

VITALITY

The Next Generation Measure of Health

The pandemic put a spotlight on the importance of health and well-being like never before. Stress, burnout, and loneliness were amplified, mental health concerns were exacerbated, and the fragility of our physical health became more apparent. In addition, the impacts of social determinants of health, such as income, education, where someone lives, and access to health care, became more pronounced. All of these factors, and more, influence the way we feel, live, and work.

As we move forward, it's critical to recognize that our overall health and well-being are dynamic and multi-dimensional. Well-being is more than physical and mental health. It is everything that impacts our ability to pursue life with health, strength, and energy – our vitality. We need a new, more substantive health measure to help us achieve the best versions of ourselves.

Vitality is a driver and an outcome of health and work/life engagement, and we believe it is not only essential to individuals, but is also a catalyst for business and community growth.



By measuring, predicting, and influencing vitality, we can inspire the personal, economic, and business growth that are hallmarks of a healthy society.

Together with psychologist Dr. Richard Ryan, the world's foremost authority on the science of vitality, we developed a scientifically validated, proprietary measure of whole-person health – the Evernorth Vitality Index. Vitality gives us the ability to better understand health and well-being as they truly exist: composed of multiple, interdependent, dynamic dimensions. Vitality accounts for eight dimensions of health – financial, physical, emotional, social, intellectual, environmental, spiritual, and occupational.

Importantly, it also accounts for how people feel about their ability to make their own choices and be in control of their life across those dimensions – known as one's autonomy, competency, and relatedness. The index then calculates the data to present as a single, comprehensive measure of whole-person health.



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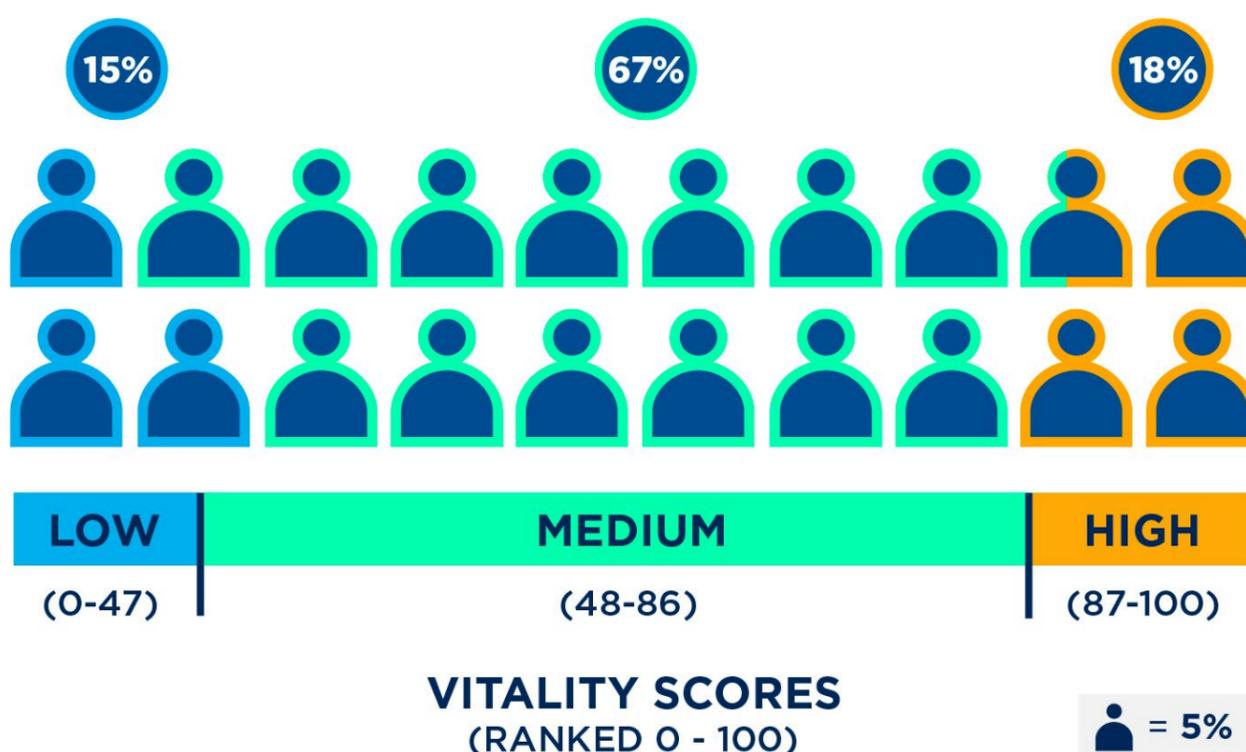
Vitality in the United States: Top Research Findings

Using the Evernorth Vitality Index, we conducted an online survey of more than 10,000 adults across the United States – making this the largest study ever conducted on vitality, health, and productivity. It was fielded May 17-June 9, 2022, by Morning Consult.

The research confirmed that those with higher vitality experience a wide range of benefits, from better mental and physical health to higher levels of job satisfaction and performance.

But our research also revealed that most Americans are not experiencing high vitality. In fact, less than one in five U.S. adults have high levels of vitality, which jeopardizes their ability to engage and contribute, impacting families, communities, work, and more. A combined 82% fall in the low and medium vitality categories, including 15% who are experiencing low vitality. The average vitality score among the general population is 67.4 out of 100.

VITALITY IN THE U.S.



Vitality in the United States: Top Research Findings

Life stage, gender, community density, sexuality, and income are some of the factors by which vitality varies. Just as unequal challenges and circumstances result in well-documented health disparities, there are notable disparities in vitality.

Seeing disparities reflected in vitality is confirmation of its ability to capture and reflect whole-person health in all people. While we have contributed to addressing health equity, the Evernorth Vitality Index shows there is much more work required. We are committed to improving the vitality of the lives we touch, and we will use this data to help identify priority areas of action.

More than two in five people (43%) with low vitality say their overall health is fair or poor. They are more likely to experience chronic physical and mental health conditions, such as obesity, depression, and anxiety. They are also less likely to get quality sleep or wake up feeling well-rested, and are less likely to get the exercise or care they need. The opposite is true for people with higher vitality.

 ADULTS WITH HIGHER VITALITY LEVELS	 ADULTS WITH LOWER VITALITY LEVELS
 Better overall health	 More likely to forego care or prescriptions due to cost
 More likely to have a primary health care provider	 Report more isolation and mental health conditions
 Less likely to be obese	 Less likely to have a healthy diet
 More likely to exercise	 More likely to live with a chronic health condition
 More confident in managing chronic conditions	 More likely to lack quality sleep habits

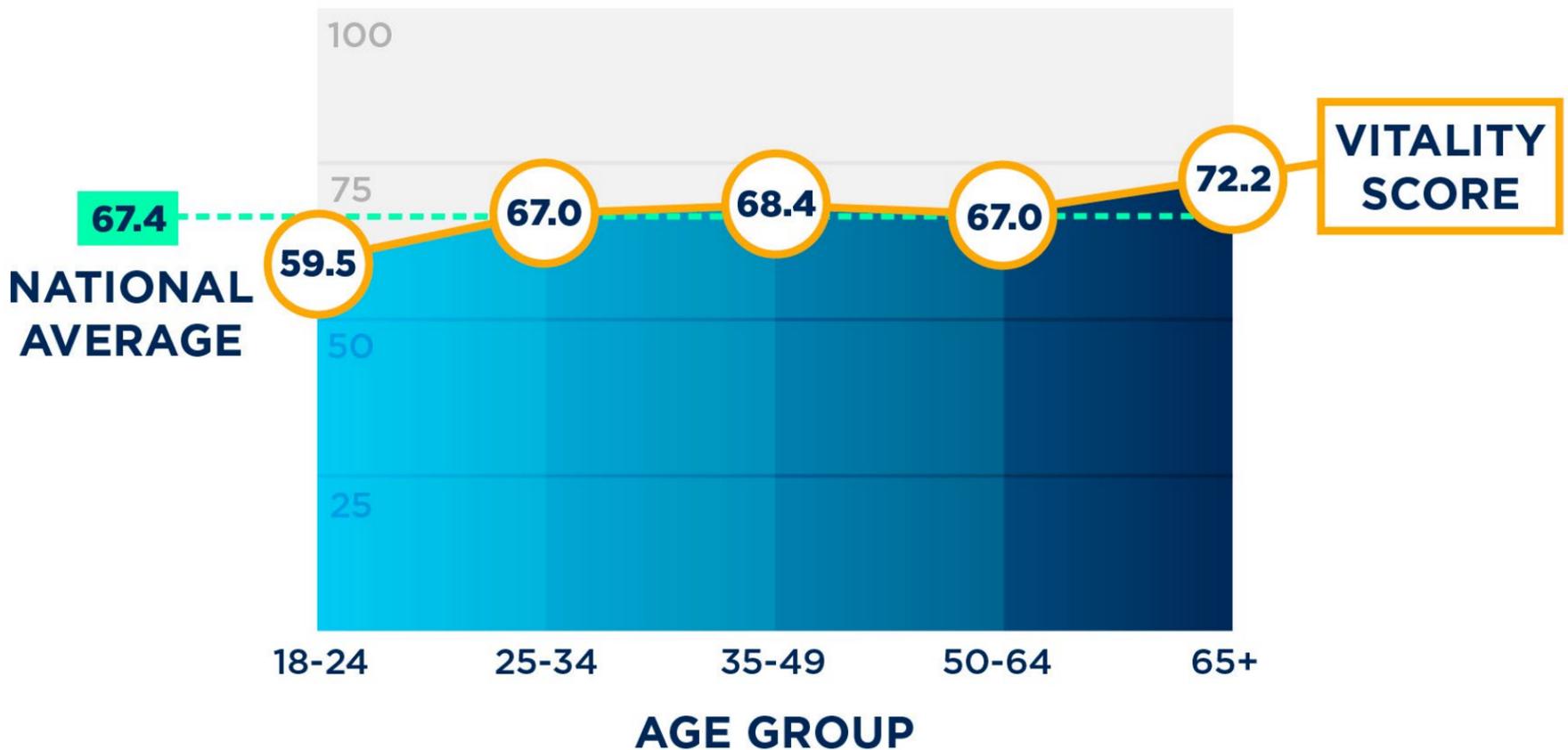
Vitality and Life Stage

People aged 18-24 represent adults who are part of Generation Z, and one in four are living with low vitality that is negatively impacting their health and well-being. This is in stark contrast to the 10% of people aged 65-75 and the 15% of people aged 25-64 who fall into the low-vitality category.

Low vitality among Gen Z adults demonstrates the value of looking beyond physical health, as a simple review across generations would find that they are, unsurprisingly, in good physical health relative to other age groups. They have lower rates of chronic conditions and are less likely to be obese, but that contradicts their overall lack of wellness that is likely to have physical consequences in the future if left unresolved.

Vitality and Life Stage

AVERAGE VITALITY BY AGE



The research revealed adults with low vitality are:

- **Less physically active:** A full third (33%) have not engaged in any physical exercise outside of their job in the past month, compared to 26% of adults overall.
- **Less likely to have healthy diets:** Less than one third (29%) consume fruit on a daily basis, compared to 41% of adults overall.
- **Less likely to get quality sleep:** Gen Z adults are 10 points less likely to get 6-10 hours of sleep a night (69% do) than the overall population (79%).

Gen Z adults with low vitality levels uniquely face a crisis of competence, lacking confidence in their ability to manage their lives in general and across dimensions of health. This deficit appears to be particularly damaging to the mental health of Gen Z, as nearly one in three (32%) have been diagnosed with or are receiving treatment for clinical depression or anxiety – far higher than the general population rate of 21%. They are also more likely than people in other age groups experiencing low vitality to report symptoms of mental health issues.

Gender, Gender Identity, and Sexual Orientation Impact Vitality

Further, nearly half of Gen Z adults with low vitality identify as LGBTQ+, and LGBTQ+ adults have dramatically lower vitality levels than heterosexual, cisgender adults.

In digging deeper, the research found that LGBTQ+ adults tend to have weaker social ties and are far less likely to be engaged with work that they find interesting and suited to their abilities. Additionally, the LGBTQ+ community faces barriers in finding health care providers who are culturally trained and sensitive to their health needs. For example, 50% of LGBTQ+ individuals strongly feel their provider really listens to them, compared to 63% of heterosexual, cisgender individuals. Also, 49% of LGBTQ+ individuals strongly feel respected by their provider, compared to 62% of heterosexual, cisgender people. The trend continues with 51% of LGBTQ+ individuals reporting strong feelings of trust in their provider, compared to 65% of heterosexual, cisgender people.

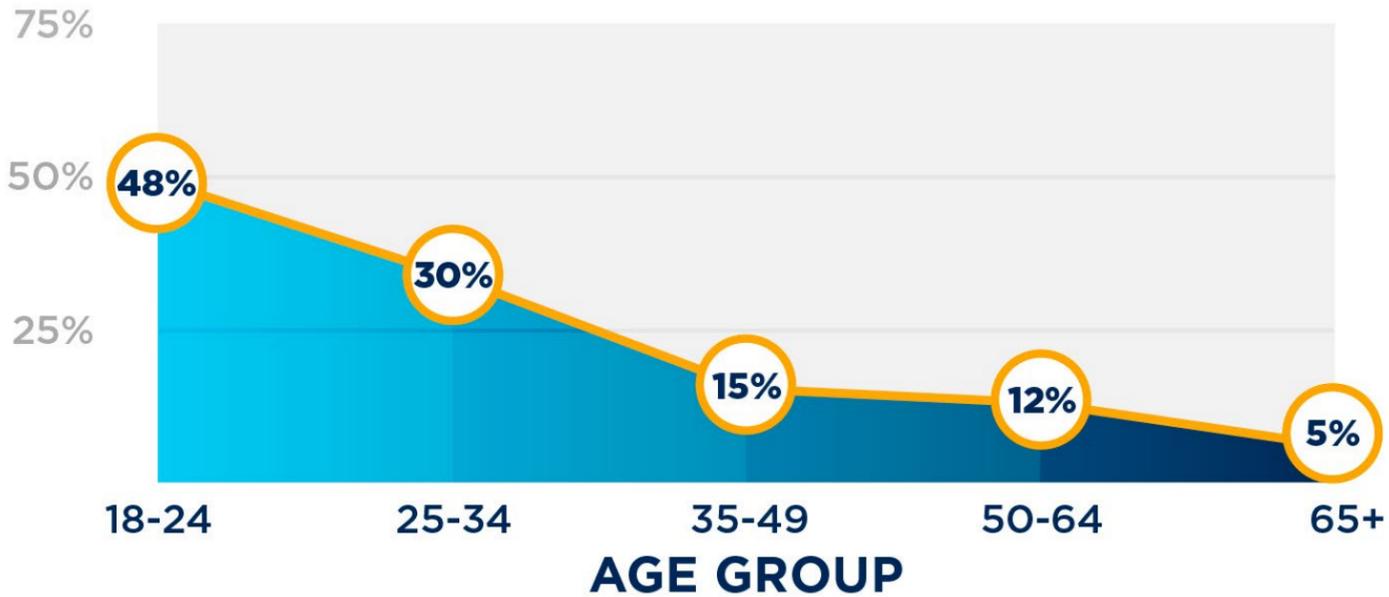
Gender, Gender Identity, and Sexual Orientation Impact Vitality

VITALITY IN THE LGBTQ+ COMMUNITY

LGBTQ+ ADULTS HAVE LOWER AVERAGE VITALITY THAN STRAIGHT/CISGENDER ADULTS

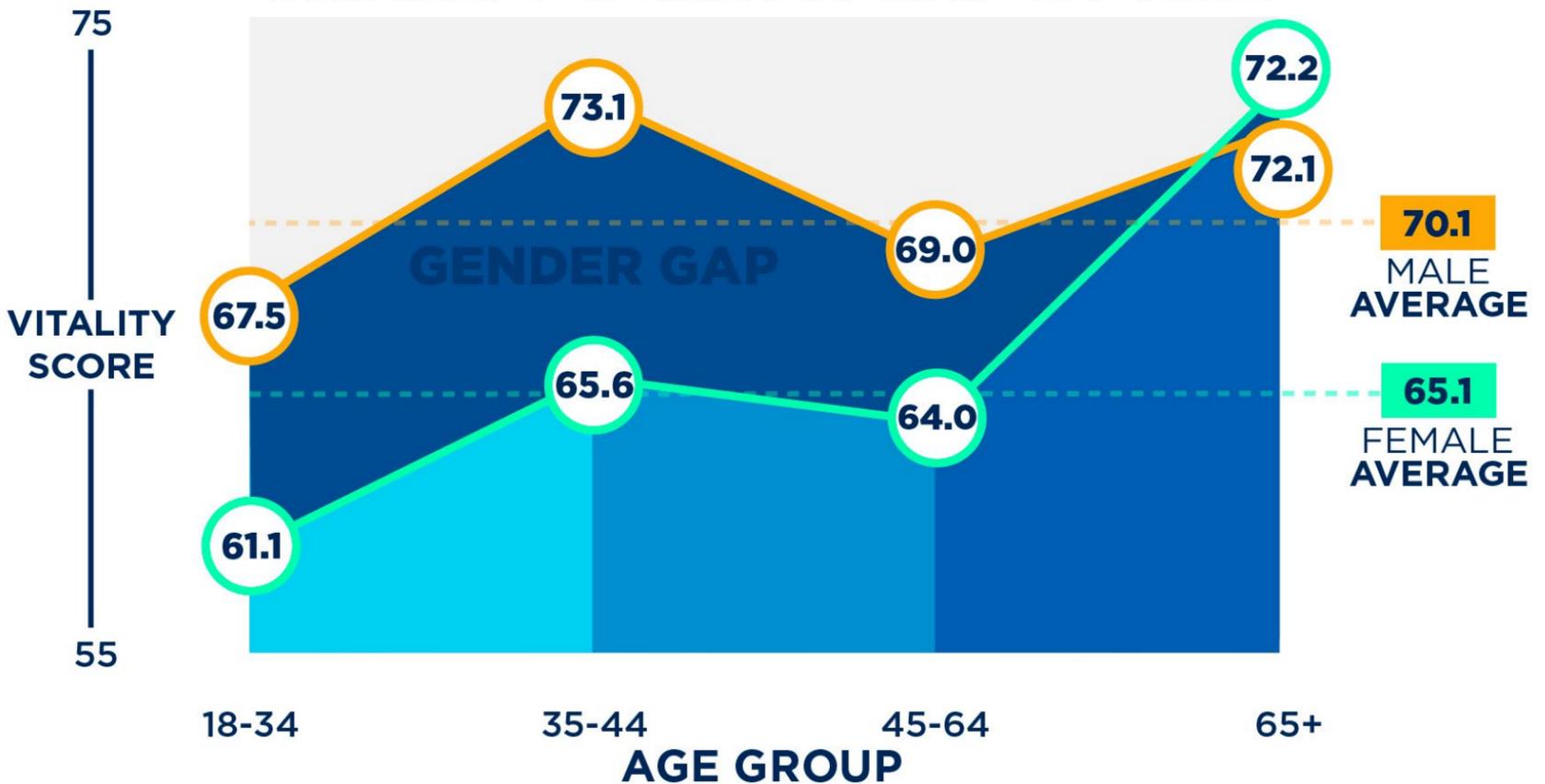
58.4 VS 68.8

% OF LOW VITALITY ADULTS WHO IDENTIFY AS LGBTQ+



The study reveals that women are also struggling disproportionately with their vitality and overall well-being. Women are 50% more likely to have low vitality levels than men (18% vs. 12%).

VITALITY GENDER GAP BY AGE

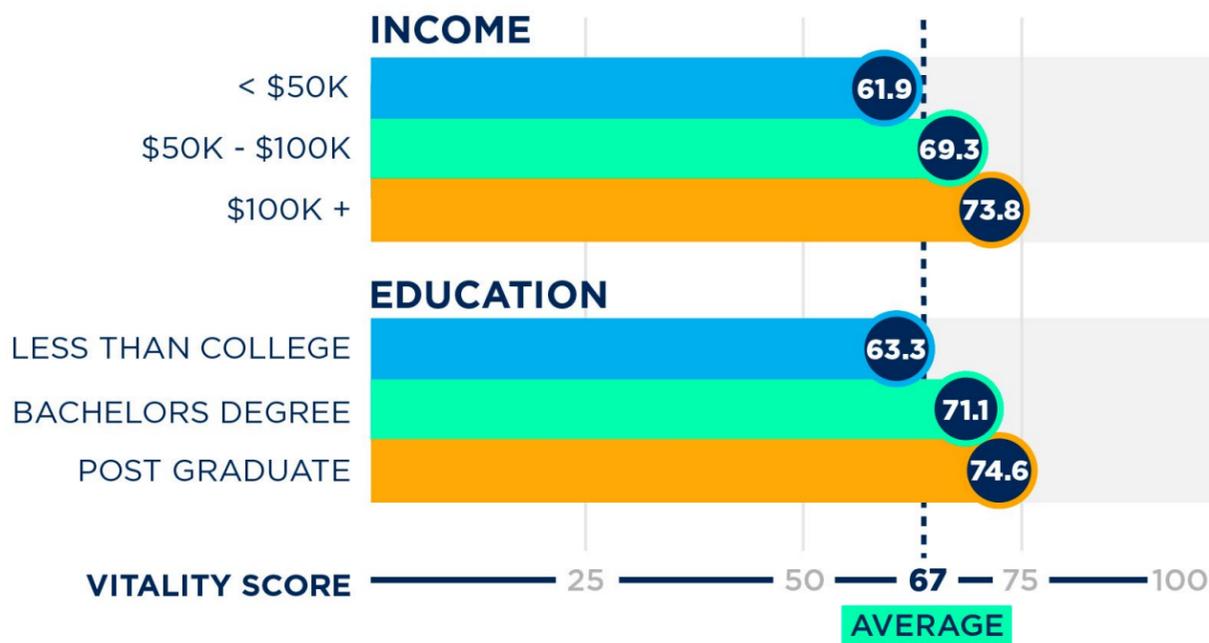


There are a number of potential explanations for lower vitality levels in women. For example, women are less likely than men to report that their overall health is excellent or very good (43% vs. 57%). They are far more likely to suffer from clinical depression or anxiety (29% vs. 13%). Women with chronic conditions feel less strongly equipped to treat their condition (42% vs. 54%) and are less likely to have support around them to help (44% vs. 53%). Finally, women are less likely to feel a sense of belonging in their community (43% vs. 53%), which contributes to them being more likely than men to experience loneliness (56% vs. 49%).

Vitality and Socioeconomic Divides

Vitality is also impacted by socioeconomic factors like income and education levels. Individuals with lower incomes and education report significant obstacles to vitality and well-being across dimensions. These negative effects are compounded when people feel a lack of ability to make changes and be in control of their lives because of those factors. People in lower-income households are in significantly worse health, with 37% reporting very good or excellent overall health compared to 66% from higher-income households.

VITALITY BY INCOME & EDUCATION



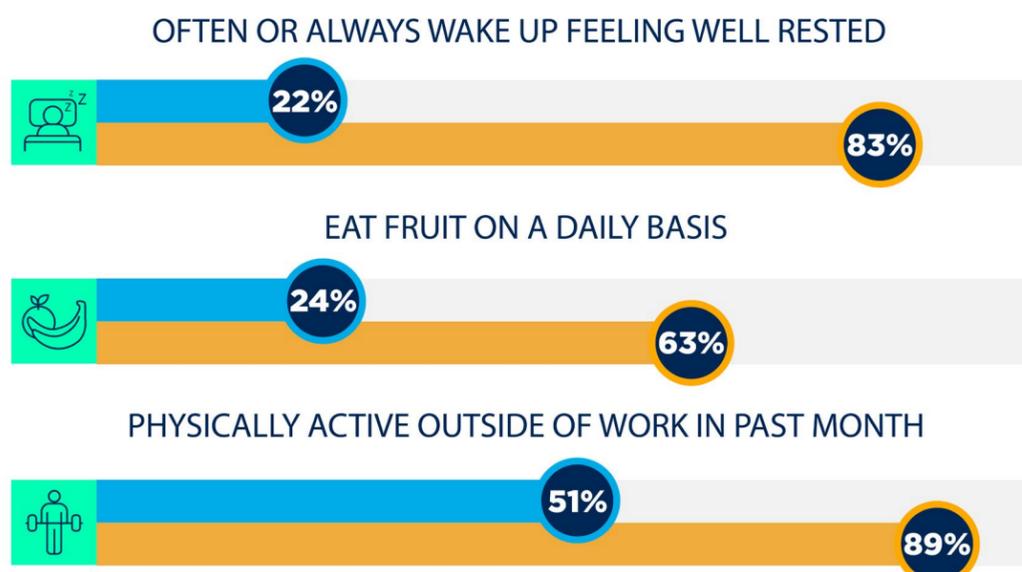
Individuals from lower-income households are more likely to experience loneliness (63% vs. 44%) and more likely to struggle to cover their living costs (46% vs. 18%). Along with reporting higher levels of economic uncertainty, they also report lower skills and knowledge of how to manage their finances (47% vs. 66%).

There are also financial gaps in access to health care. Nearly one-quarter (24%) of people in lower-income households have gone without care due to a lack of transportation, compared to 19% in higher-income households, and nearly one-quarter (23%) report skipping a doctor's appointment due to a lack of funds, compared to 18% in higher-income households.

Vitality's Impact on the Body and Mind

Adults who rate their physical health as excellent or very good have an average vitality score 22 points higher than those who rate their health as fair or poor. Regardless of their current health, people with higher vitality are more likely to report having healthy habits. They also are less likely to experience chronic pain and when they do, they are better able to manage it.

VITALITY & PHYSICAL HEALTH HABITS OF ADULTS WITH LOW VS. HIGH VITALITY

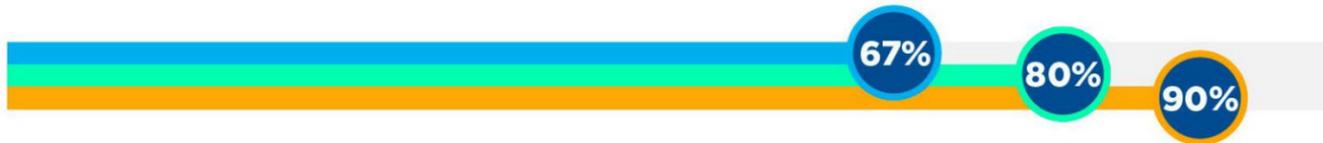


Vitality's Impact on the Body and Mind

Individuals with chronic conditions tend to have lower vitality compared to those without chronic conditions, and the trend becomes more significant as the number of conditions increases. Some people demonstrate high vitality while living with chronic health conditions, which appears to be linked to their ability to better manage those conditions. In fact, 63% of high-vitality individuals with two chronic conditions strongly agree they are able to manage them compared to 6% of their low-vitality counterparts. High-vitality adults with three or more chronic conditions overwhelmingly (83%) report strong confidence in managing their conditions – more than eight times the rate of low-vitality adults diagnosed with three or more chronic conditions (10%). They are also more likely to have seen a specialist in the past year (92% vs. 81%). Through the lens of vitality, we see motivation to rise to the challenge of managing multiple chronic conditions comes from increasing individuals' autonomy and competence and leveraging their strengths across the dimensions of health.

SEEING A SPECIALIST IS RELATED TO HIGHER VITALITY FOR THOSE WITH CHRONIC CONDITIONS

Adults with conditions who have seen a specialist in the past year:



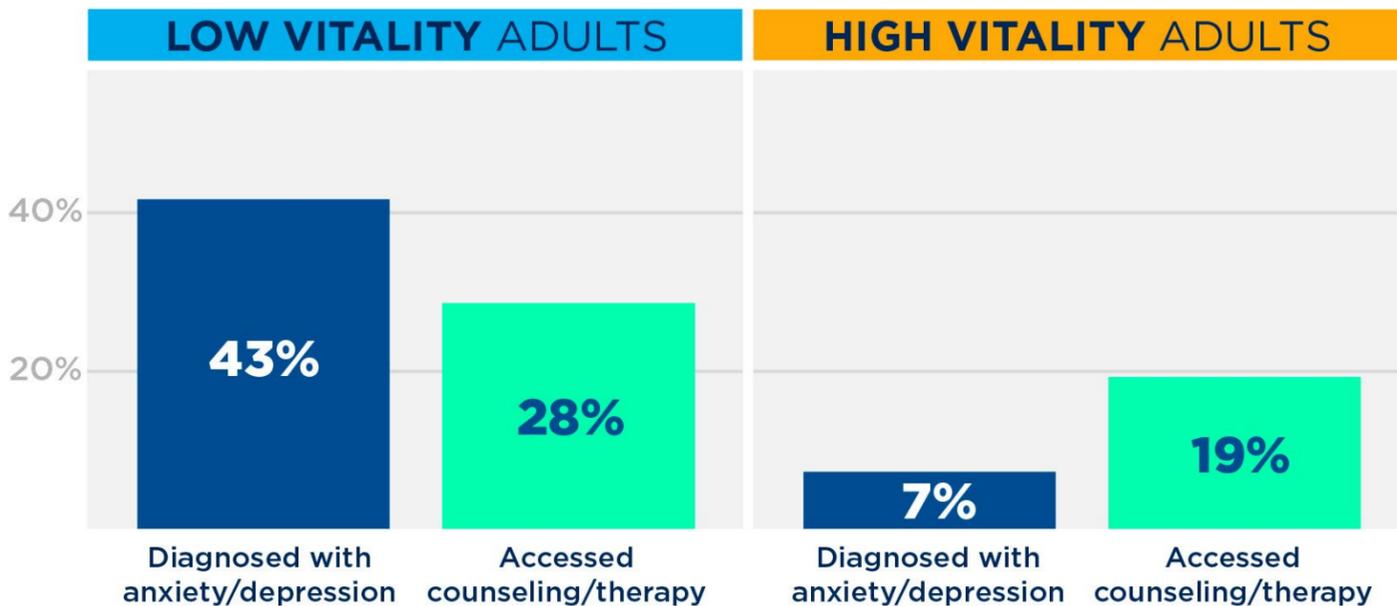
Adults with 3+ conditions who strongly feel they can manage their conditions:



RESPONSES GROUPED BY LOW MEDIUM & HIGH VITALITY

Our research also found that vitality levels are strongly linked to the prevalence of clinical depression or anxiety. Adults who report their mental health as excellent or very good have vitality levels that average 25 points higher than those who say their mental health is fair or poor. Proactive use of mental health care – such as counseling or seeing a therapist – is associated with higher vitality levels.

MENTAL HEALTH TREATMENT & ANXIETY/DEPRESSION



The Bright Spots: Living With Vitality Despite Challenges

Our research identified several cases where individuals we expected to have lower vitality levels demonstrate higher levels - illustrating that the capacity to pursue life with health, strength, and energy is multi-dimensional and personal.

Although our research was not intended to capture unique habits for individuals thriving despite the challenges, it confirmed that healthy behaviors such as good sleep, healthy diet, and exercise are correlated with higher vitality.

• The High-Vitality Individual With Lower Income

In looking at high-vitality adults with annual household incomes under \$50,000 and comparing them with high-vitality adults with incomes over \$100,000, we found that the lower-income group shows higher levels of autonomy and are more likely to actively choose to prioritize their health. Their attitude and physical health offer alternate pathways to overall wellness despite constraints in the financial domain.

The high-vitality, lower-income group generally feels a sense of financial autonomy, but not to the extent of higher-income, high-vitality adults. Lower-income, high-vitality adults face greater financial constraints and are less likely than higher-income, high-vitality adults to report a strong sense of freedom and opportunities to financially support themselves (85% vs. 95%), and those in the lower-income group are still more likely than adults with high vitality and higher incomes to report not being able to meet their cost of living in the last year (31% compared to 20%).

On the other hand, lower-income, high-vitality adults have a more intense sense of choice and freedom than high-vitality, higher-income individuals (52% vs. 44%), and they prioritize their physical health at a higher rate (61% vs. 53%). High-vitality, lower-income individuals are also more confident that their health won't worsen (44% vs. 27%).

People in this group tend to have stronger social ties, are more likely to experience a warm feeling with the people they spend time with (63% vs. 52%), and feel glad to be with the people they spend time with (75% vs. 59%). They are also less likely to say their personal life suffers because of work (21% vs. 34%).

• The High-Vitality Rural Resident

Living outside an urban or suburban area can limit access to food, care, and other drivers of health. While respondents living in rural areas report worse health and well-being, some are able to achieve high vitality.

High-vitality rural residents do face some of the challenges endemic to the rural demographic. Seventy-two percent of high-vitality rural adults report their physical health as excellent or very good. In comparison, 88% of those living with high vitality in urban areas report excellent or very good physical health, as well as stronger mental well-being.

However, stronger social connectivity plays a role in counterbalancing those challenges for high-vitality rural adults: 71% of high-vitality rural residents say they are very glad to be with the people they spend time with, compared to 60% of high-vitality urban adults. Sixty-seven percent of high-vitality rural residents very strongly feel they have the social skills needed to make friends, compared to 58% of high-vitality urban residents. In addition, just 22% of high-vitality rural residents are experiencing feelings of loneliness, compared to 38% of high-vitality urban residents.

Rural residents with higher vitality also tend to have less stressful work, better manager relationships, and wider access to employee benefits. Only 16% find it difficult to express opinions about job conditions to superiors, compared to 33% of high-vitality urban residents.

As a result, high-vitality rural residents are less likely than their urban counterparts to feel drained (13% vs. 31%), to feel "lifeless and unenthused" (12% vs. 30%), and to report having lost their "get up and go" (12% vs. 35%).

Vitality Fuels a Healthy Workforce

Higher vitality is linked to a more motivated, connected, and productive workforce. Yet many employed adults are operating with low levels of vitality, jeopardizing their ability to engage and contribute and increasing the likelihood of poor work quality, employee absenteeism, and turnover. By better understanding vitality and the factors that impact it, employers can help fuel a healthier workforce and drive business and economic growth.

The Evernorth Vitality Index benchmark study found that U.S. adults who work for pay (also referred to as “workers”) have higher levels of vitality than those who are unemployed. The research indicates a number of potential reasons, including access to health benefits, care, and services.

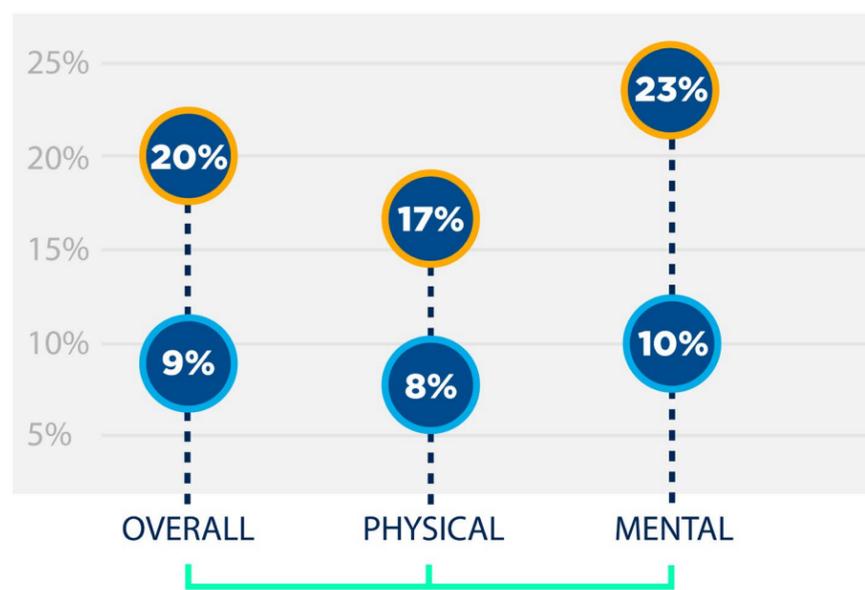
Worker Health and Vitality

The vast majority (95%) of workers with high vitality say they have health insurance, and 51% indicate they obtain it through their employer. In addition, 77% of workers have a primary care provider, and 69% had an annual physical within the past year.

Overall, people who are employed are more likely to consider themselves in excellent health than people who are not employed (20% vs. 9%), with significantly more workers reporting excellent mental health (23% vs. 10%) and excellent physical health (17% vs. 8%). The research indicates workers are more likely to eat well (44%), exercise (78%), and have better sleep quality (15%). They are also less likely to experience chronic pain (25% vs. 46%).

HEALTH PERCEPTION BASED ON WORK STATUS

WORKING VS. **NON-WORKING** ADULTS



% WHO RANK HEALTH AS EXCELLENT

Sixty-four percent of workers report having a chronic condition such as high blood pressure (21%), high cholesterol (19%), depression or anxiety (19%), asthma (13%), diabetes (11%), or arthritis (11%), and 22% of workers have at least two chronic conditions. However, those with chronic conditions believe more strongly than non-workers with chronic conditions that they can manage their health (48% vs. 28%). Among those who are not employed, 73% reported having at least one chronic condition, and 25% strongly agree they have “good medical care” for their health condition. This is in contrast to the 28% of workers with at least one chronic condition who feel the same.

People who are employed often demonstrate a level of competence in other areas of their life as well. They are significantly more likely to feel confident in their ability to complete difficult tasks compared with those who are not employed (53% vs. 41%). More workers than non workers say they are able to adapt when changes occur and tend to bounce back after illness, injury or other hardships.

Worker Health and Vitality

 WORKERS WITH HIGHER VITALITY LEVELS	 WORKERS WITH LOWER VITALITY LEVELS
 Better overall health	 Struggle to manage their health
 Higher occupational confidence	 Demonstrate higher absenteeism and turnover
 Feel supported at work	 Feel less competent in their role
 Access and trust health care more	 Are less productive at work
 More likely to stay with current employer	 Feel less satisfied with their jobs overall

Gig Workers

Autonomy and choice drive vitality levels for workers, including independent contractors and gig workers. The majority of these workers have medium vitality levels, but there are distinctions between high and low levels.

The top two age groups of gig workers are 18-34 (38%) and 45-64 (33%), but gig workers with low or high vitality levels are more likely to be 35 to 44 years old. They also are more likely to work multiple jobs and to be seeking other work. Those with low vitality are likely to have trouble finding a job working for an employer or say they need to develop marketable skills. In contrast, high-vitality gig workers are more likely to have chosen their path because it lets them decide how, when, and where to work. They earn more than their low-vitality counterparts and have greater confidence in their ability to keep up with their expenses. They also are more likely to work more than 30 hours a week, while low-vitality gig workers tend to work less.

Work Culture and Vitality

Vitality also helps quantify the relationship between work culture and employee wellness. We learned that workers tend to have higher vitality levels when they feel their employers prioritize their wellness, enable them to maintain strong work-life balance, and communicate clearly. Workers with high vitality are more likely to agree that their employer provides adequate opportunities to care for personal health (71%) and shows focus on wellness in actions and communications (62%). While many workers feel supported by their employers, sizable minorities do not, and 29% of all workers say that work causes their personal life to suffer.

Internal communication is key in demonstrating employers' priorities and enabling a sense of autonomy for employees. Workers with high vitality are distinguished by a near-universal sense that they are kept informed about what is going on in the company (93% vs. 52% of low-vitality workers).

Interestingly, we found that many workers with high vitality are at a transitional period. They are more likely to be in the 35-44 age bracket, representing a large share of working parents and professionals who may be experiencing positive life shifts, such as engagements, pregnancy, and new parenthood. Their families and relationships lend themselves to positive social well-being; we found that 92% of high-vitality workers make time for relationships.

Work Culture and Vitality

AVERAGE WORKER VITALITY BY FAMILIAL RELATIONSHIPS



This group also illustrates that thriving at work is possible within a supportive work culture, with 72% saying that their work environment enables their family and personal commitments, compared with just 13% of low-vitality workers.

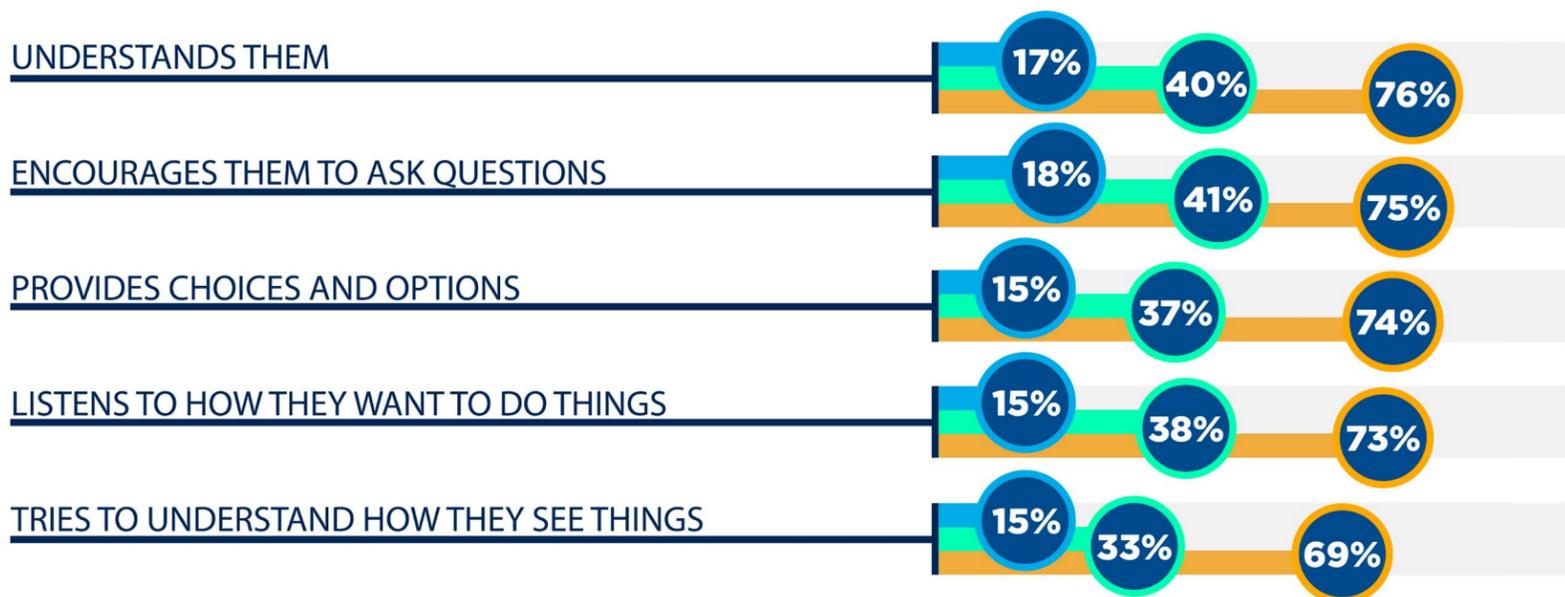
Work Relationships and Vitality

While work culture is critical for fostering wellness and boosting vitality, personal relationships at work also play an important role. Employed people with high vitality overwhelmingly “feel connected with people” at work (79%) compared to 36% of medium-vitality workers and 12% of low-vitality workers.

In addition, those with high vitality report strong relationships with their managers and are more likely to feel they can easily express their opinions or feelings about their job conditions, agree that their manager tries to understand how they see things, and feel encouraged to ask questions.

VITALITY & RELATIONSHIP WITH MANAGER

% OF WORKERS WHO AGREE THEIR MANAGER...



RESPONSES GROUPED BY **LOW**, **MEDIUM** & **HIGH** VITALITY

Stress and Vitality

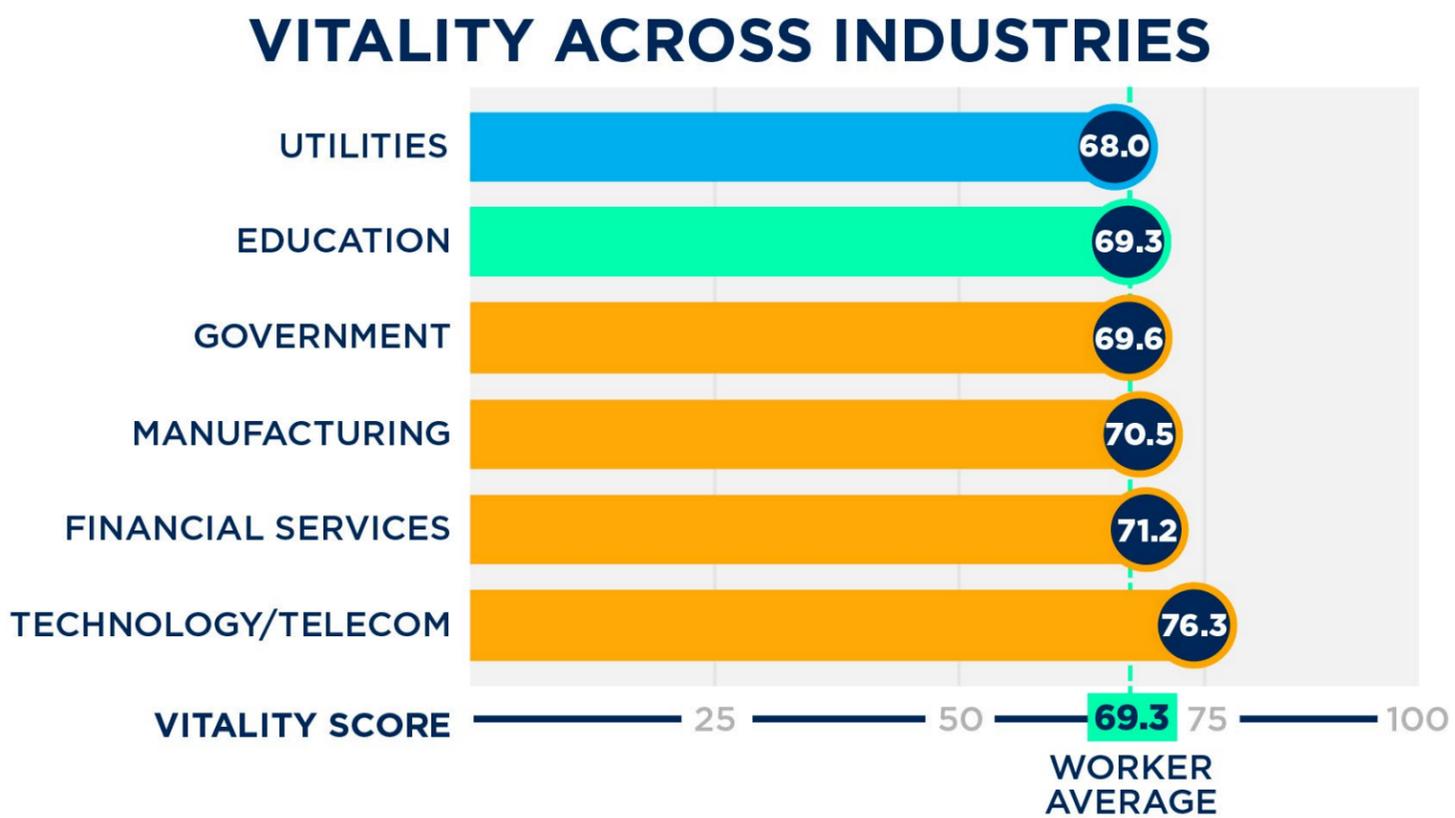
Among all workers, 25% often feel stress because of work and an additional 42% report that they sometimes feel stress from work. Digging deeper reveals that 20% of employed people with high vitality feel stress often or very often because of their work, as do 39% of low-vitality workers. However, employees with high vitality are less likely to miss work due to illness or stress. Only one in four missed a day in the last month due to stress, compared to 35% of low-vitality workers, while a third (32%) with high vitality missed a day of work due to illness in the past month, compared to nearly half (47%) of low-vitality workers.

Interestingly, however, high-vitality workers are as likely, or more likely, to feel stress as their low-vitality counterparts in several areas:

- 24% vs. 17% report they often or very often have unreasonable deadlines
- 28% vs. 29% say they often or very often have too much work

Vitality Differs Across Industries

Industries that skew white collar tend to have the highest vitality, with finance and technology workers maintaining some of the highest levels. Relatedly, 64% of high-vitality workers report having a white-collar family, compared to 34% of low-vitality workers. Still, people in the manufacturing industry (blue collar) have higher than average levels of vitality.



Industries with lower levels of vitality (e.g. hospitality, restaurants, utilities, retail) tend to have the youngest, most recently hired workers and are least likely to offer a standard 9-to-5 workday. Their workers tend to face more difficult economic circumstances, with many reporting that their income doesn't cover their living costs. It is not surprising that as a result, these workers generally lack autonomy and a feeling of connectedness:

- Among those who have been at their jobs for less than a year, 54% say they are confident they can do their job well (vs. 66% for all workers).
- Short-tenure workers are more likely to be lonely (73% vs. 55%), feel left out, and lack companionship.
- While 50% of short-tenure workers rate their mental health as good or excellent, they over index on measures of stress, panic, and depression.

They fall behind in other areas as well:

- 43% of night-shift workers say they have time for relationships vs. 59% of day-shift workers.
- 43% trust their health care provider vs. 61% of all workers.
- Far fewer night-shift workers have seen a doctor in the past year than all workers (56% vs. 69%).

Workforce Vitality Matters

The Evernorth Vitality Index study confirms that vitality levels are associated with key workforce engagement measures. By better understanding vitality and the factors that impact it, employers have a path to more deeply understand the unique needs of their people, make meaningful investments in workforce health, and grow.

Workers With High Vitality Demonstrate Strong Performance

- 90% feel confident they can do things well at work, compared to just 28% of those with low vitality.
- 31% have taken on additional responsibilities at work in the past year, compared to 23% of low-vitality workers.
- 69% feel they receive appropriate recognition and rewards, compared to 21% of their low-vitality counterparts.
- 38% received a raise and 19% received a promotion last year, compared to 27% with low vitality who received a raise and 9% who received a promotion.

Workers With High Vitality Are More Satisfied at Work

- People with high vitality are almost universally satisfied with their jobs (97%) and report greater chances for advancement at work (92%). In contrast, 71% of those with low vitality are satisfied with their jobs and 49% are satisfied with their chances for advancement.
- 65% have been in their current job for more than a year, compared to 44% of low-vitality workers.
- 88% would like to be working for the same employer in three years, compared to 50% of those with low vitality.
- Just 11% of high-vitality workers applied for a new job in the past year.

High vitality also correlates with positive personal experiences. Among workers with high vitality, 90% enjoy the people they spend time with, compared to 16% of those with low vitality, and 89% can identify places that bring them a sense of peace, compared to 10% of their low-vitality counterparts. The data suggests that vitality is a catalyst for growth that can help people achieve the healthiest versions of themselves, inspiring a ripple effect that can fuel healthier, more engaged families, workplaces, and communities.

Methodology

Cigna Corporation's proprietary Evernorth Vitality Index is a dynamic, comprehensive measure of whole person health anchored in psychologist Dr. Richard Ryan's extensive research on Subjective Vitality and Self Determination Theory, along with custom, validated scales measuring one's ability to manage eight dimensions of health: financial, physical, emotional, social, intellectual, environmental, spiritual, and occupational, for employed individuals.

The Evernorth Vitality Index produces a score from 0 to 100 that should be viewed as a general indicator of health that can fluctuate. The values fall into three categories of low, medium and high with numerical thresholds for each. Low vitality refers to scores less than 48, medium vitality is 48-86, and high vitality is anything above 86.

The study results are based on an online survey conducted by Morning Consult from May 17-June 9, 2022, utilizing the Evernorth Vitality Index. The nationally representative sample of 10,001 U.S. adults has a weighted margin of error of +/-0.98 percentage points.

To learn more about the Evernorth Vitality Index, [click here](#).