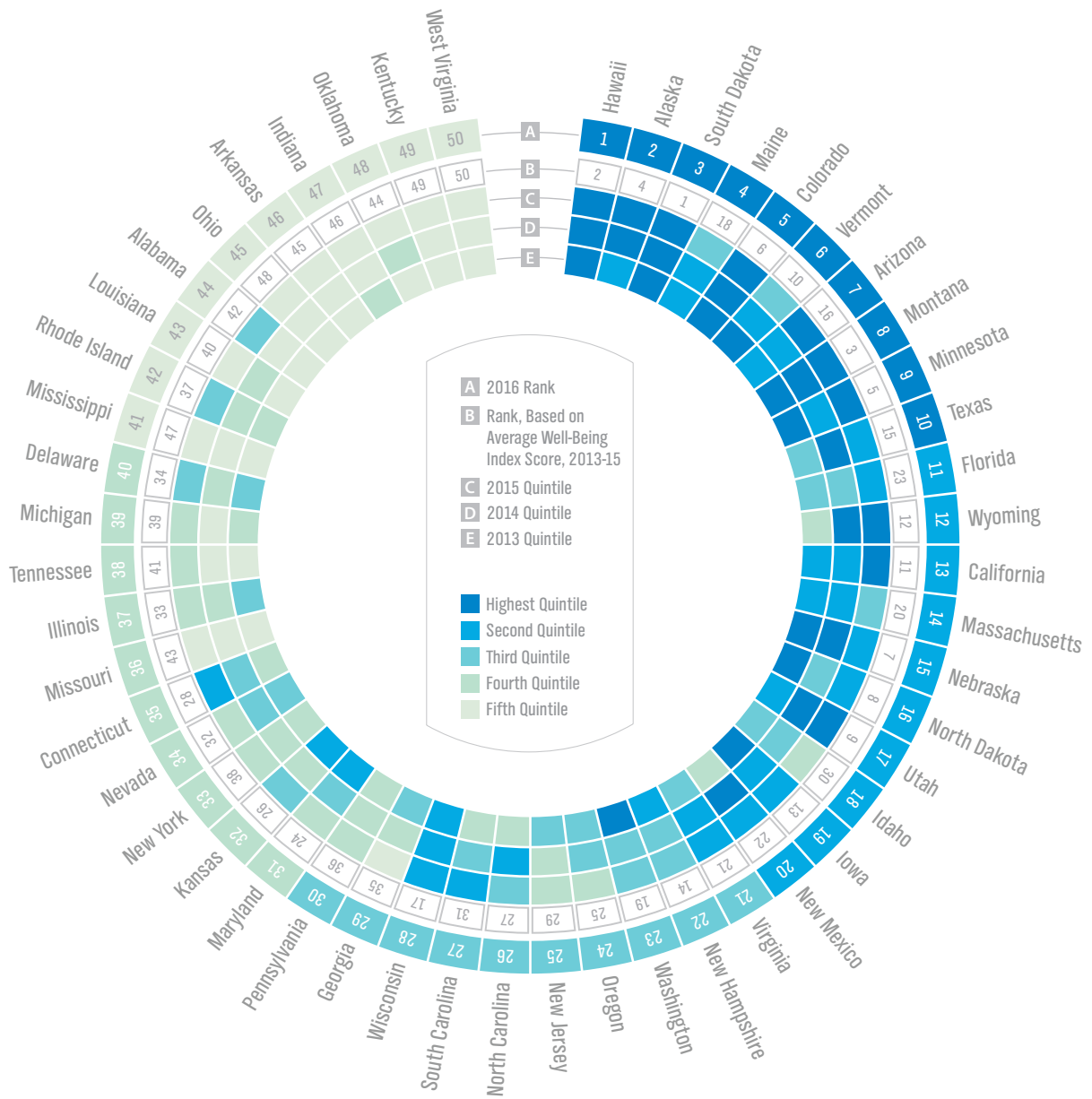


# STATE OF AMERICAN WELL-BEING

## 2016 State Well-Being Rankings



# Well-Being Across the U.S.

Understanding and improving the well-being of employees should be foundational to the people strategy of any organization. Leading companies have shown that well-being is essential to an engaged and thriving workforce and a key building block to success and sustainability. It can be a force multiplier to the bottom line by directly influencing healthcare costs, resilience, and retention as well as to the top line through factors such as customer satisfaction, sales and innovation.

– Michael Thompson,  
President and CEO,  
National Alliance of Healthcare  
Purchaser Coalitions

At Lockheed Martin, we're striving to create a work environment where eating right, being active, taking the time to reset, and managing and monitoring health conditions are easy, convenient choices for our employees. These activities not only serve to promote better health, vitality, productivity and retention, they extend beyond the workplace to transform the health and well-being of our families and communities.

– Dr. Marleece Barber,  
Chief Medical Officer,  
Lockheed Martin

This report, part of the Gallup-Healthways *State of American Well-Being* series, examines well-being across the nation, including how well-being varies by state and which states lead and lag across the five elements of well-being. The five elements include:

- **Purpose:** liking what you do each day and being motivated to achieve your goals
- **Social:** having supportive relationships and love in your life
- **Financial:** managing your economic life to reduce stress and increase security
- **Community:** liking where you live, feeling safe and having pride in your community
- **Physical:** having good health and enough energy to get things done daily

In terms of state performance, Hawaii, Alaska and South Dakota, three states with track records of high well-being, are 2016's highest well-being states. Hawaii's Well-Being Index score of 65.2 is the highest score of any state in the last three years, and Hawaii led the nation in financial, community and physical well-being. Alaska and Texas led the nation in social and purpose well-being, respectively.

Residents of West Virginia, Kentucky, Oklahoma and Indiana reported the lowest levels of well-being in 2016, with each state having a Well-Being Index score of 60.5 or below. West Virginia placed last in the nation for purpose, financial and physical well-being, while Rhode Island had the lowest social and community well-being.

Well-being in the U.S. continues to exhibit regional patterns with the Northern Plains, Mountain West and some Atlantic states generally reporting higher levels, while states in the South and Midwest consistently lag in key elements. The non-contiguous states, Hawaii and Alaska, have historically recorded high well-being, while West Virginia and Kentucky have recorded the lowest well-being in the nation for the past eight years in a row.

## Well-Being Scores in U.S. States, 2016

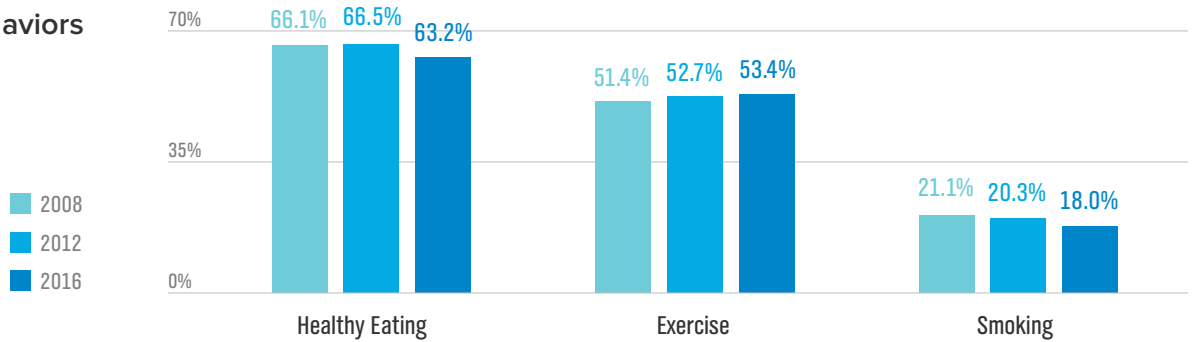
Highest Well-Being States		Lowest Well-Being States	
1. Hawaii	65.2	41. Mississippi	61.3
2. Alaska	64.0	42. Rhode Island	61.3
3. South Dakota	63.7	43. Louisiana	61.0
4. Maine	63.6	44. Alabama	61.0
5. Colorado	63.5	45. Ohio	60.9
6. Vermont	63.5	46. Arkansas	60.8
7. Arizona	63.4	47. Indiana	60.5
8. Montana	63.2	48. Oklahoma	60.5
9. Minnesota	63.2	49. Kentucky	60.5
10. Texas	63.1	50. West Virginia	58.9

# Key Well-Being Trends

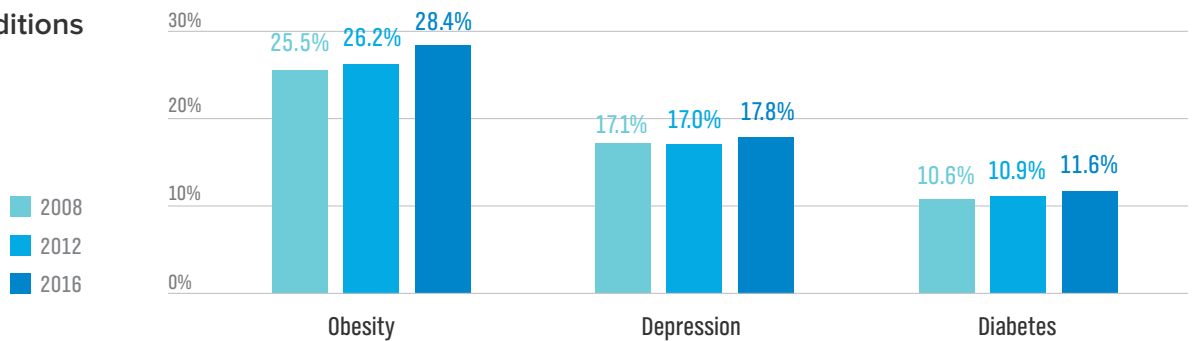
In 2016, the national Well-Being Index score reached 62.1, showing statistically significant gains from 2014 and 2015. Also in 2016, Americans' life evaluation reached its highest point since 2008, when Gallup and Healthways began measurement. Now 55.4% of American adults are "thriving", compared to 48.9% in 2008. Other positive trends include historically low smoking rates (now at 18.0%, down from 21.1% in 2008); historically high exercise rates as measured by those who report they exercised for 30 minutes or more, three or more days in the last week; and the highest scores recorded on healthcare access measures, with the greatest number of Americans covered by health insurance and visiting the dentist. Americans are also reporting the lowest rates of healthcare insecurity since 2008, as measured by not being able to afford health-care once in the last 12 months.

All national well-being trends are not positive, however; chronic diseases such as obesity (28.4%), diabetes (11.6%), and depression (17.8%) are now at their highest points since 2008. The percentage of Americans who report eating healthy all day during the previous day is also at a nine-year low.

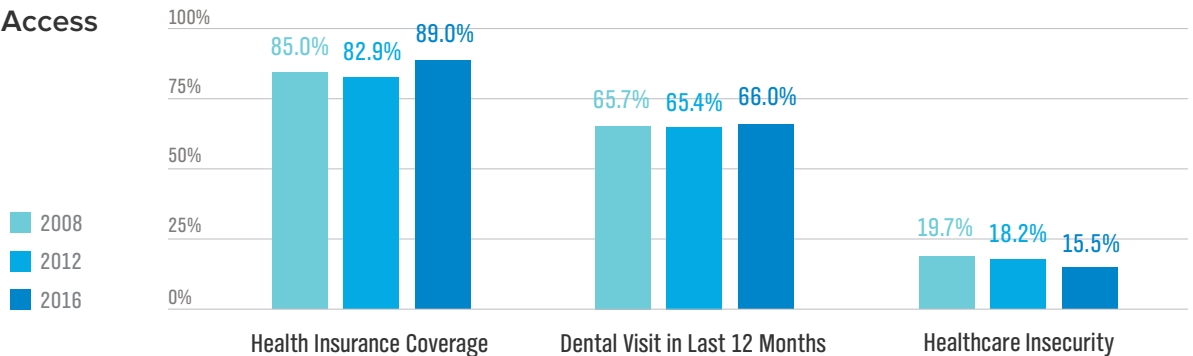
## Healthy Behaviors



## Chronic Conditions



## Health Care Access



# 2016 State Well-Being Rankings

2016 Rank		Well-Being Index Score	Purpose Rank	Social Rank	Financial Rank	Community Rank	Physical Rank
1.	Hawaii	65.2	12	46	1	1	1
2.	Alaska	64.0	5	1	2	6	15
3.	South Dakota	63.7	8	29	3	2	16
4.	Maine	63.6	23	18	10	11	4
5.	Colorado	63.5	18	21	19	14	3
6.	Vermont	63.5	30	5	39	8	2
7.	Arizona	63.4	2	3	23	19	10
8.	Montana	63.2	10	28	13	3	33
9.	Minnesota	63.2	24	44	6	9	11
10.	Texas	63.1	1	8	32	20	17
11.	Florida	63.1	6	2	34	24	8
12.	Wyoming	63.0	15	33	15	5	32
13.	California	63.0	13	14	20	35	6
14.	Massachusetts	63.0	40	10	11	23	5
15.	Nebraska	62.9	7	32	8	10	30
16.	North Dakota	62.8	16	37	4	7	34
17.	Utah	62.8	19	27	22	13	27
18.	Idaho	62.7	17	25	44	4	38
19.	Iowa	62.6	22	42	5	12	35
20.	New Mexico	62.6	9	24	27	41	9
21.	Virginia	62.6	21	12	14	27	20
22.	New Hampshire	62.6	38	17	26	16	21
23.	Washington	62.5	37	23	9	25	23
24.	Oregon	62.5	41	11	18	18	19
25.	New Jersey	62.5	29	4	21	40	7
26.	North Carolina	62.4	14	9	41	22	28
27.	South Carolina	62.3	4	6	38	17	39
28.	Wisconsin	62.3	39	39	7	15	31
29.	Georgia	62.3	11	7	42	36	25
30.	Pennsylvania	62.1	27	13	12	32	29

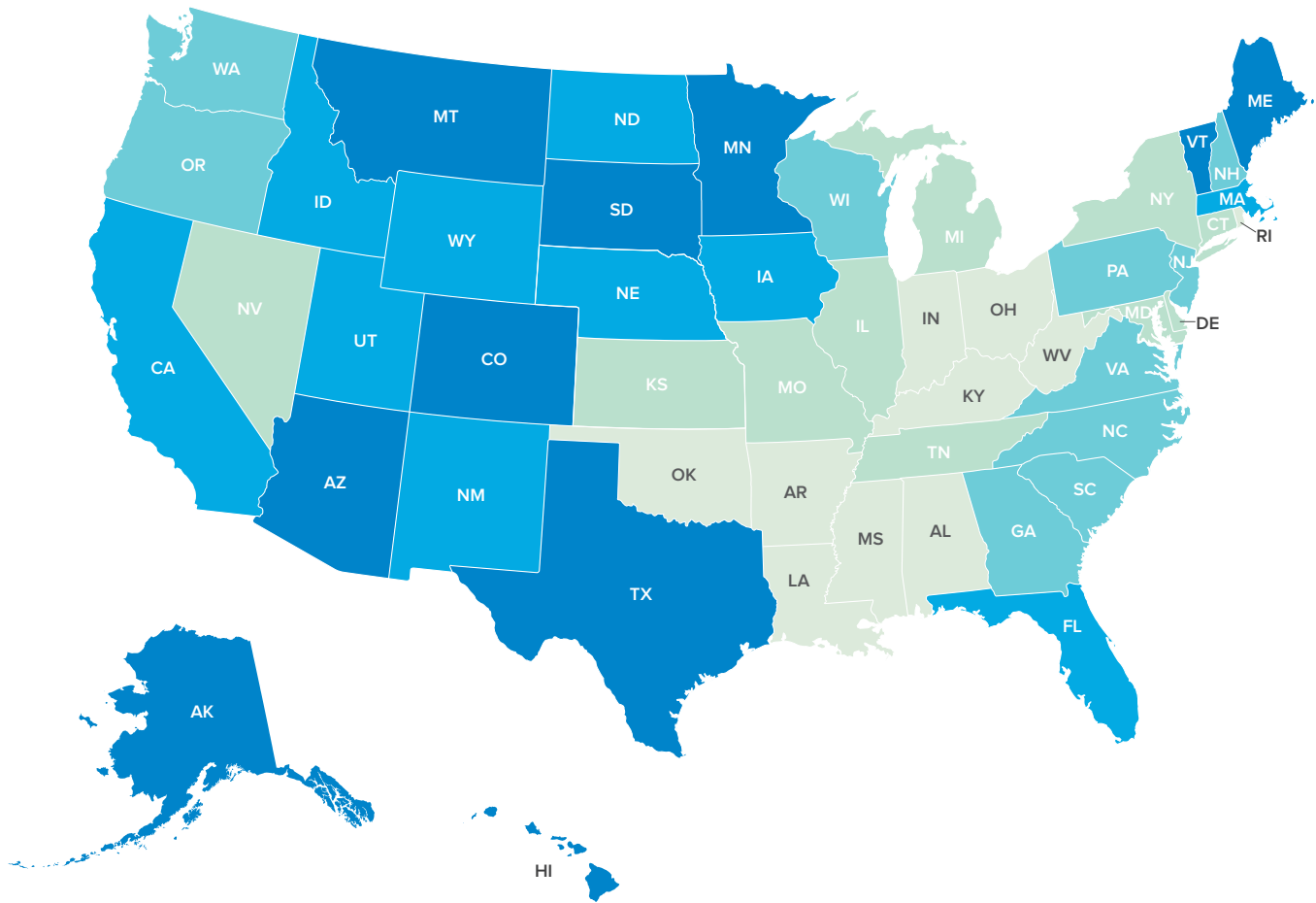
2016 Rank		Well-Being Index Score	Purpose Rank	Social Rank	Financial Rank	Community Rank	Physical Rank
31.	Maryland	62.0	33	20	16	44	12
32.	Kansas	61.8	20	38	17	26	40
33.	New York	61.8	46	22	29	43	14
34.	Nevada	61.8	34	34	33	47	26
35.	Connecticut	61.7	45	19	37	48	13
36.	Missouri	61.7	31	31	25	30	36
37.	Illinois	61.6	36	26	28	46	24
38.	Tennessee	61.5	26	36	36	21	43
39.	Michigan	61.4	42	35	35	34	37
40.	Delaware	61.4	48	15	24	45	22
41.	Mississippi	61.3	3	16	49	37	45
42.	Rhode Island	61.3	49	50	43	50	18
43.	Louisiana	61.0	25	30	48	42	41
44.	Alabama	61.0	28	43	47	28	46
45.	Ohio	60.9	43	40	31	39	42
46.	Arkansas	60.8	32	47	45	31	47
47.	Indiana	60.5	47	49	30	38	44
48.	Oklahoma	60.5	35	48	46	33	48
49.	Kentucky	60.5	44	41	40	29	49
50.	West Virginia	58.9	50	45	50	49	50

- Highest Quintile (1 - 10)
- 2<sup>nd</sup> Quintile (11 - 20)
- 3<sup>rd</sup> Quintile (21 - 30)
- 4<sup>th</sup> Quintile (31 - 40)
- 5<sup>th</sup> Quintile (41 - 50)

Purpose: Liking what you do each day and being motivated to achieve your goals  
 Social: Having supportive relationships and love in your life  
 Financial: Managing your economic life to reduce stress and increase security  
 Community: Liking where you live, feeling safe and having pride in your community  
 Physical: Having good health and enough energy to get things done daily

Some states may have identical Well-Being Index scores due to rounding.

# 2016 State Well-Being Rankings



Top Quintile		2 <sup>nd</sup> Quintile		3 <sup>rd</sup> Quintile		4 <sup>th</sup> Quintile		5 <sup>th</sup> Quintile	
1	Hawaii	11	Florida	21	Virginia	31	Maryland	41	Mississippi
2	Alaska	12	Wyoming	22	New Hampshire	32	Kansas	42	Rhode Island
3	South Dakota	13	California	23	Washington	33	New York	43	Louisiana
4	Maine	14	Massachusetts	24	Oregon	34	Nevada	44	Alabama
5	Colorado	15	Nebraska	25	New Jersey	35	Connecticut	45	Ohio
6	Vermont	16	North Dakota	26	North Carolina	36	Missouri	46	Arkansas
7	Arizona	17	Utah	27	South Carolina	37	Illinois	47	Indiana
8	Montana	18	Idaho	28	Wisconsin	38	Tennessee	48	Oklahoma
9	Minnesota	19	Iowa	29	Georgia	39	Michigan	49	Kentucky
10	Texas	20	New Mexico	30	Pennsylvania	40	Delaware	50	West Virginia

## Did You Know?



### Married people report better emotional health.

Married people have the lowest rates of depression (13.4%) and sadness (13.5%), and the highest rates of enjoyment (87.8%) and happiness (91.3%), compared to people from any other marital status. Adults with children living at home are more stretched emotionally, reporting more worry and stress on any given day, but also more happiness, smiling, and laughter.



### Millennials, the wealthy, and the West lead in exercise.

Millennials are more likely than any other age group to exercise. Millennials are also the least obese age group. Those with higher incomes are more likely to exercise frequently than those with lower incomes. The West is the region with the highest rates of exercise.



### Seniors, Asians and higher income-earners smoke the least.

In 2016, less than 10% of those age 65 or older and 10% of Asians indicate that they smoke. Also less than 10% of those making more than \$120K per year smoke, compared to 29% for those making less than \$24K per year.



### Workplace well-being metrics are on the rise.

More Americans say they use their strengths on a daily basis, say their supervisor treats them like a partner, and creates a trusting and open environment than in any other year since 2008.



### Maine, Florida and Idaho show big well-being improvement.

Based on a comparison of 2016 results with 2013 through 2015 well-being scores, these three states had the largest improvement in well-being of any other state. Maine was particularly strong in physical well-being, while Florida's high social well-being, and Idaho's high community well-being helped strengthen their gains.



### Almost all of the highest obesity rates in the nation are in the south.

In 2016, the obesity rates in Mississippi (36.8%), West Virginia (36.7%), Oklahoma (33.6%), South Carolina (33.3%), Arkansas (33.2%), Kentucky (33.1%), Louisiana (32.7%), and Alabama (32.7%) were the highest in the nation; significantly outpacing the national average of 28.5%.

# Best Practices for Well-Being Improvement

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Well-being is a concept that goes far beyond physical health. It includes purpose, social, financial, and community factors, as well as physical vitality.

For employers, health plans, health systems and community leaders, this holistic view provides significant value. It's a framework for understanding the underlying root causes of poor health and it informs more effective strategies to encourage the sustained lifestyle changes that allow people to perform to their highest potential.

– Karissa Price, PhD,  
President, Emerging Businesses  
Division, Healthways, a  
Sharecare Company

Below are best practices for employers, state and community leaders, health systems, hospitals and all population health stakeholders as they implement well-being improvement programs. Best-in-class programs include interventions, infrastructure investments that encourage healthier choices, cultural change that promotes and celebrates well-being, and measurement to gauge progress.

**Engage Individuals and Promote Sustained Lifestyle Changes**—Strategies to improve well-being across populations start with the individual. A holistic, ultra-personal approach that goes beyond physical health to encompass purpose, social, financial, and community factors helps identify and mitigate the underlying root causes of poor health.

By delivering a dynamic user experience that includes high touch (live coaching) and high tech (self-directed digital coaching) and serves up appropriate content (from disease management through lifestyle management) individuals can better manage their health. This dynamic approach moves healthcare from episodic to everyday, helping to educate and activate people to live their healthiest lives.

**Foster a Culture of Well-Being**—Creating a workforce strengthened by well-being begins with leadership engagement, employee well-being measurement, and an internal analysis of current well-being initiatives, barriers, and needs. The process incorporates all functional tenets of the organization: leadership, values and rituals, human capital, structure, and performance.

Organizations need to think about work experience from the employee point of view and consider how policies, structures and workplace culture affect employee well-being. To that point, managers play a vital role in both employee engagement and well-being. Gallup research shows [managers influence 70% of their team's engagement](#), and [engaged workers are 28% more likely to participate in a wellness program](#). Companies who provide manager training to promote well-being within their teams accelerate the culture of well-being. Companies who cultivate a culture of well-being ultimately gain a competitive advantage through better employee performance, lower turnover, reduced absenteeism, and a higher sense of individual and shared purpose.

**Create an Active Living Environment; Make the Healthy Choice the Easy Choice**—

Communities that invest in active living, including bike paths, parks, walkability and public transit, have residents with better health and well-being outcomes. Recent Gallup-Healthways research shows that [residents in high active living communities](#) have significantly lower rates of smoking, obesity, diabetes, high blood pressure, high cholesterol, and depression; and significantly higher rates of exercise, healthy eating, fresh produce consumption and physical thriving.

Many communities are beginning to make healthy choices easier, encouraging people to move naturally and develop strong social networks by designing streets for all users, creating new transportation and land use policies, and utilizing mixed-use housing development. Cooperation from local schools, worksites, restaurants, grocery stores, faith-based organizations, and city government helps ensure that environmental changes have lasting, community-wide impact, improving residents' health and well-being.

**Measure, Benchmark, and Identify Opportunities**—Measurement is the foundation of any well-being program. Leaders benchmark their populations, understand gaps and opportunities, and prioritize interventions. In short, measurement informs the overall strategy and quantifies the efficacy of well-being programs and their return on investment.

# STATE OF AMERICAN WELL-BEING

## 2016 State Well-Being Rankings

### Methodology

These data are based on 177,192 telephone interviews with U.S. adults across all 50 states and the District of Columbia, conducted from January 2nd to December 30th, 2016. Gallup conducts 500 telephone interviews a day, for a resulting sample that projects to an estimated 95 percent of all U.S. adults. Gallup conducts interviews in both English and Spanish. Each daily sample of national adults includes a minimum quota of 60% cellphone respondents and 40% landline respondents. Additional minimum quotas by time zone within region are included in the sampling approach. The Well-Being Index is calculated on a scale of 0 to 100, where zero represents the lowest possible well-being and 100 represents the highest possible well-being. Scores for each of the well-being elements are also calculated on a 0 to 100 scale.

Read more about national and state well-being trends at: <http://www.gallup.com/poll/202814/hawaii-leads-states-record-sixth-time.aspx>

### About Gallup

Gallup delivers forward-thinking research, analytics, and advice to help leaders solve their most pressing problems. Combining more than 75 years of experience with its global reach, Gallup knows more about the attitudes and behaviors of the world's constituents, employees, and customers than any other organization. Gallup consultants help private and public sector organizations boost organic growth through measurement tools, strategic advice, and education.

### About Healthways

Healthways is the largest independent global provider of well-being improvement solutions. Dedicated to creating a healthier world one person at a time, the company uses the science of behavior change to produce and measure positive change in well-being for our customers, which include employers, integrated health systems, hospitals, physicians, health plans, communities and government entities. The company serves approximately 68 million people on four continents.

### About Sharecare

Sharecare is a health and wellness engagement solution providing people with personalized resources to help them live their healthiest lives. Nearly 41 million people have shared more than 6 billion data points about their health status and habits with Sharecare, which uses that information to create a comprehensive health profile allowing users to access all of their health resources in one place, and dynamically connect to the knowledge, evidence-based programs and health professionals they need. Learn more at [www.sharecare.com](http://www.sharecare.com).