



Espresa
Powering Great Workplaces®

Total Wellbeing Programs: A Strategic Priority for Forward-Thinking Companies

What's inside:

- | | | |
|--|--|--|
| 2 <u>Strategic Benefits of Total Wellbeing Programs</u> | 3 <u>The Evolving Needs of the Modern Workforce</u> | 4 <u>Total Wellbeing is Critical for Workforce Success</u> |
| 5 <u>5 Pillars of Total Employee Wellbeing</u> | 6 <u>Case Study: The Wonderful Company</u> | 7 <u>Inclusive, Personalized & Strategic Benefit Programs</u> |
| 8 <u>Building an Inclusive Benefits Program</u> | 9 <u>Workplace Wellbeing Drives Results</u> | 11 <u>Espresa: Your Partner in Total Wellbeing</u> |

Strategic Benefits of Total Wellbeing Programs

In this guide, we will cover how a comprehensive total wellbeing program promotes healthy habits and balance in all areas of employee life. For future-focused companies, a robust focus on employee wellbeing isn't just a perk—it's a strategic imperative and a critical driver of organizational success. Traditional benefits like health insurance, while essential, fall short of supporting an employee's total wellbeing.

By encouraging practices that support physical, mental, and emotional wellness, an effective total wellbeing program can drive real results. Too many organizations overlook the impact of holistic employee health on their bottom line.

The American Psychiatric Association reports that unresolved depression accounts for a 35% reduction in productivity.¹ Employees experiencing depression miss an average of 31.4 days of work per year. This contributes to an annual \$210.5 billion drop to the U.S. economy from productivity loss, medical costs, and absenteeism. By embracing a well-rounded benefits program focused on total employee wellbeing, modern workplaces can reclaim that lost potential and cultivate a thriving, resilient, and engaged workforce.



¹ [Berkeley Executive Education](#)



The Evolving Needs of the Modern Workforce

In an increasingly competitive and demanding global economy, future-focused organizations need new avenues for engagement and productivity. Yet many companies continue to operate with a traditional model for supporting their most valuable assets—their people.

Standard benefits don't address the complex needs of the modern workforce. When it comes to workplace benefits, there is a disconnect between what companies offer and what employees actually need – now and in the future. Prudential's 2025 Benefits & Beyond study finds that 86% of employers think their benefits are modern, while only 59% of employees agree.²

This gap underscores that what employers think is sufficient is no longer aligned with employee expectations. A personalized approach to benefits fosters the resilience, engagement, and peak performance essential for sustained success.

The challenge is clear: employees today require a more holistic form of support. Modern workers face a complex landscape; physical health, mental wellbeing, social connection, and work-life balance are critical to thriving personally and professionally. Strategic, compassionate initiatives embrace balance across all areas of employee life.

Modern Benefits Perception Gap



86% of employers believe their benefits are modern



59% of employees agree their benefits are modern



27-point gap in perception between employers and employees

² Prudential Benefits & Beyond, 2025

Total Wellbeing is Critical for Workforce Success

The modern workplace has undergone a profound transformation. Beyond the shifts in technology and global markets, there's a fundamental change in what employees expect from their work environment and their employers. The days when a competitive salary and basic health benefits were sufficient to attract and retain top talent are gone.

As MetLife noted in its [2024 study of U.S. trends in employee benefits](#), "attractive benefits are essential to delivering care consistently – when, where and how employees need it."³

MetLife found that employees who feel cared for by their employers are 1.3 times more engaged, 1.3 times more loyal, and 1.2 times more productive than employees who stated they don't feel cared for.

Today, companies understand that a person's ability to perform at their best is deeply intertwined with their overall state of wellbeing.

This evolving landscape has brought the concept of total wellbeing to the forefront of strategic HR discussions.

Total wellbeing moves beyond traditional physical wellness to encompass the full spectrum of an employee's life, exploring their:

- Mental and emotional health
- Sense of purpose
- Spiritual balance
- Social connections
- Financial security

Without these foundational pillars of wellbeing, an individual's capacity to engage, innovate, and contribute effectively at work crumbles.

Establishing a comprehensive total wellbeing program is not a luxury. This is a critical investment in human capital. And one that directly impacts an organization's resilience, creativity, and bottom line.



³ [MetLife U.S. Employee Benefit Trends Study, 2024](#)

5 Pillars of Total Employee Wellbeing

A comprehensive total wellbeing program systematically supports employees across all critical dimensions of their lives. The five interconnected pillars of total wellbeing are vital for a thriving, engaged, and productive workforce. By strategically investing in and actively supporting these interconnected pillars, organizations can truly cultivate a supportive, valuable, and empowering workplace culture.



Physical Wellbeing

This pillar encompasses not just the absence of illness, but the proactive promotion of healthy habits that contribute to vitality and energy, like:

- Fitness resources
- Nutrition guidance
- Preventive care
- Support for managing chronic conditions



Mental Wellbeing

This pillar is paramount, recognizing the impact of stress, anxiety, and mental health challenges in the workplace. Mental wellbeing initiatives provide:

- Stress workshops
 - Mindfulness resources
 - Access to counseling and therapy
 - Inclusive workplaces



Spiritual Wellbeing (Purpose & Balance)

Refers to an individual's sense of purpose, meaning, and connection in and outside of work, which encourages:

- Balance between professional responsibilities and personal life
- Opportunities for growth
- Alignment with personal values



Social Connection

Focuses on fostering meaningful relationships fundamental to wellbeing in the workplace and the broader community. Social connection initiatives include:

- Team building exercises
- Company-sponsored social events
- Mentorship programs
- Community engagement and volunteer opportunities



Financial Wellbeing

Financial wellbeing addresses an individual's economic stability and security to minimize stress and anxiety. Employers can provide resources for:

- Budgeting
- Debt management
- Retirement planning
- Financial counseling

Case Study: Powering Personalized Wellbeing

The Wonderful Company, a global leader in agriculture and consumer brands with 10,000 employees across 20+ countries, sought to unify and expand its wellbeing strategy. They partnered with Espresa to streamline and personalize wellness programs for both office and agricultural workers using a centralized Lifestyle Spending Account (LSA) platform.

Key Outcomes



60%

of eligible employees participated in wellness challenges



1.8M

tasks logged in 2024 challenges



High Participation

80% of eligible employees used over **95%** of their LSA funds



Positive Response

Participation in 20+ challenges, 1.8M tasks logged in 2024, 2,200+ active employee members



“Wellness isn’t just a program at The Wonderful Company—it’s part of our DNA. Espresa helps us bring that vision to life by making wellbeing accessible, inclusive, and engaging for every employee, no matter where they are.”

**Cienna Walters,
Manager, Global Benefits,
The Wonderful Company**



[Read the Full Case Study](#)



Inclusive, Personalized Employee Benefit Programs

Successfully transitioning to a comprehensive total rewards strategy requires more than offering a wider array of benefits. It demands a thoughtful and inclusive implementation approach. For a program to truly resonate and drive impact across a diverse workforce, it must be designed with flexibility, accessibility, and personalization in mind. Espresa understands that an inclusive program empowers every employee to find the support that helps them thrive.

By adopting these principles, companies can implement an inclusive total wellbeing benefits program that boosts employee wellbeing. Thoughtful programs empower every employee to achieve balance, thrive, and contribute to the organization's success.

Impact of Feeling Cared For



1.3x more engaged

When they feel supported



1.2x more productive

When wellbeing is supported



1.3x more loyal

Compared to those who don't feel cared for



1.5x more happy

When employers demonstrate care for them

Building an Inclusive Benefits Program

Here are key considerations for implementing an inclusive total wellbeing benefits program:



Understand Your Diverse Workforce:

True inclusion begins with understanding. Companies must move beyond assumptions and actively solicit feedback from their employees with:

- **Surveys and focus groups**
- **Demographic considerations**
- **Accessibility assessments**



Offer Choice and Personalization:

A one-size-fits-all approach is inherently exclusive. An inclusive total wellbeing program provides flexibility and choice, tailoring employee benefits to their unique circumstances through:

- **Lifestyle Spending Accounts (LSA)**
- **Diverse vendor networks**
- **Tiered options**



Ensure Seamless Access and Integration:

Complexity is a barrier to participation. An inclusive program is easy to understand, navigate, and utilize. Key elements include:

- **Centralized platform**
- **Clear communication**
- **Mobile-first design**



Measure, Adapt, and Communicate Impact:

Regularly evaluating the program's effectiveness and making adjustments based on data and feedback is crucial:

- **Data-driven insights**
- **Continuous feedback**
- **Celebrate successes**

To further enhance personalization, leading companies are incorporating specialty allowances—flexible, targeted programs supporting real-life needs such as fertility care, tuition reimbursement, or mental health support. These offerings reflect employees' diverse priorities and reinforce a culture of inclusion and care.



Workplace Wellbeing Drives Results

By embracing a comprehensive total wellbeing program, organizations center themselves as strategic business leaders. Investing in holistic workforce wellbeing yields profound and measurable returns:



Elevated Employee Engagement

According to [Gallup](#), employees who strongly agree that their employer cares about their overall wellbeing, compared with other employees, are 36% more likely to be thriving in their lives, 3x more likely to be engaged at work, and 5x more likely to strongly advocate for their company as a great place to work.⁴



Increased Productivity and Performance

According to the American Psychological Association's [2024 Work in America survey](#), 67% of workers reported experiencing, in the last month, at least one outcome often associated with workplace burnout, such as lack of interest, motivation, or low energy, feeling lonely or isolated, and a lack of effort at work.⁵



Stronger Talent Attraction and Retention

Potential and current employees, particularly Millennials and Gen Z workers, seek companies that demonstrate genuine concern for employee mental health. Eight in 10 Gen Zs and Millennials cite mental health support and policies as a top factor when considering a potential employer, according to a recent [Deloitte survey](#).⁶



A Culture of Support and Resilience

Companies that build an empathetic, inclusive, and [psychologically safe workplace](#) can navigate intense challenges, fostering long-term organizational stability and growth.

⁴ [Gallup Wellbeing Study](#)

⁵ [American Psychological Association, 2024 Work in America Survey](#)

⁶ [Deloitte Gen Z & Millennial Survey, 2025](#)

Leading the charge in total wellbeing solidifies the company's image as a forward-thinking, employee-centric organization, strengthening its appeal to prospective talent, customers, and stakeholders.

To truly realize the full impact of total wellbeing, companies need a partner that can deliver personalization, scale, and simplicity. That's where Espresa comes in.

Workplace Wellbeing Drives Results

Engagement & Advocacy Boosts Employee Outcomes When Wellbeing is Prioritized

- 36%** 36% more likely to be thriving when employees feel cared for
- 3x** 3x more likely to be engaged at work, with strong wellbeing support
- 5x** 5x more likely to promote their employer, calling it a great place to work



Espresa: Your Partner in Total Wellbeing

Employee wellbeing is the cornerstone of any modern talent strategy. Boost morale and productivity by proactively supporting your workforce across all dimensions of wellbeing—physical, mental, spiritual, social, and financial.

With Espresa, building a comprehensive wellbeing program is simple and scalable. Our global platform empowers companies to design inclusive, flexible, and engaging experiences that adapt to the needs of every employee.

Whether you're enhancing retention, increasing engagement, or evolving your employer brand, Espresa delivers a seamless, one-stop solution to power workplace wellbeing and strategic advantage.

Ready to Transform your Benefits Strategy?

Let your organization stand out as a leader in employee wellbeing.

- Learn how Espresa supports companies worldwide with scalable, personalized benefits
- Explore success stories and best practices to guide your implementation
- Book a personalized walkthrough of the Espresa Total Wellbeing platform

See the Espresa Platform in Action →
Start Building your Total Wellbeing Strategy

