

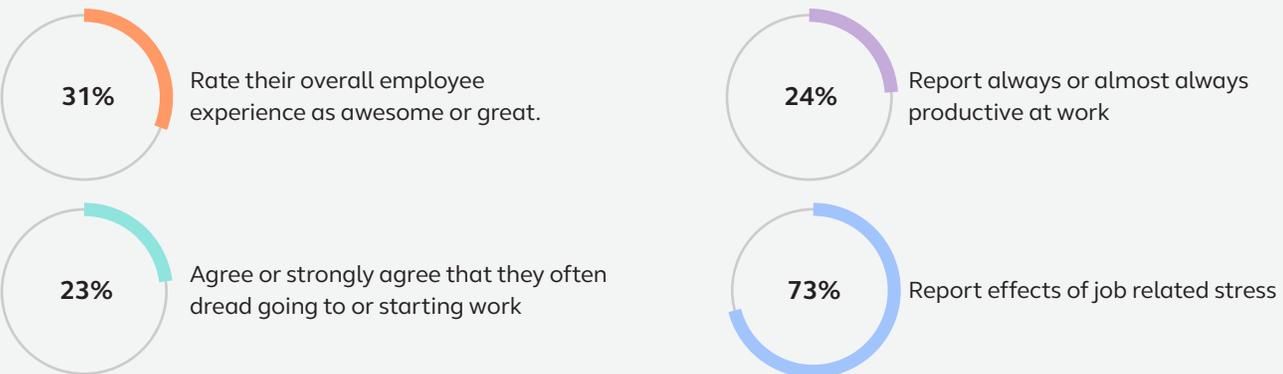
# How to build a great overall employee experience

The 2022 Alight International Workforce and Wellbeing Mindset Study examines a range of workplace topics such as the employee experience, cultural characteristics and differentiators, total rewards, communication and technology.

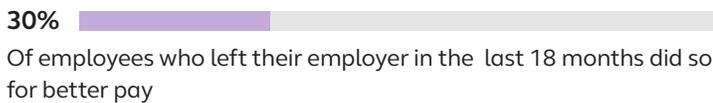
International in scope, this year's study surveyed more than 10,000 people in 5 countries: US, UK, France, Germany and the Netherlands. The data shown below represents the results at an international level, except where noted.

In its 12th year, this year we also examined some new areas, including barriers to improving wellbeing, job-related stress and an international perspective.

## Employee Experience: Not enough are having a great experience...and too many are dreading going to work. The below statistics are highlights reflecting the results from all 5 countries surveyed.



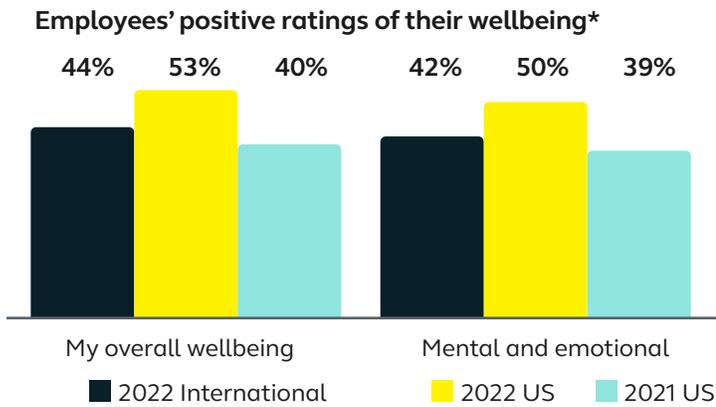
## Total rewards: More people leave jobs for reasons other than pay



### Top 3 reasons other than pay why people leave:

1. Employee benefits (15%)
2. Work/life balance (14%)
3. Manager (8%)

**Wellbeing:** Overall, only 44% of employees rate their wellbeing as positive and while wellbeing is improving in the U.S., there is much room for improvement in all regions especially with mental health and stress management



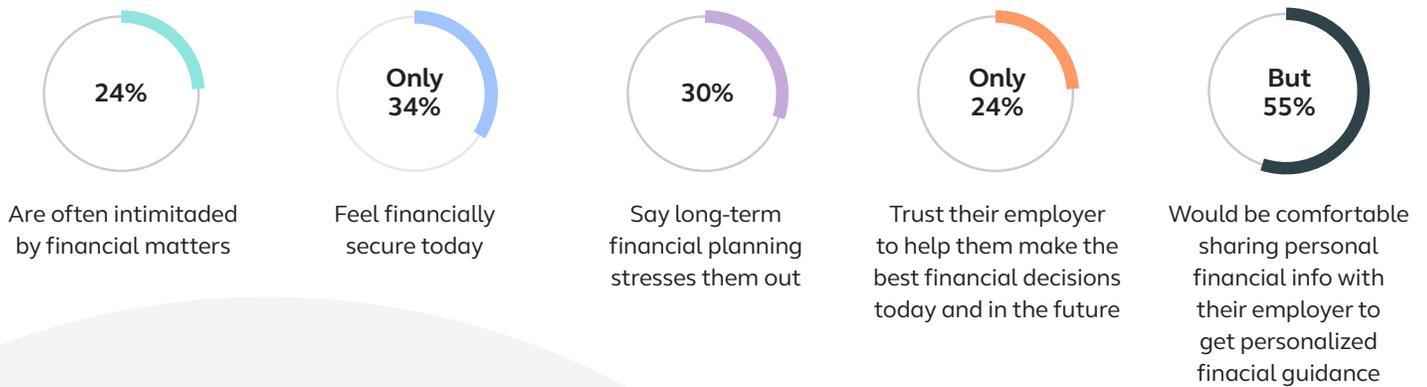
\*Summary of 8, 9, and 10, where 0 means "couldn't be worse" and 10 means "couldn't be better."

**But 73%** Experience high/moderate stress levels (+3 pts vs. 2021 in the US)

**Only, 41%** trust their employer to have their back if they experienced a health and wellness challenge

**And 32%** Feel they can speak openly at work about mental and emotional health challenges without fear of consequences

**Financial Concerns: Are becoming an increasing issue for employees**



## Flexibility: People want it in how they work and spend their time



**Top 2** factors employees say would improve wellbeing:

1. **Work/life balance**
2. **Time off from work**

81%

Would be interested in continuing to work remotely\*

\*Percentages represent those who work remotely at least 60% of the time.

83%

Believe spending more time on themselves is a top priority

34%

Say they often or always feel compelled to work long hours



**Yet only 2 in 3**

Believes their employer trusts them to get their work done effectively when remote

## Technology: People are embracing technology and see the benefits

