

## Workplace Insights

Work is central to most people's lives and can significantly impact their overall vitality. To provide employers in the market with insights that can help enhance the health and vitality of their employees, this report outlines the study findings of respondents who are currently in the workforce.

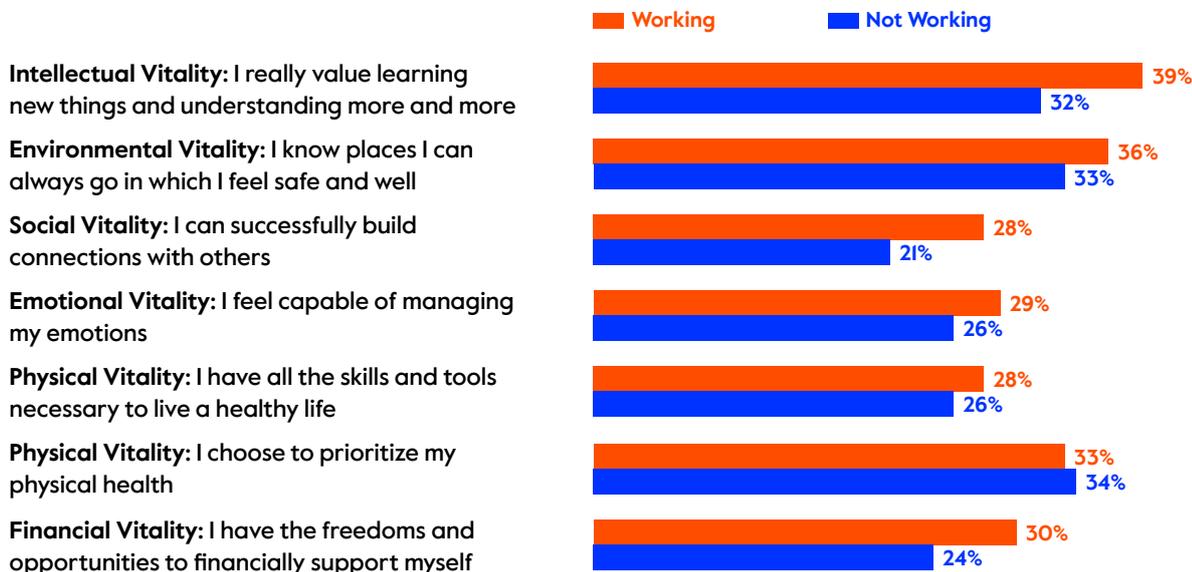
The Cigna Healthcare International Health Study 2024 found that people who are currently working score higher in most vitality dimensions than those who are not, even though workers are more likely to be stressed. Job satisfaction and performance are positively linked to vitality levels as well as hybrid working arrangements.

### Individuals who are working display higher vitality

#### Average Vitality Scores

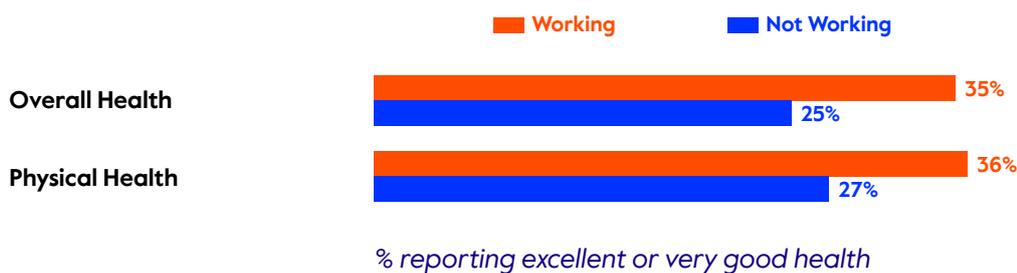


Workers score higher in most vitality dimensions than those who are not working. They differ the most in social vitality – 28% of workers in Singapore feel they can successfully build connections with others, compared to 21% of non-workers.

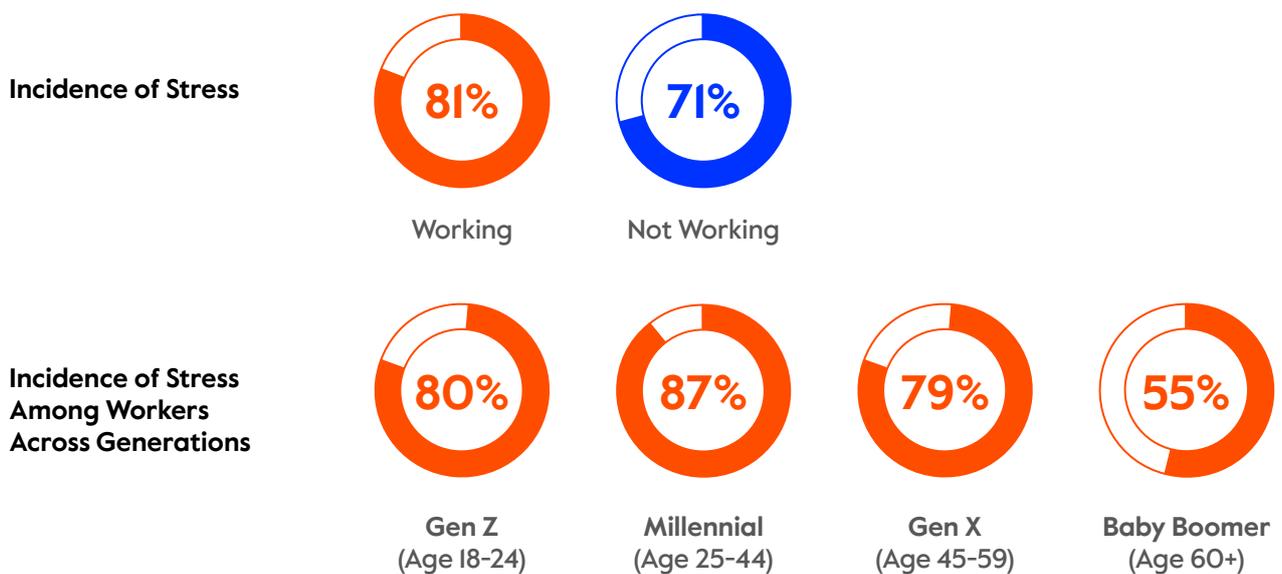




Workers are significantly more likely to report excellent or very good overall health and physical health. This may be attributable to better financial vitality and being able to afford a healthier lifestyle, as well as access to health insurance offered by employers.



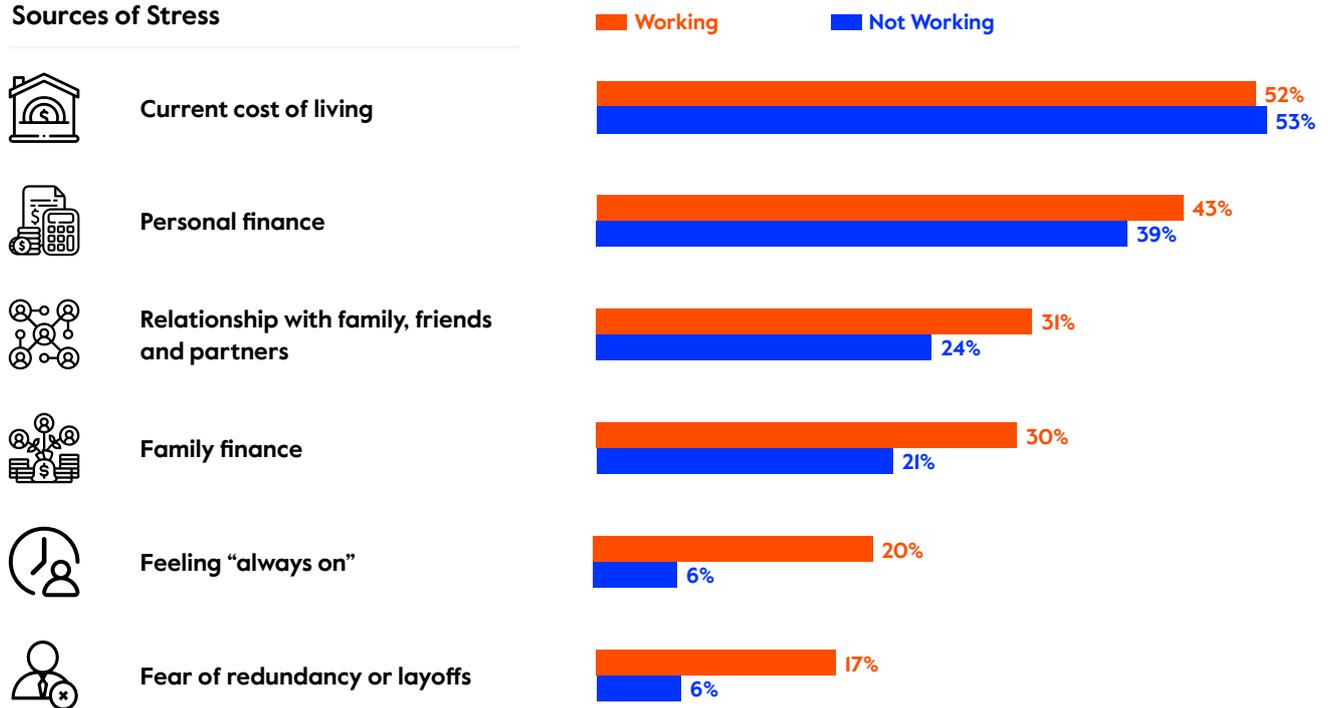
## Workers tend to be more stressed



While workers do report higher vitality levels, they also report higher stress levels, with job-related stressors playing a major role.

When comparing sources of stress between workers and non-workers, cost of living and personal finances are major stressors for both groups. However, workers face additional challenges, including greater stress from family finances, relationships with family and friends, and work-related pressures such as being “always on” and fearing layoffs.

## Sources of Stress



Nevertheless, finance-related issues are among the biggest stressors for both workers and non-workers.



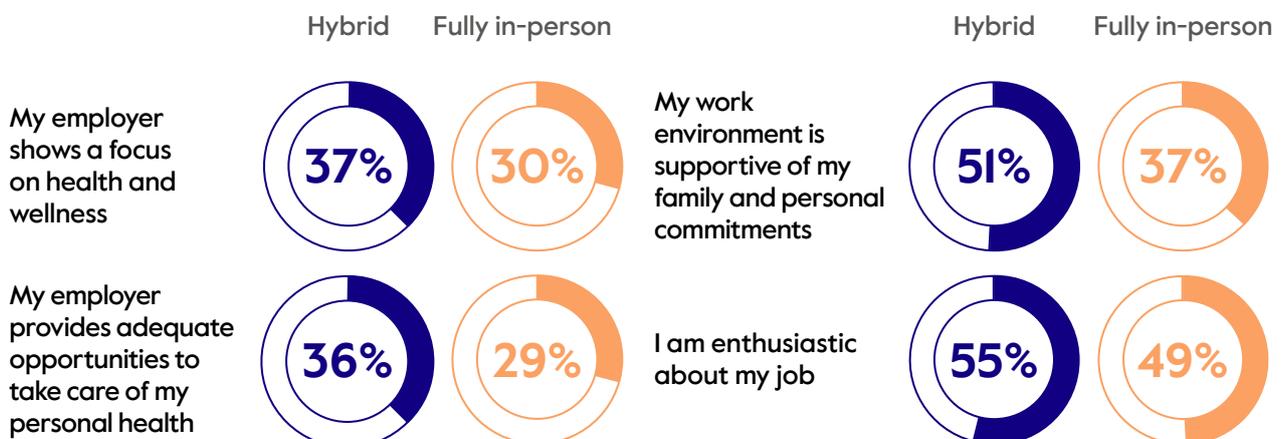
## High vitality and well-being is linked to higher job satisfaction and better job performance

Workers with high vitality are much less likely to search for a new job (27%) compared to those with low vitality (46%), reflecting the correlation between employee well-being and an organization's ability to retain talent.



## Flexible work arrangements lift organizational well-being

Hybrid working arrangements empower employees to better manage their well-being, motivate work efforts, and contribute to more positive perceptions about work.



Maintaining high vitality is crucial for boosting performance and retaining talent. Workers face elevated stress levels that affect their mental and physical well-being, but employers can offer tailored support to address these challenges. Flexible work arrangements and comprehensive health benefits empower employees to better manage their well-being, enhancing vitality and fostering a more positive view of the workplace.



## About the research

The annual Cigna Healthcare International Health Study tracks the changes in health and vitality levels globally. More than 10,000 adults were surveyed in 11 markets in May 2024, including 1,000 in Singapore.

Vitality Scores are based on the Evernorth Vitality Index<sup>®</sup>, which has been developed in partnership with leading clinical psychologist and author Dr. Richard Ryan. It gives a comprehensive measure of people's capacity to pursue life with health, strength, and energy. This is closely aligned with our mission to improve the health and vitality of those we serve around the world.