to fit your employees' unique needs
- ✓ **Financial Wellness Support** – Provide financial wellness tools like ReadyCash and ReadyWage to help employees manage finances, reduce stress, and improve overall well-being.
- ✓ **Seamless Integration** – Easily connect with your existing HR systems for a smooth employee experience

Join **hundreds of companies** that are already seeing the benefits of a modern, data-driven approach to workplace wellness. Our platform is designed for businesses of all sizes, ensuring every employee has access to the support they need.

Let's Transform Employee Well-Being Together

Take the next step toward a healthier, more engaged workforce. [Schedule a free consultation today](#) to see how Sprout can help you build a wellness program that delivers real impact.

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