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**.

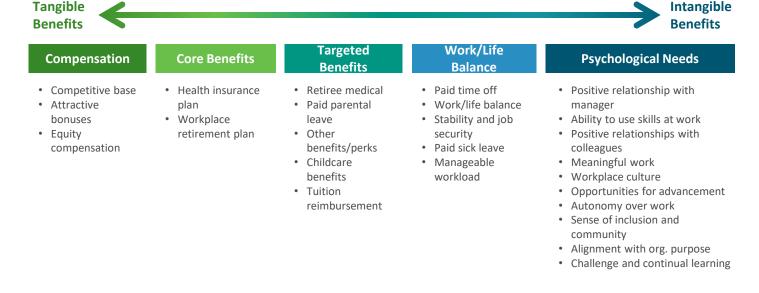
28% of employees describe their current work as very good or quite good, are very/extremely satisfied in their job, and not likely to leave their company in the next 6 months, while 72% are restless in their jobs

28% 72% ■ Well at Work ■ Restless

Questions: How satisfied are you with your job overall? How would you describe the current state of your work? How likely are you to leave your organization in the next 6 months? Source: The Fidelity Global Sentiment Survey 2023.

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).



Globally, employees who are well at work are more likely to select intangible benefits

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.

Well at work

85%

Psychological

Needs

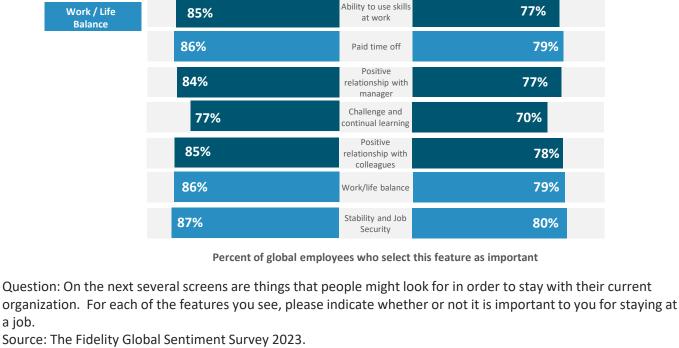
Job feature

Meaningful work

Restless

75%

relating to work/life balance and psychological needs as important

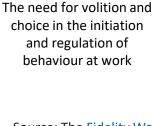


...and addressing work/life balance and

psychological needs might go a long way towards improving employee satisfaction, loyalty, and engagement

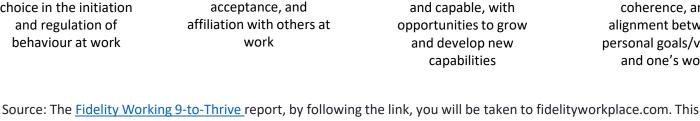
Considering psychological benefits, in addition to others, could help more employees be well at work. To do this, we believe employers should focus on taking action to better

meet employees' core psychological needs - for autonomy, connection, competence, and



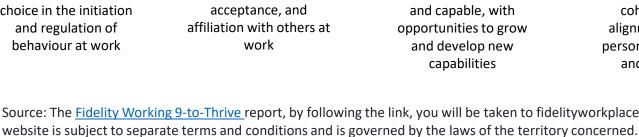
AUTONOMY

purpose.



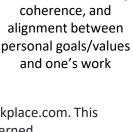
CONNECTION

The need for belonging,



COMPETENCE

The need to feel skilled



PURPOSE

The need for meaning,

Key takeaway

By identifying and understanding what's different for employees who are well at

understanding of how workers around the globe are feeling and acting in four areas:

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.

For more workplace insights visit

retirement.fidelityinternational.com/

Well-Being, Financial Habits, Retirement, and Work.





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 as 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 ص.ت..monthly; Singapore: SGD 2,000 monthly; South Korea: KRW₩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].4]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. GTL1223/385884/SSO/1224