

Well-Being Coaching Increases Overall Employee Engagement

We know that in today's world, "checking the box" on employee mental health and well-being benefits isn't enough. Employees need to engage with and use these benefits if they are to help those in need and drive value for their organizations.

Fortunately, there are a number of ways that companies can improve employee engagement with these valuable, potentially life-changing, resources. From experimenting with new communication tactics and channels, to training managers to speak with knowledge and confidence about the subject, to promoting executive sponsorship, and more, HR teams have many options to raise usage across their workforces.

In talking with ComPsych® customers and analyzing our book of business, we have identified yet another way to accomplish this goal: Well-Being Coaching.

What is Well-Being Coaching?

Offered through the GuidanceResources® suite of services, Well-Being Coaching is a customizable solution to help every individual attain their unique improvement goals. Certified coaches work collaboratively with clients to create personalized plans that give them the tools they need to take meaningful action toward establishing and maintaining a healthy lifestyle.

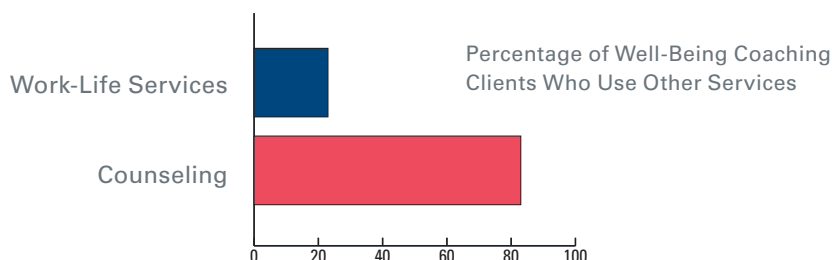
This one-on-one virtual coaching helps individuals reduce roadblocks and risks while addressing aspects of health and well-being holistically. Some concerns that coaching can target include:

- Burnout
- Developing self-compassion
- Improving sleep
- Balancing competing needs
- Exercise
- Nutrition
- Building resiliency
- Finding motivation
- Time management
- Coping with stress
- Goal setting

Why Well-Being Coaching

The introduction of Well-Being Coaching has been a game changer for customers. An analysis of 2023 and 2024 data shows an impressive **82 percent increase** in program engagement among organizations that added Well-Being Coaching.

What's more, employees involved in Well-Being Coaching were much more likely to take advantage of other program offerings. In fact, 77 percent of Well-Being Coaching clients also engaged in counseling and nearly a quarter (23 percent) engaged in Work-Life services, including financial, legal, and lifestyle support.



More information on Well-Being Coaching is available online [here](#).

"I am pleased to express my gratitude for the success of the Well-Being Coaching program offered through our EAP. This initiative has significantly enhanced our commitment to employee well-being, providing crucial support for navigating the challenges of modern life. The program has been executed with the utmost professionalism, featuring highly skilled and empathetic coaches dedicated to helping employees achieve their personal health goals. Their guidance has enabled many of us to make meaningful lifestyle changes, resulting in improved health and overall life satisfaction. Beyond individual benefits, this program has supported our culture of wellness within our organization, leading to a more engaged and productive workforce. Thank you to everyone involved in making this program a reality. Your dedication has created a resource that greatly enriches our lives and sets a benchmark for employee wellness initiatives."

- Global Well-Being Benefits Manager, Fortune 500 Company

"My coach is awesome! He listens to my health goals, provides an objective perspective, and keeps me accountable with the right mix of validation, tools, and care."

- Manager, Health Education and Promotion and ComPsych® Well-Being Coaching User, Fortune 100 Company

About ComPsych®

ComPsych® Corporation is the world's largest provider of mental health services and is the pioneer and worldwide leader of fully integrated employee assistance program (EAP), behavioral health, wellness, work-life, HR, FMLA and absence management services under its GuidanceResources® brand. ComPsych® provides services to more than 68,000 organizations covering more than 139 million individuals throughout the U.S. and 200 countries. By creating "Build-to-Suit" programs, ComPsych® helps employers attract and retain employees, increase employee productivity and improve overall health and well-being. For more information, visit www.compsych.com.