

THE DATA IS IN

## **The Wellhub 2026 report isn't just a wellness survey. It's a *design indictment.***

More than 5,000 employees. 10 global markets. And the findings point to the same conclusion regardless of industry, geography, or company size.

Wellbeing isn't underperforming because people don't care. It's underperforming because of how it's designed — or more accurately, how it isn't.

Wellhub 2026

5,000+ employees surveyed

10 global markets

WHAT THE NUMBERS SAY

## The workforce is telling us exactly what it needs.

**90%**

experienced burnout in  
the past year  
*Wellhub 2026*

**86%**

say wellbeing is as  
important as salary  
*Wellhub 2026*

**85%**

would leave a company  
that ignores wellbeing  
*Wellhub 2026*

**only 14%**

of companies offer structured programs  
*Wellhub 2026*

**only 17%**

say wellness is truly ingrained in culture  
*Wellhub 2026*

## **Low participation isn't apathy. It's a *design failure*.**

Wellhub is direct: programs that underperform aren't evidence of employee disinterest — they're evidence that offerings are misaligned with how people actually work and live.

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The most-used wellness benefits top out at 15% utilization. Flexible work (15%), nutrition support (15%), fitness programs (14%).

The programs exist. The engagement doesn't. That's not a motivation problem — it's a design problem. And it's solvable.

## Community changes everything.

One of the most significant findings in the Wellhub report has nothing to do with benefits administration — it's about social architecture.

**83%**

more likely to engage if  
wellness has a community  
component

*Wellhub 2026*

**62%**

say social support is  
essential for long-term  
habits

*Wellhub 2026*

**91%**

say time in wellness  
spaces helps manage  
stress

*Wellhub 2026*

Wellness designed in isolation fails in isolation. Wellness designed around connection — doesn't.

## **People are building wellness habits *outside* the workplace.**

The Wellhub report documents the rise of “third places” — gyms, studios, parks, community hubs — where people now go for restoration, connection, and meaning. What’s new isn’t the concept. It’s the function they’re serving.

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These spaces are absorbing what organizations aren’t providing: belonging, accountability, and a sense of being part of something. The question for employers isn’t whether employees are seeking this out — they already are. The question is whether the organization is part of it.

## The question has changed.

"We have wellness benefits. Why isn't anyone using them?"



"How do we design wellbeing into the way we operate — not bolt it on?"

Wellhub found that employees with access to *structured* wellbeing programs are 21 percentage points more likely to report thriving than those without. The difference isn't access — it's intentional design.

Organizations that close this gap won't do it with more benefits. They'll do it with better architecture.

## THE TAKEAWAY

# Wellbeing isn't a benefits problem. It's an *architecture* problem.

The Wellhub report is one of several recent bodies of research pointing in the same direction — toward culture, connection, and design as the variables that actually move the needle.

Over the next few weeks, I'll be exploring how this data intersects with the Surgeon General's Framework for Workplace Mental Health and HERO's Scorecard findings — and what the convergence reveals about where the real work is.

What are you seeing in your organization?

Is wellbeing treated as a program — or as a system?