



Vitality in America 2024



Health and vitality are foundational for thriving individuals, families, and communities, and foster a healthy workforce, economy, and society. It's a virtuous cycle where improvements in one area often lead to progress in others – better health boosts productivity, and a productive workforce creates favorable conditions for continued health, economic prosperity, and a better future for society.

To support this cycle, we need to understand how people perceive their health and life – their ability to make choices, to feel in control, and feel connected across different aspects of well-being. That's the value of the Evernorth Vitality Index (EVI) – it provides a framework to measure, understand, and influence health and vitality.

Vitality is defined as the ability to pursue life with health, strength, and energy, and it **can be measured, influenced, and improved.**



2024 Key Takeaways

1. While Gen Z adults continue to have the lowest overall vitality, they are acquiring the skills for a healthy life, feeling more in control in stressful periods, and becoming more optimistic.
2. There is a positive boomerang effect between vitality and work, and although there are generational and gender differences, workers with high vitality have higher job satisfaction and better job performance.
3. Workday stress, manager relationships, and activity levels strongly influence health and vitality, offering a glimpse into the opportunities employers have to support the vitality of their workforces.

The Vitality in America 2024 report is based on survey data from a combined 7,500 U.S. adults in collaboration with research partners YouGov and Morning Consult. Chapter 1 looks at trends in health and vitality in the general population; and chapter 2 looks at workforce vitality.



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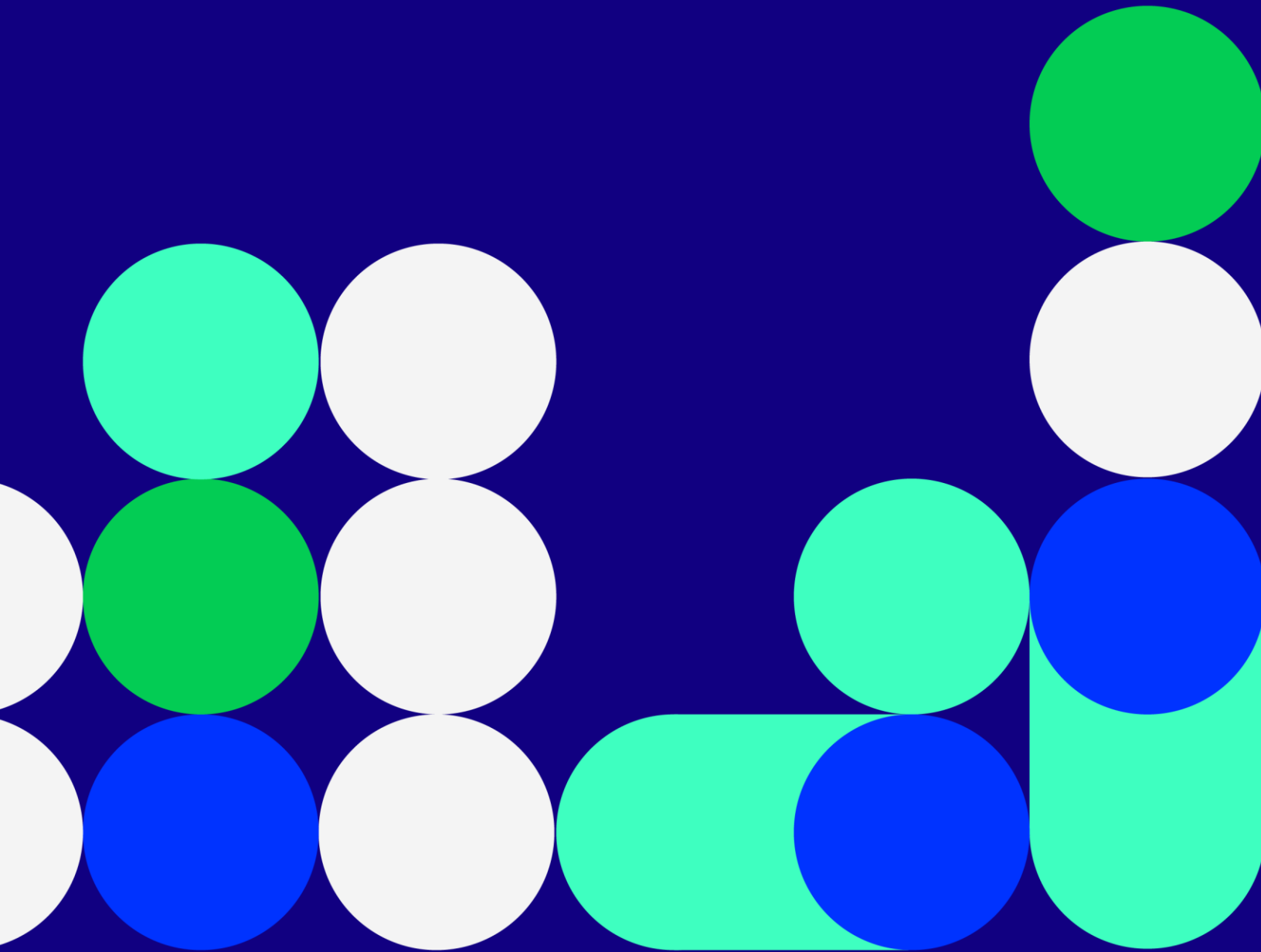
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CHAPTER 1:

Health and vitality trends



More people report high vitality

Vitality levels remain stable with an average vitality score hovering around 67 on a scale of 100 for three consecutive years.

Encouragingly, there was a small but significant shift from medium to high vitality, with 1 in 5 people now experiencing high vitality. This shift is linked to more people feeling energized (+3 points from 2022) and alive and vital (+4 points from 2022).

VITALITY LEVELS REMAIN CONSISTENT



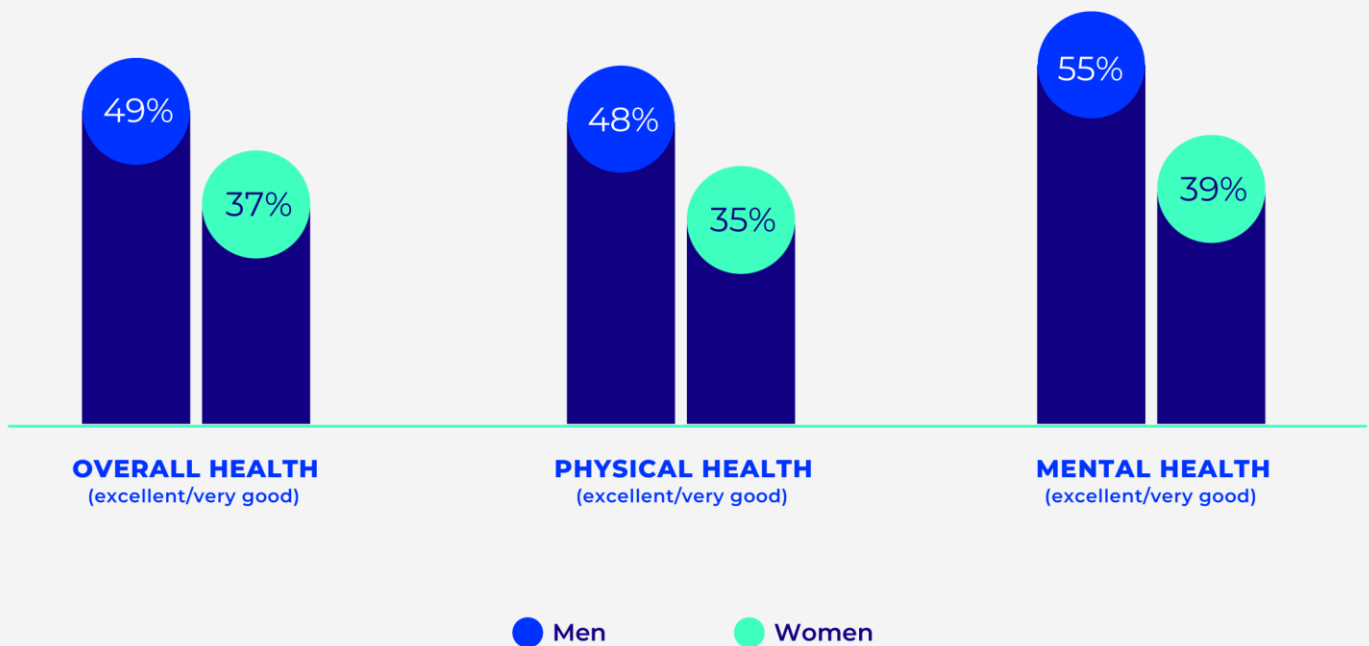
2024 Vitality Index

The vitality of women and young adults remains strained, but positive signs emerge

Since 2022, women have had lower average vitality than men (66.0 vs. 69.0). The disparity is also reflected in self-reported overall health and physical health and is starkest in mental health, where 39% of women reported excellent or very good mental health compared to 55% of men.

While perceptions of mental and physical health remain strained among women, the decline seen between 2022 and 2023 did not continue this year.

2024 PERCEPTIONS OF HEALTH BY GENDER



2024 Vitality Index

Generational trends in vitality levels held in 2024, with Baby Boomers (born 1946-1964) reporting the highest average vitality and Generation Z adults (born 1997-2006) reporting the lowest. However, Gen Z adults indicate positive changes in their autonomy and competence, which are building blocks for motivation and vitality. They're steadily acquiring skills for a healthy life, feeling more in control during stressful times, gaining confidence in health goals, and becoming more optimistic since 2022.

Gen Xers (born 1965-1980) also face challenges, with lower vitality scores than the general population and only slightly higher than Gen Z. Almost 1 in 5 Gen Xers report low vitality. However, one generation has seen a notable positive shift in vitality: More than 1 in 5 Millennials (born 1981-1996) report high vitality, which is on par with Baby Boomers at 22%.

GEN Z SHIFTS IN VITALITY FROM 2022 TO 2024

In 2024:

42%

Feel alive and vital



42%

Look forward to each new day



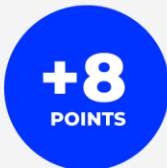
45%

Have skills and tools to live a healthy life



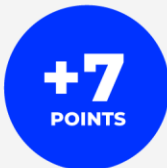
34%

Feel energized



41%

Feel in control of how I react to stress



Sleep quality is highly connected to vitality

People with high vitality are more than **5X** as likely to say they wake up feeling well-rested.

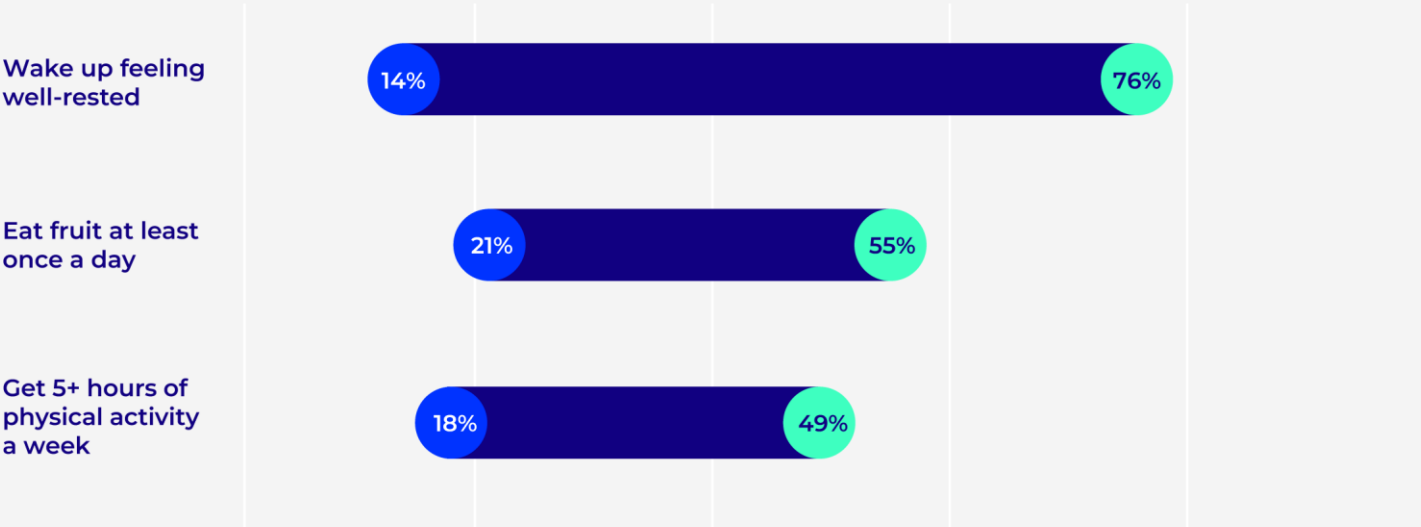
Healthy lifestyle behaviors are consistent between 2022 and 2024. Over the past three years, about one-third of individuals reported getting at least five hours of physical activity per week, while about two-thirds report less than that. In terms of healthy eating habits as measured by daily fruit intake, more than one-third say they consume fruit at least once a day.

Interestingly, while the **quantity** of sleep remains consistent in 2024, with 86% of people reporting getting at least five hours of sleep, the **quality** of sleep appears to be declining. In 2024, only 45% say they wake up feeling rested often or always, a significant decline from 53% in 2022.

While the difference in healthy behaviors between people with high vitality and low vitality is significant across all measures, we see a particularly large gap in sleep quality. More than 3 in 4 people with high vitality report waking up feeling well-rested compared to just 14% of those with low vitality. Sleep is a critical element of overall health, as sleep disturbances and deprivation are linked to depression, anxiety, and other mental health conditions, and may exacerbate stress and the ability to regulate emotions.

HIGH VITALITY ADULTS ARE MORE LIKELY TO ENGAGE IN HEALTHY BEHAVIORS

● Low vitality ● High vitality



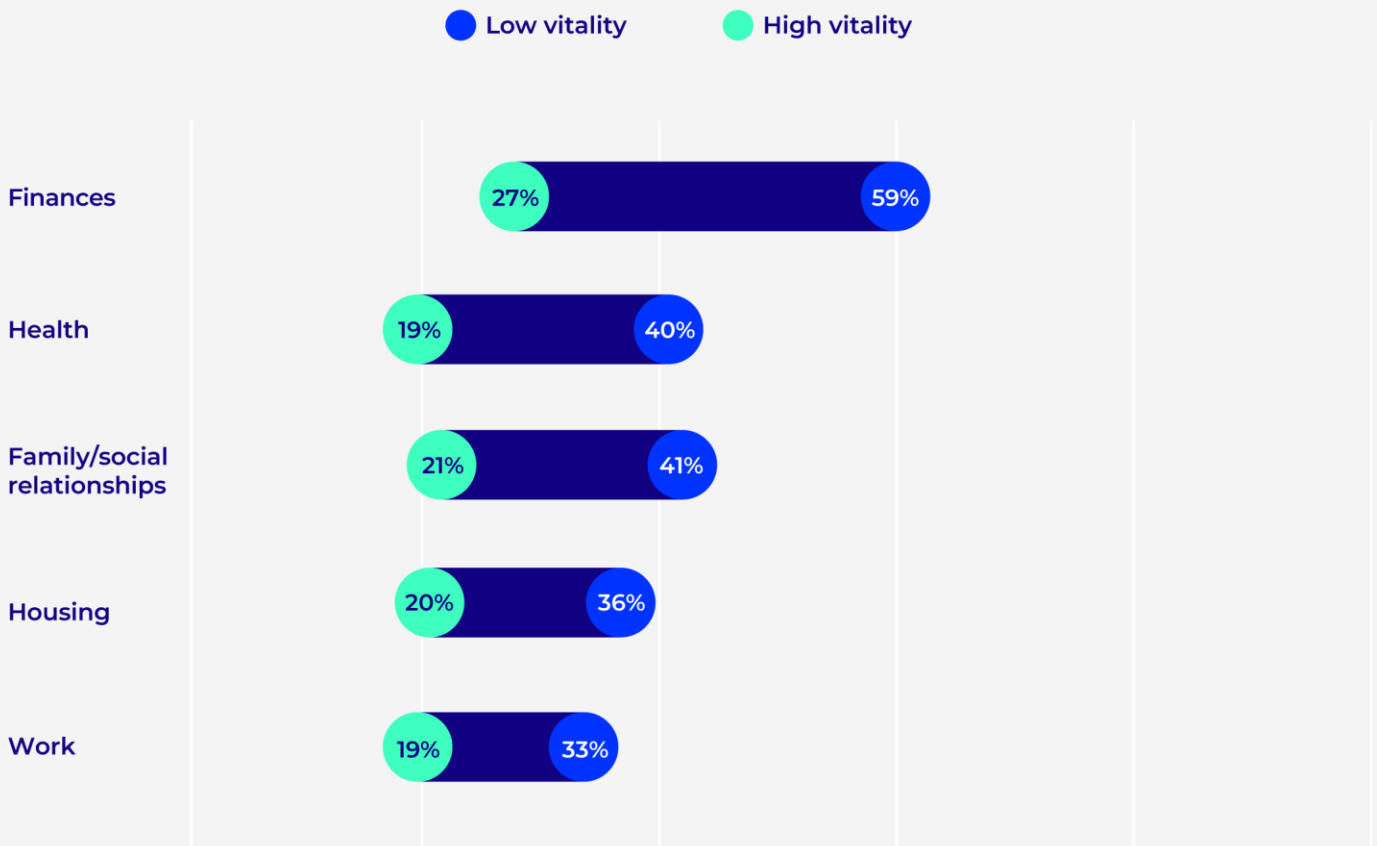
2024 Vitality Index

Finances remain the leading cause of stress

Stress is an indicator of an individual's ability to engage in healthy lifestyle behaviors and the ability to feel capable, confident, and connected to others. As we have seen previously, finances continue to be the leading source of stress for the general population, no matter their vitality level, with 39% reporting frequent stress due to finances during the past month.

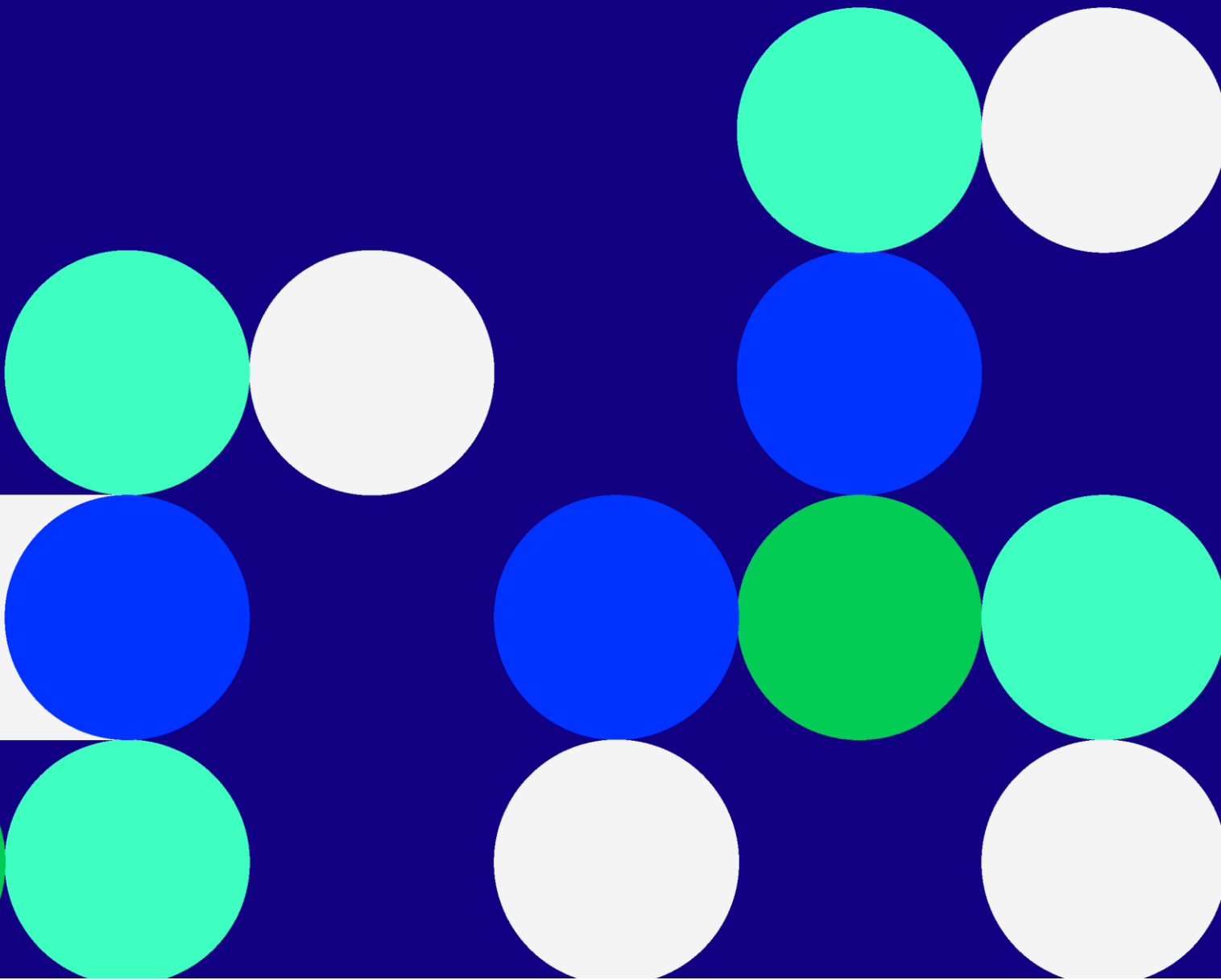
Similar to healthy behaviors, stress levels vary significantly between individuals with low vitality and those with high vitality. However, there is reason for optimism: In 2024, people with low vitality reported feeling slightly less stressed across five common daily stressors than in 2023.

LOW VITALITY IS LINKED TO HIGHER FEELINGS OF STRESS



2024 Vitality Index

CHAPTER 2:
Workforce
vitality

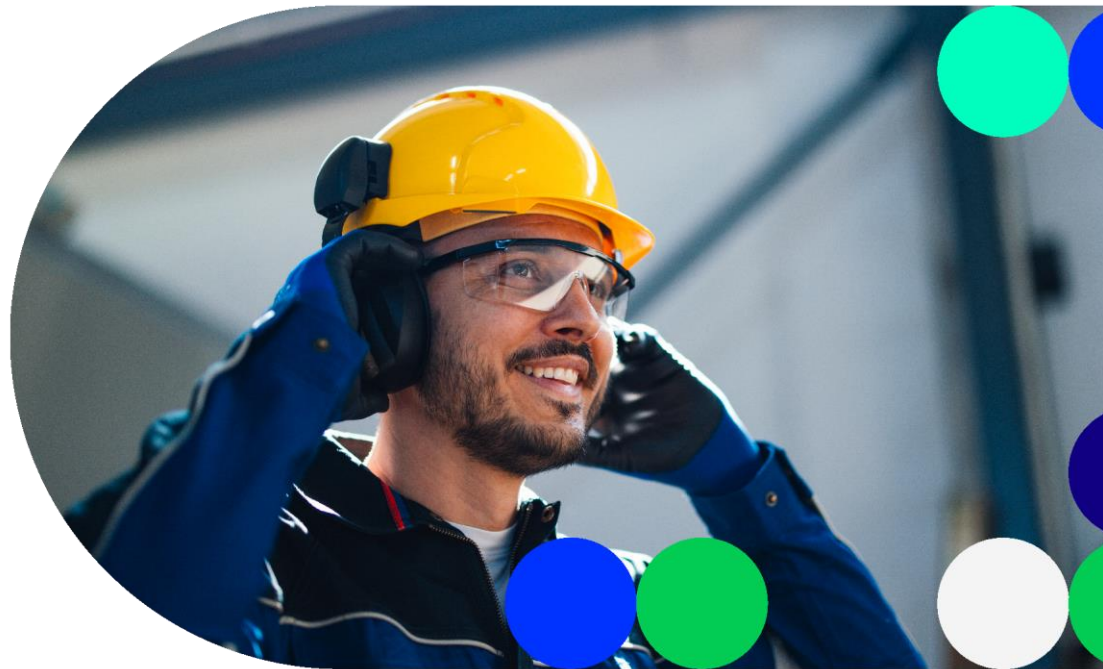


In today's competitive business environment, workforce vitality plays a pivotal role in an organization's success. It significantly impacts worker productivity, engagement, and job satisfaction, which influences the company's performance. Here, we examine the impact of work on an individual's vitality as well as the correlation between employee health, vitality, and work performance indicators.

People who are employed are healthier and have higher vitality

As in previous years, people who are employed have higher vitality than those who are not employed and not retired (68.9 vs. 60.8), reporting better health across all dimensions. Workers view their health more positively and engage in healthier behaviors such as logging more hours of quality sleep, which is a critical element of a person's overall health.

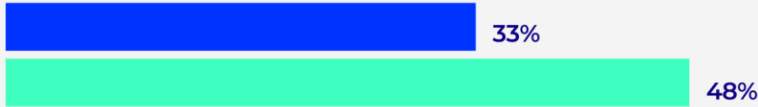
Half of workers believe they have the skills and tools necessary to live a healthy life compared to 37% of non-workers.



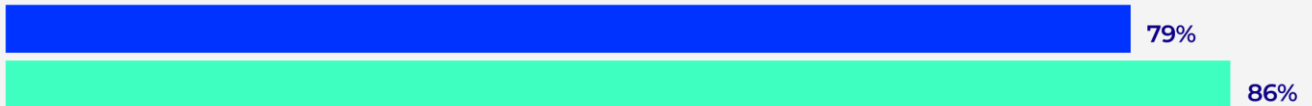
WORKERS REPORT HEALTHIER BEHAVIORS AND A MORE POSITIVE OUTLOOK THAN NON-WORKERS

● Unemployed ● Workers

Always/often wake up feeling well-rested



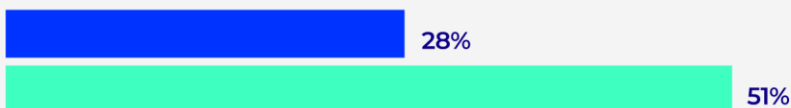
Get at least 5 hours of sleep per day



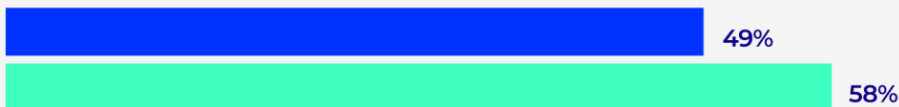
Get at least 5 hours of exercise per week



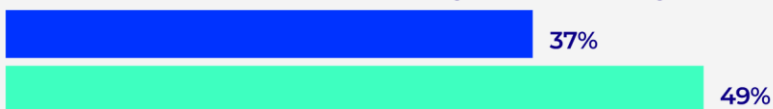
Rate overall health as excellent/very good



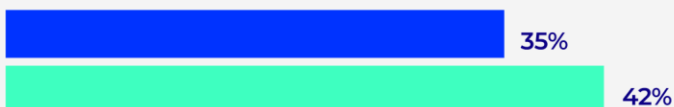
Value learning new things and understanding more and more



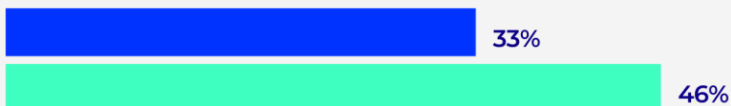
Have all the skills and tools necessary to live a healthy life



Prioritize my physical health



Feel alive and vital



Although workers are healthier and more vital overall, disparities exist. Like the general population, there are generational and gender differences in vitality among workers. Baby Boomers in the workforce have the highest vitality, while Gen Z – expected to make up the largest segment of the U.S. workforce by 2030 – have the lowest vitality.

VITALITY SCORES FOR WORKING ADULTS VARY BY GENERATION



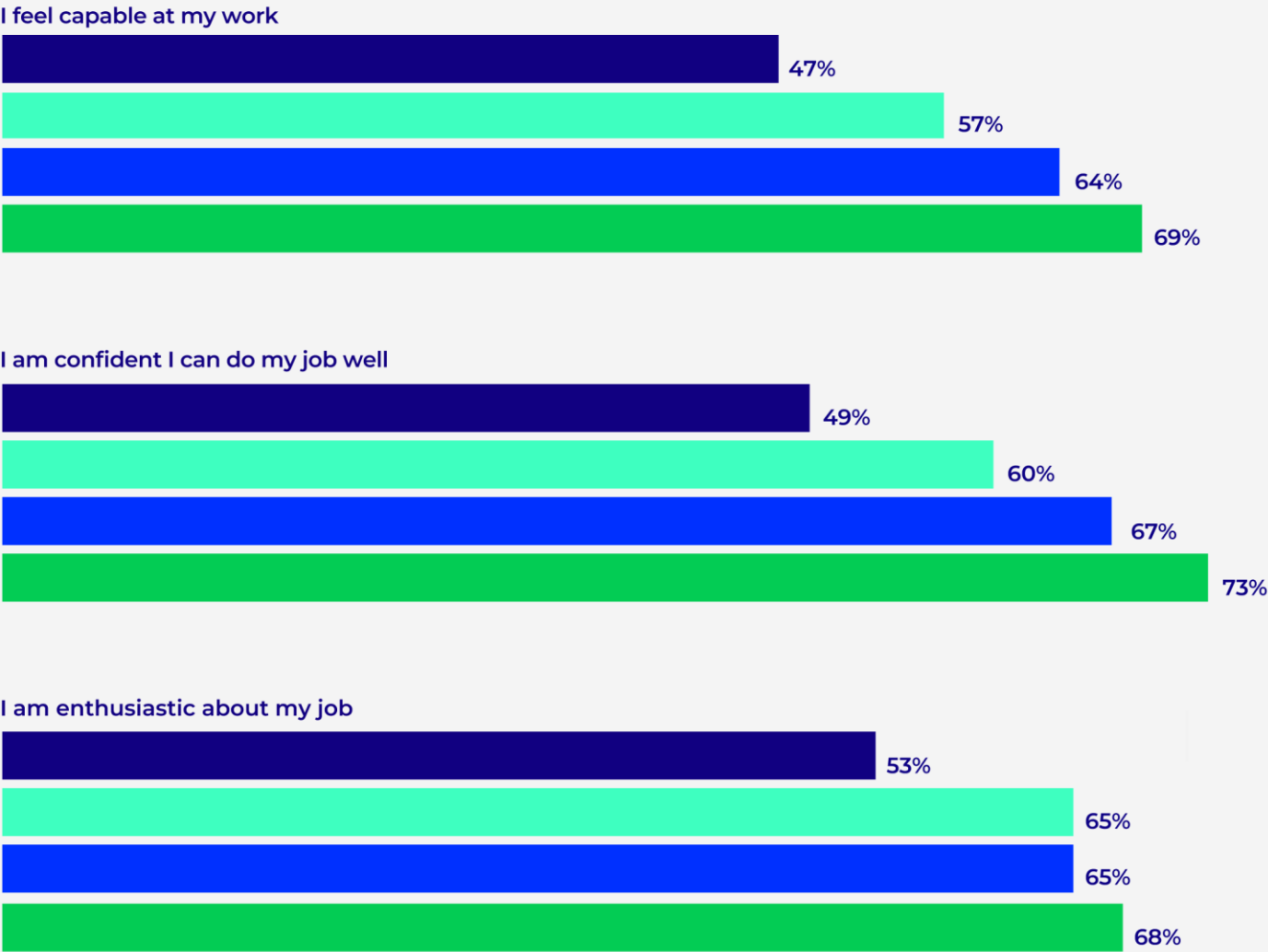
2024 Vitality Index



Gen Z adults continue to feel much less confident and capable at work. While most are satisfied with their job, they lack the enthusiasm for work that older generations have.

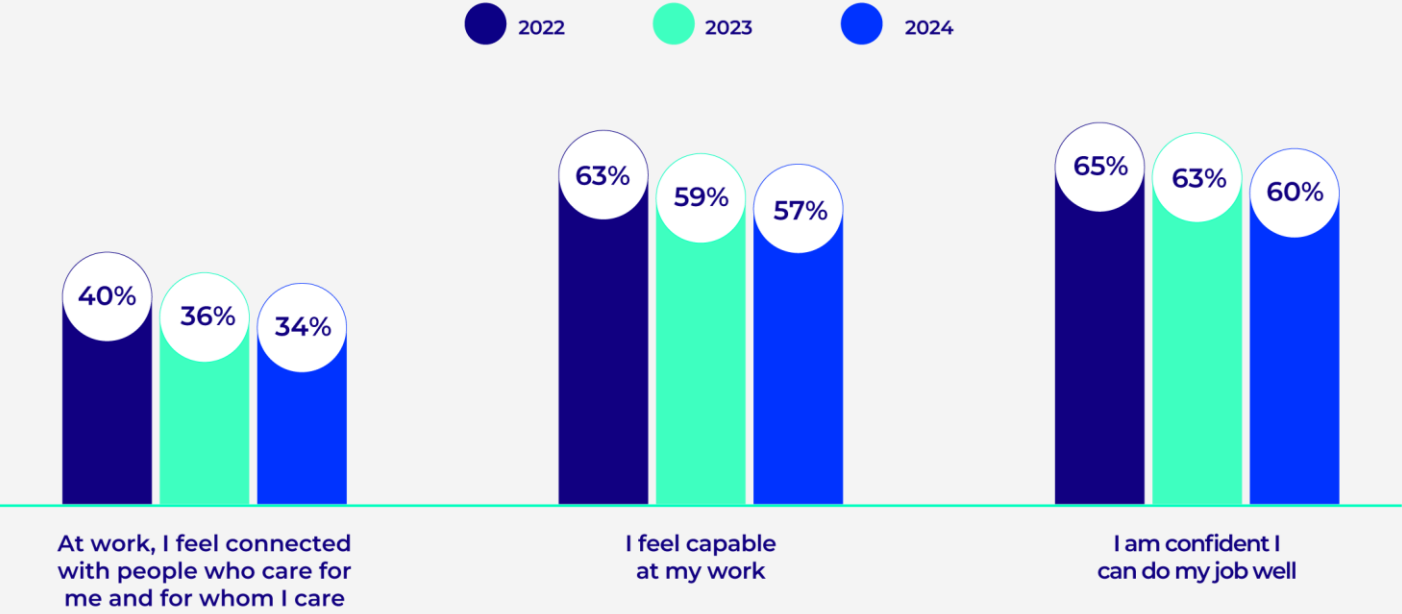
WORKFORCE SENTIMENT BY GENERATION

● Gen Z ● Millennials ● Gen X ● Baby Boomers



Women in the workforce continue to have lower vitality than men (66.7 compared to 70.8), and key workforce vitality measures for women continue to trend downward. Women are less satisfied with their job and benefits, and their sense of competence, autonomy, and relatedness has declined by at least 5 points since 2022.

WOMEN EXPERIENCE DECLINE IN WORK VITALITY



2024 Vitality Index

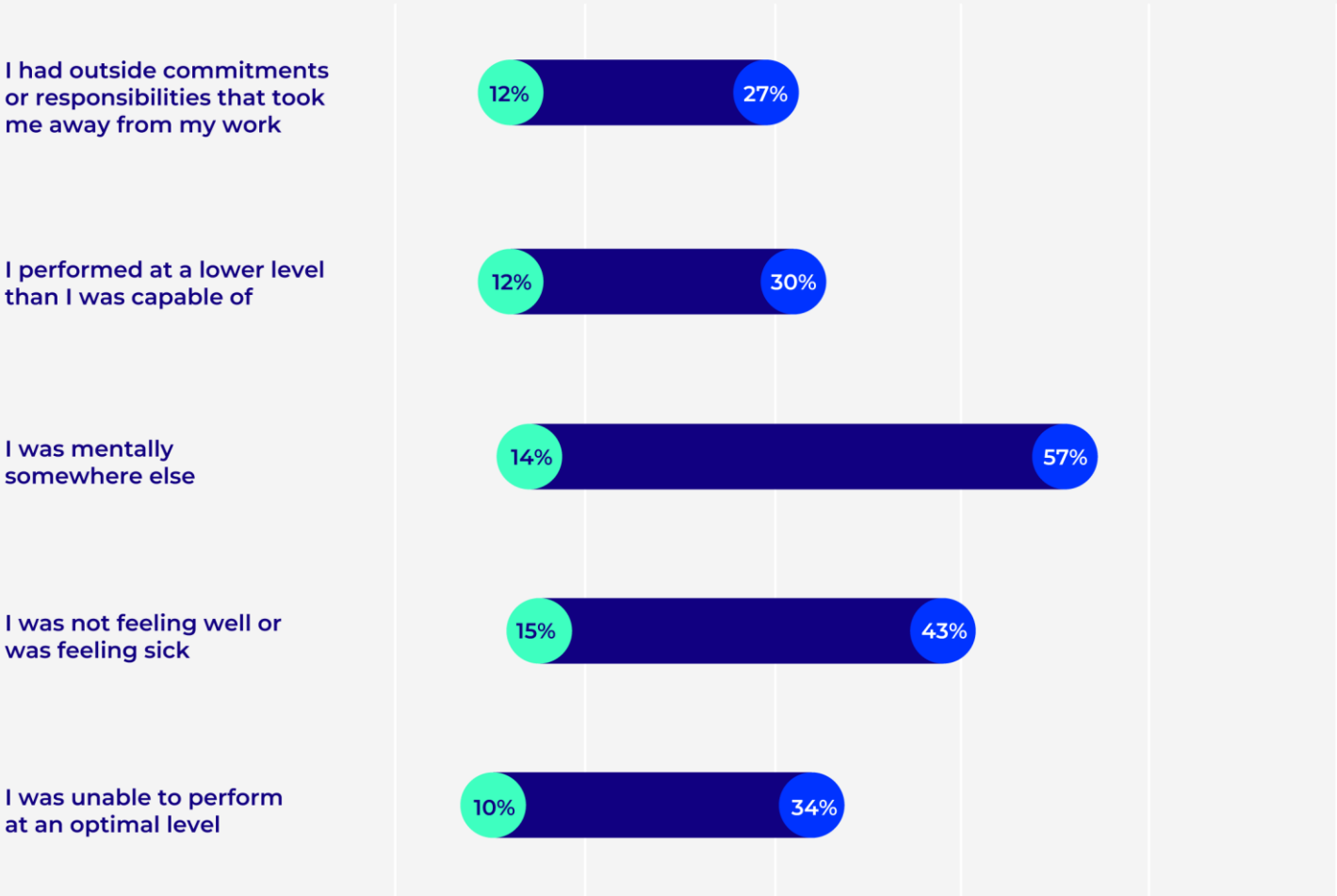
High vitality is linked to higher job satisfaction and better job performance

Workers with high vitality are more engaged and willing to put in extra effort – 86% of high vitality employees are ready to work harder to help their workplace succeed, compared to 43% of low vitality workers. High vitality workers are also more likely to be upwardly mobile, with more receiving pay raises, promotions, and recognition for work achievements.

Perhaps most notable is the difference in the rate of presenteeism between low and high vitality employees. Presenteeism – or being present at work but not being fully productive – is costly to companies.

HIGH VITALITY VS. LOW VITALITY WORKERS AND PRESENTEEISM

● Low vitality workers ● High vitality workers



Q2'24 Vitality Pulse

Work stress negatively impacts health and vitality

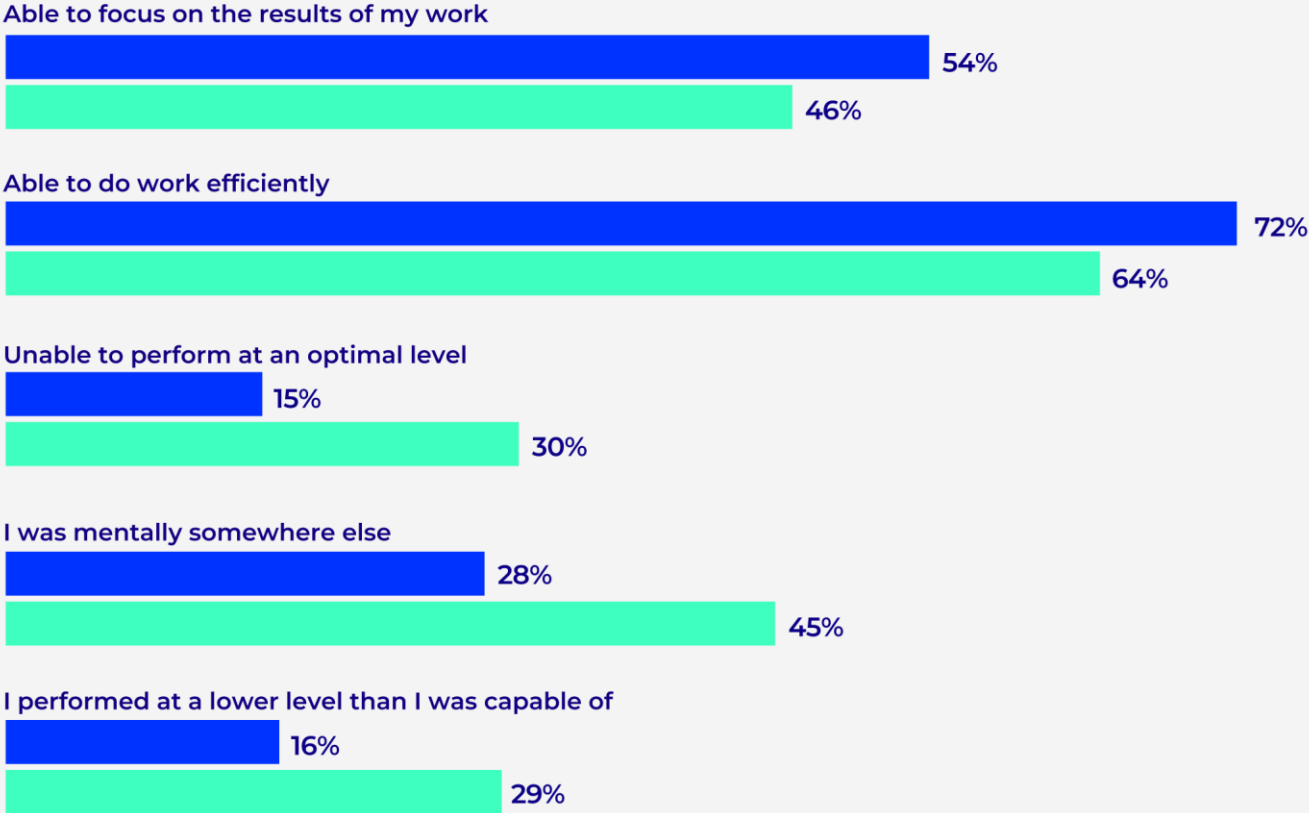
Some stress at work is inevitable – there will always be deadlines, issues that crop up, and new challenges to work through. However, as our research shows, persistent stress is problematic.

The 1 in 4 employees who feel frequently stressed at work have significantly lower vitality than those who sometimes or rarely feel stressed (63.1 vs. 70.0). Stressed out employees have lower job satisfaction, less confidence in their abilities, and reduced job performance and productivity.

Job dissatisfaction significantly amplifies work stress. Workers unhappy with their jobs are nearly four times more likely to frequently feel stressed at work. 62% of these dissatisfied workers often feel stressed compared to just 16% of those satisfied with their jobs.

WORK PERFORMANCE BASED ON STRESS LEVELS

● Find work stressful sometimes or rarely ● Find work stressful very often or often



Manager relationships impact worker mental health and vitality

A deeper look at workers who report experiencing frequent job stress highlights the importance of manager relationships. For example, only about a third of stressed employees say they feel understood by their manager, compared to more than four in ten workers who report being less stressed (33% vs. 43%). That gap is nearly the same between stressed and less stressed workers who say their manager cares about their mental health and well-being.

People with high vitality report significantly more positive relationships with their managers. In 2024, 74% of high vitality employees feel understood by their manager, compared to just 17% of those with low vitality. This positive difference is evident across all aspects of the manager-employee relationship, suggesting that strong manager relationships can enhance vitality.

EMPLOYEE-MANAGER RELATIONSHIPS IMPACT EMPLOYEE VITALITY

● Low vitality ● High vitality



A sedentary work life presents challenges for workers

Activity levels during the workday impact vitality. Workers who spend six or more hours sitting each day have lower vitality, report worse health, and practice fewer healthy habits than those who are more active throughout the workday.

One out of every 6 workers report spending their entire eight-hour workday sitting down, and these completely sedentary workers experience the most challenges:



Rate their health more poorly and have a higher incidence of physical and mental health conditions, such as depression, anxiety, and obesity



Less likely to get adequate physical activity



Less likely to get enough quality sleep



Report the lowest job satisfaction and highest rate of stress on the job

Those who spend about half of the day sitting have the highest vitality and are most likely to report positive health behaviors.



ACTIVITY LEVEL AT WORK IMPACTS VITALITY

● Low vitality ● Medium vitality ● High vitality ● Average vitality score (EVI)



Q2'24 Vitality Pulse

There is a positive boomerang effect between vitality and work. Employed individuals have higher vitality, and among workers, there are key influencers of vitality.

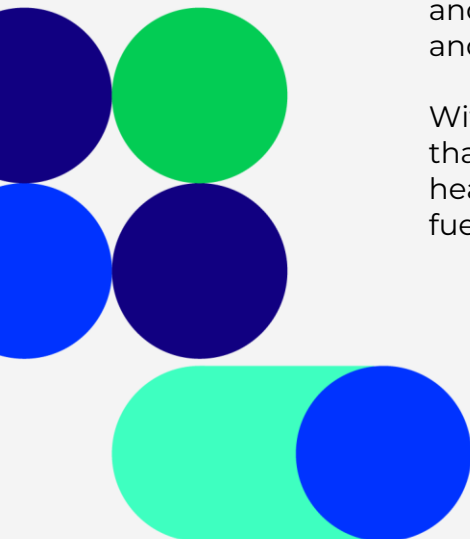
Work stress, job satisfaction, manager relationships, and work environment significantly impact vitality – which is critical for organizational success. High vitality correlates with increased productivity, better job performance and satisfaction, and career advancements.

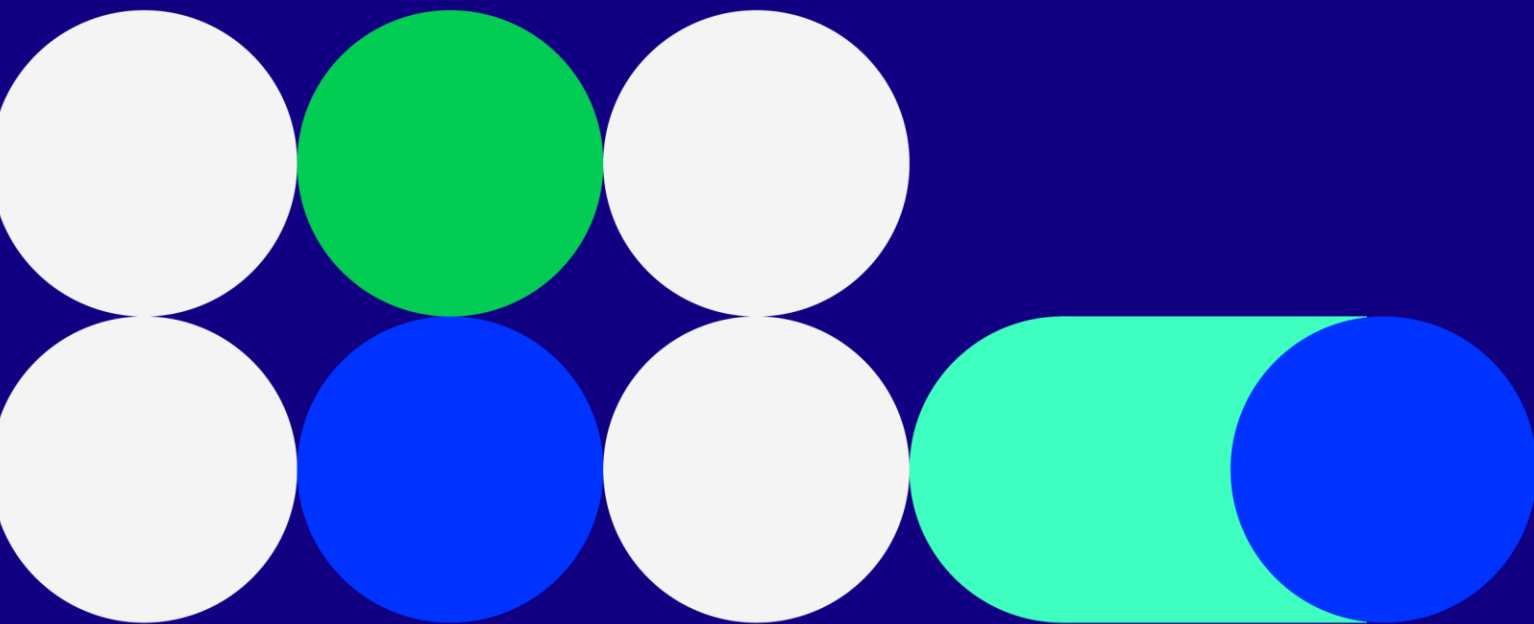
By understanding and addressing the factors influencing vitality, including the need for competency, autonomy, and relatedness, employers can enhance workforce vitality and bolster organizational performance.

Conclusion

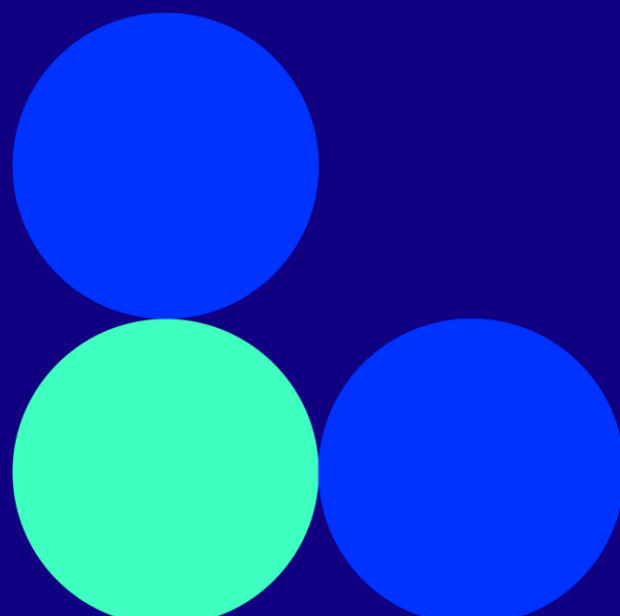
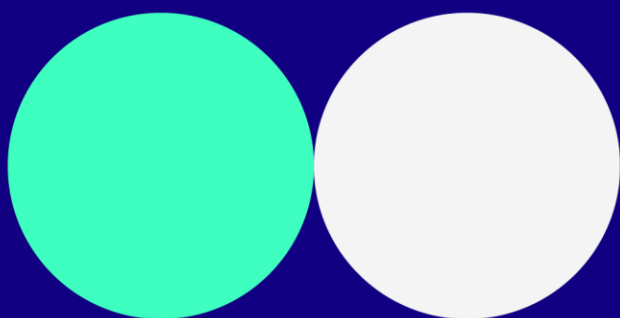
The Vitality in America 2024 report demonstrates the interdependent, complex, and dynamic nature of health and vitality in the U.S. population. By measuring and analyzing eight dimensions of health and the factors that influence them, we gain a deeper understanding of the challenges and opportunities for improving health outcomes and quality of life. The report shows that vitality is both an outcome and a driver of health behaviors, perceptions, and experiences.

With the Evernorth Vitality Index, we aim to provide data and insights that can help individuals, employers, and communities achieve better health and vitality – and we believe that by working together, we can fuel a virtuous cycle that benefits everyone.





METHODOLOGY



2024 Vitality Index Methodology

Detailed Methodology

The Evernorth Research Institute conducted the second wave of the Evernorth Health and Vitality Study from May 29-June 14, 2024 in collaboration with Morning Consult. This nationally representative, bilingual (English and Spanish) online survey assessed the health, vitality, social needs, and productivity of over 5,000 U.S. adults aged 18 years and older.

To ensure that the sample was representative of the United States population, quotas were established based on Census Data using a cross-section of age and gender, with employment quotas based on Bureau of Labor Statistics data. Data was then weighted to match the United States population on: gender (in total and for Gen Z), age, ethnicity/race, region, employment status and income.

Survey Respondent Demographics

The sample was split about evenly between males (48%) and females (51%). Respondents were split representatively between the South (37%), West (24%), Midwest (21%) and Northeast (18%). 67% of respondents were white, 16% report Hispanic, Latino or Spanish origin, 10% were Black, 4% Asian and 3% other races. The majority, 61%, of respondents work for pay with most (86%) having one job. 88% had health insurance or health care coverage.

Q2'24 Vitality Pulse Methodology

Detailed Methodology

The Evernorth Research Institute conducted an online survey with 2,500 U.S. adults aged 18 and over from May 29-June 14, 2024 in collaboration with YouGov. This bilingual (English and Spanish) survey assessed health, vitality, social needs productivity and social media attitudes and behaviors across generations.

Participants were United States residents 18 years of age and older, fluent in English or Spanish. To ensure that the sample was representative of the United States population, quotas were established based on Census Data using a cross-section of age and gender, with employment quotas based on Bureau of Labor Statistics data. Data was then weighted to match the United States population on: gender, age, ethnicity/race, region, education and income.

Survey Respondent Demographics

The sample was split about evenly between males (48%) and females (52%). Respondents were split representatively between the South (39%), West (24%), Midwest (20%) and Northeast (17%). 61% of respondents were white, 18% report Hispanic, Latino or Spanish origin, 12% were Black, 4% Asian and 5% other races. The majority, 59%, of respondents work for pay with most (86%) having one job. 90% had health insurance or health care coverage.

