

# Why Well-Being is So Important Right Now

## Current Coronavirus Events

- Due to the coronavirus, employees have been asked to work from home and practice social distancing (physical distancing NOT social isolation).
- With their professional and personal lives changing so quickly due to the coronavirus pandemic, employees may be feeling increased levels of anxiety and stress.
- Employees are learning new ways to work, while balancing their household, child and pet care and homeschooling responsibilities.
- Additionally, by being asked to work from home, employees may feel disconnected, socially isolated and an increased sense loneliness.
- Staying connected with others is just as critical to employee health and well-being as physical activity and mental resilience.

## Effect on Health

- Social isolation and feelings of loneliness have a significantly negative impact on physical and mental health.
- It is predicted that the stay at home ordinance will lead to higher rates of stress, depression, anxiety, fear, opioid use and alcohol use. [WHO](#)
- In addition to the ordinance leading to less physical activity due to employees staying home, long periods of social isolation can lead to a higher risk of heart disease, cancer and stroke. [Holt-Lunstad](#)

## Role of Well-Being

- While we can't get people together face-to-face, we will focus on providing enhanced well-being resources that keep employees connected to each other and their loved ones all year-long by:
  - Providing opportunities for employees to connect with colleagues and loved ones virtually.
  - Providing holistic well-being resources to increase activity, uplift spirits and cope with feelings of loneliness/social isolation.
  - Encouraging employees to cultivate community and spread kindness/gratitude to themselves, their loved ones and their communities.

# Evolution of Well-Being at AECOM

When employees are thriving in all areas of well-being, they are more resilient, more productive, and empowered to be their best, which has a big impact on the performance of your team and AECOM's business success.

Organizations that champion social issues, help employees stay connected and build community achieve competitive edge by attracting and retaining top talent and customers.

## YEAR 1

- In 2018, AECOM launched Global Well-Being Week to **educate employees and create awareness around the importance of well-being** and how it supports AECOM's Safeguard core value and Culture of Caring.
- The 5 pillars of well-being were introduced: physical, emotional, financial, social, planet.
- This resulted in significant global engagement, a world-wide network of over 160 Well-Being Ambassadors, 134 onsite events in 9 countries, 230+ Stress Block Challenge submissions and a Well-Being Resource Center.

## YEAR 2

- In 2019, AECOM expanded to Global Well-Being Month to **drive action toward personalized well-being** for employees and their families and further the culture of well-being.
- This resulted in significant global engagement, a growing network of over 268 Well-Being Ambassadors, 17 Well-Being Champions, nearly 238 onsite events in 27 countries, 4,500 challenge registrations and over 40 Manager of the Month nominations.

## YEAR 3

- This year, AECOM is moving beyond the individual impact of global well-being to **shift culture by keeping employees connected, cultivating community, spreading kindness/gratitude and focusing on year-round global well-being.**
- As a leader, you will continue to play a critical role in the success of AECOM's Global Well-Being program.