

# WELLBEING: WHY IT MATTERS AND HOW TO SUPPORT IT IN THE WORKPLACE

JUNE 2025



## Introduction

In today's rapidly evolving work landscape, employee wellbeing has become a defining issue for organizations. The lingering effects of the pandemic, economic uncertainty, and hybrid work have all put pressure on employees' physical and mental health.

Despite good intentions, many companies are still falling short—particularly when it comes to how the workplace environment supports wellbeing. The disconnect is clear: wellbeing is low, yet many employees don't feel the workplace is helping.

This report explores the current state of wellbeing, why it matters for business outcomes, and how the design and operation of the workplace can play a transformational role in supporting it.

## Employee Wellbeing is Lagging

Employee wellbeing remains low across today's workforce. In 2024, only 40% of employees reported high wellbeing based on our global Experience per Square Foot™ survey.

While many organizations offer wellbeing programs, the workplace itself often fails to deliver. Among employees who believe the office should support wellbeing, only 55% feel it actually does.

This highlights a clear gap—and a major opportunity for targeted improvements.



**Just 55% of employees  
who believe the office  
should support wellbeing  
say it actually does.**

## The Business Case for Wellbeing

Wellbeing is not just about employee satisfaction—it's a core driver of performance, retention, and productivity.

According to our data, employees with high wellbeing are 4x more likely to say they can do their best work compared to those with low wellbeing. And since the office is falling short for half of employees, it represents a major untapped opportunity for performance improvement.

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## The Business Case for Wellbeing (cont'd)

External research reinforces the business imperative:

- **40% of employees feel stressed daily**; only 33% say they are thriving  
*(Gallup, State of the Global Workplace, 2025)*
- **\$1 trillion in lost productivity** globally due to mental health issues  
*(World Health Organization, Mental Health in the Workplace, 2024)*
- **92% of employees** say it is very or somewhat important to them to work for a company that supports their mental health  
*(American Psychological Association, Work in America Survey, 2023)*

**The workplace is one of the most immediate, tangible levers employers can use to support wellbeing—and drive business results in the process.**

**In 2024, employees with high wellbeing were**

**4.0x**  
more likely

**to say they could do their best work compared to their peers with low wellbeing.**

## Top Workplace Drivers of Wellbeing in 2024

Using regression analysis, we identified which of 35 workplace features had the greatest impact on employee wellbeing, based on organizations we partnered with in 2024. Below are the top five.

These five features are strongly linked to wellbeing—employees who are satisfied with them report wellbeing scores that are, on average, 22 percentage points higher than those who are not.

At the same time, satisfaction with these features is still low, averaging just 40%. This highlights a major opportunity for targeted workplace improvements that can drive meaningful gains in employee wellbeing and performance..

- 1 MINIMIZE NOISE**  
Enhance acoustics and manage sound levels to reduce distractions and support focus in both individual and shared spaces.
- 2 REFLECT COMPANY CULTURE**  
Design spaces that visually and functionally reinforce the organization's identity, mission, and values.
- 3 SUPPORT QUIET AND PRIVATE WORK**  
Provide enclosed or private zones for focused work and privacy, especially in open or hybrid environments.
- 4 OFFER SOCIAL AND ACTIVE AREAS**  
Create a variety of vibrant and community-oriented spaces that promote connection, movement, and informal interaction.
- 5 ENSURE THERMAL COMFORT**  
Ensure thermal comfort across a variety of settings and workstations to prevent distraction and discomfort.

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JUNE 2025



## From Awareness to Action

### Wellbeing isn't a perk – it's a performance strategy.

With only 40% of employees reporting high wellbeing and clear evidence that workplace experience directly impacts how people feel and perform, the path forward is clear: Organizations must take intentional action to design workplaces that support, energize, and empower their people.

Of course, wellbeing is influenced by many factors—some beyond an organization's control. But this is about what *can* be influenced: the workplace experience itself.

By focusing on what matters most—acoustics, energy, space variety, comfort, and cultural alignment—companies can make meaningful progress in closing the wellbeing gap and unlocking better outcomes for both employees and the business.

Partner with us to uncover your unique wellbeing drivers—so you can align your workplace investments with business goals and employee needs. [Get in touch here.](#)

## HOW ORGANIZATIONS CAN CENTER WELLBEING IN WORKPLACE STRATEGY



### Integrate wellbeing into real estate and workplace strategy.

Make wellbeing a core factor in space planning and design—alongside engagement and productivity—to guide real estate decisions.



### Direct workplace investments toward wellbeing drivers.

Focus improvements on high-impact areas like acoustics, temperature, space variety, and cultural alignment to better support employee wellbeing.



### Build cross-functional alignment.

Partner across HR, IT, and services to deliver integrated, measurable workplace experiences that promote health, balance, and performance.

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## Appendix: Full Ranking of Workplace Features by Wellbeing Impact

The table below shows the full list of all 35 workplace features tested in our 2024 regression analysis. Each feature was evaluated based on its relationship to employee wellbeing, isolating its individual impact while accounting for overlap with other factors.

| Rank Order* | Workplace Features   | Overall Satisfaction |
|-------------|--|----------------------|
| 1           | Noise levels / acoustics   | 40%                  |
| 2           | Reflection of the company culture in the space                         | 45%                  |
| 3           | Private office design  | 40%                  |
| 3           | Variety of active / vibrant / social spaces                            | 36%                  |
| 5           | Temperature in my workspace  | 41%                  |
| 6           | Energy of the space  | 47%                  |
| 6           | Commute  | 47%                  |
| 8           | Availability of private spaces for calls                               | 35%                  |
| 9           | Availability of spaces for individual work                             | 47%                  |
| 9           | In-person technology support   | 58%                  |
| 11          | Location   | 63%                  |
| 12          | Meeting room reservation system  | 55%                  |
| 12          | Open workspace design  | 45%                  |
| 14          | Availability of personal storage                                       | 46%                  |
| 14          | Visual comfort of the lighting in my workspace                         | 54%                  |
| 14          | Desk reservation system  | 36%                  |
| 17          | Wi-Fi network connectivity   | 57%                  |
| 18          | Amenities in the workplace   | 51%                  |
| 19          | Sustainability efforts   | 51%                  |
| 19          | Ease of use of technology at individual workstations                   | 62%                  |
| 21          | Access to outdoor spaces   | 40%                  |
| 21          | Variety of quiet spaces  | 34%                  |
| 21          | Access to plants / greenery  | 40%                  |
| 24          | Options to dispose of trash, compostables, recycling                   | 62%                  |
| 25          | Nearby amenities (e.g., restaurants, gym, transit)                     | 55%                  |
| 26          | Ease of use of technology in conference rooms / collaboration spaces   | 48%                  |
| 26          | Signage / Wayfinding   | 52%                  |
| 28          | Amount of natural light in my workspace                                | 58%                  |
| 29          | Available technology at individual workstations                        | 56%                  |
| 30          | Overall workplace design   | 50%                  |
| 31          | Communal / social spaces (café, kitchen, lounge, reception area, etc.) | 52%                  |
| 32          | Workstation furniture (chair, desk, etc.)                              | 56%                  |
| 33          | Availability of conference rooms / collaboration spaces                | 39%                  |
| 33          | Available technology in conference rooms / collaboration spaces        | 51%                  |
| 35          | Décor / Look & Feel  | 49%                  |

\*Rank numbers repeated when there is a tie among features

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