CUSHMAN & WAKEFIELD



DRIVERS OF WELLBEING

XSF INSTANT INSIGHT

JUNE 2022

Employee Wellbeing and Best Work Go Hand-in-Hand



Employees with high levels of wellbeing are

2.5 times

more likely to say they can **do their best work** at their job, compared to their peers with low wellbeing*.

Source: C&W Experience Per Square Foot™ survey, results from October 1, 2020 – June 15, 2022, n=35,788

**High Wellbeing* includes survey respondents who reported “Good,” “Very Good,” or “Excellent” wellbeing. *Low Wellbeing* includes survey respondents who reported “Poor,” “Very Poor,” or “Terrible” wellbeing.

Where to Focus to Drive Wellbeing

Employee ability to feel inspired, renew, achieve work-life balance, and focus at work are top predictors of high wellbeing.



Source: C&W Experience Per Square Foot™ survey, results from October 1, 2020 – June 15, 2022, n=35,788

*We used regression analysis—a statistical method to determine which variables have the greatest impact on an outcome of interest—to identify factors that influence wellbeing. Out of 41 factors tested, 15 had a statistically significant impact on wellbeing.

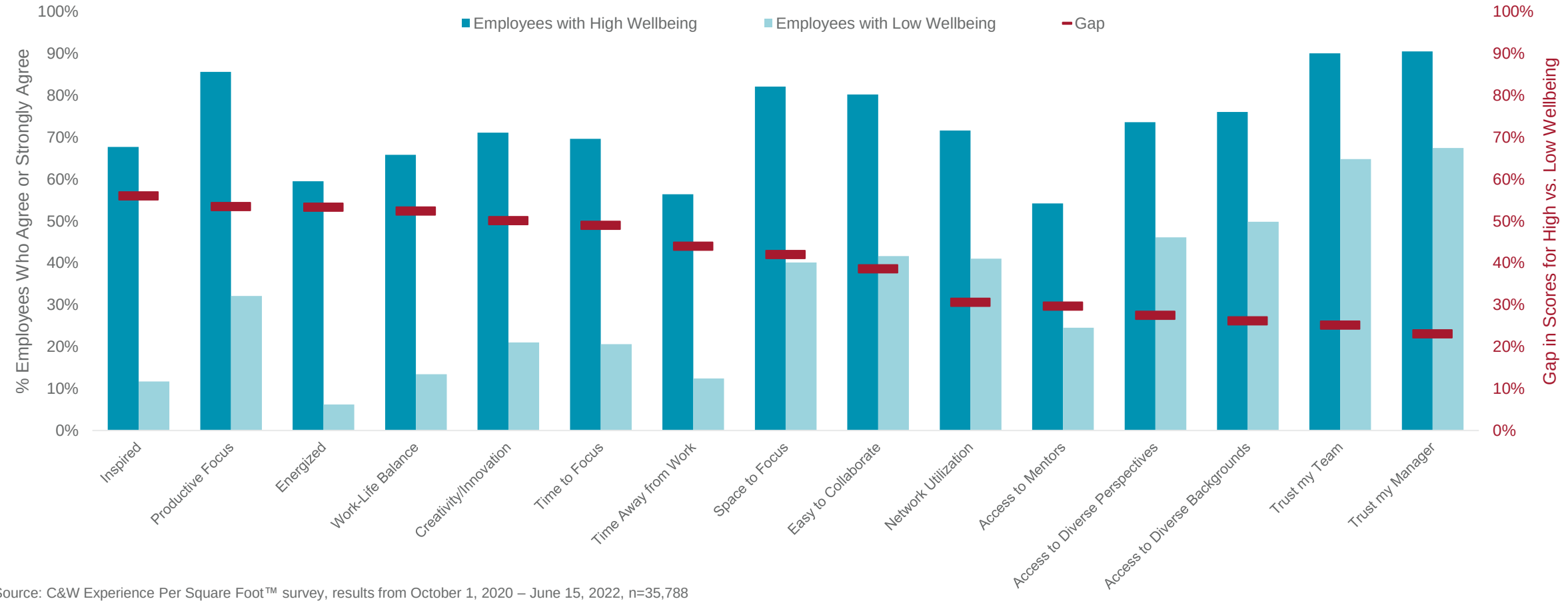
***Relative Importance* indicates each variable's relative influence on wellbeing, shown as a series of percentages that add up to 100%.

- At left are the aspects of an employee's workplace experience that influence wellbeing*. Some drivers are more critical than others, represented by their ***Relative Importance***.
- Employee ability to feel inspired, renew, achieve work-life balance, focus, and be creative at work are most important to wellbeing.
- Organizations should consider whether and how their workplace strategies support the various drivers that benefit wellbeing: renewal, inspiration, focus, and networking.

A Breakdown of Wellbeing Driver Scores

The chart below underscores the relationship between wellbeing drivers and employee wellbeing. For each driver, employees with high wellbeing score higher than those with low wellbeing.

Drivers that Influence Wellbeing: Comparison of Scores for Employees with High vs. Low Wellbeing*



Source: C&W Experience Per Square Foot™ survey, results from October 1, 2020 – June 15, 2022, n=35,788

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