



## NHS COMBINED DATA (MAY 2018)

TOTAL SAMPLE SIZE: 9,526

# INTRODUCTION

Following the release of your GC Insights Baseline Report, which provided you with a detailed overview of your employees' physical and psychological well-being prior to Global Challenge, this Final Report evaluates the positive impact of your participation after 100 days. The results, tailored to your area, demonstrate how Global Challenge has changed your employees' physical activity levels, their nutrition and their psychological well-being.

It also showcases organisational benefits and demonstrates how, through increased awareness, education and motivation, your employees are now mastering long-term, sustainable habits that allow them to arrive at work feeling more engaged, productive and equipped for peak performance.

The results shown in this report are based on responses your employees gave to questions within our health and lifestyle surveys both at the start of the program and at the end. The aim of this report is to evaluate the change and impact of your participation in the Global Challenge on both your employees and ultimately your business performance metrics.

The conclusions drawn show that a healthy bottom line cannot be separated from healthy employees. The insights data contained in this report outline the compelling business benefits of the Global Challenge and justify your organisation's investment in your employees. The outcomes clearly demonstrate the proven fact that healthy, fit and resilient businesses need healthy, fit and resilient employees.

We hope you've enjoyed the journey - and that you'll enjoy seeing how far your people have come.

**Dr David Batman**

Member of Science Advisory Board, Virgin Pulse Institute

# SURVEY COMPLETION

95%

Completed the T1  
Survey

43%

Completed the T2  
Survey

43%

Completed both  
surveys

55%

Completed mid  
survey

# BMI AND HEART AGE



24%

employees provided tracked their weight pre and post GC



22%

employees recorded a Heart Age pre and post GC

# STEP 1 - AWARENESS

80%

are now aware, very aware or highly aware of their physical activity levels vs 56% pre-GC (GC Benchmark: 78%)

88%

reported they were more conscious of opportunities in their day to add more steps (GC Benchmark: 84%)

41%

are now more aware of what they eat (GC Benchmark: 44%)

# STEP 2 - MOTIVATION

Motivation to change is one of the most important predictors of behavioral change. GC engages employees regardless of their motivation and helps them improve their levels of physical activity

Motivation to join GC	Sample Size	T1 Steps	T2 Steps	% Change
I want to get healthier	2726	6699	13232	98
Frankly, I'm not sure	317	7812	14233	82
I want to lose weight	1677	6606	12828	94
I don't want to miss out	341	7386	13864	88
I was encouraged to join	922	7289	14105	94
I enjoy the competition	880	9119	17156	88
It looks like fun	772	7915	14647	85
I want to be part of a team	1027	8146	15144	86

# STEP 3 - EDUCATION

44%

are now undertaking 30 minutes of planned physical activity five or more times per week vs 21% pre-GC (GC Benchmark: 42%)

71%

reported having a better understanding of what it takes to lead a healthier lifestyle (GC Benchmark: 72%)

72%

reported the GC had helped them take more personal accountability for their own health (GC Benchmark: 70%)

47%

reported getting family and friends out walking more (GC Benchmark: 48%)

71%

reported that their increased activity levels had become a habit (GC Benchmark: 72%)

81%

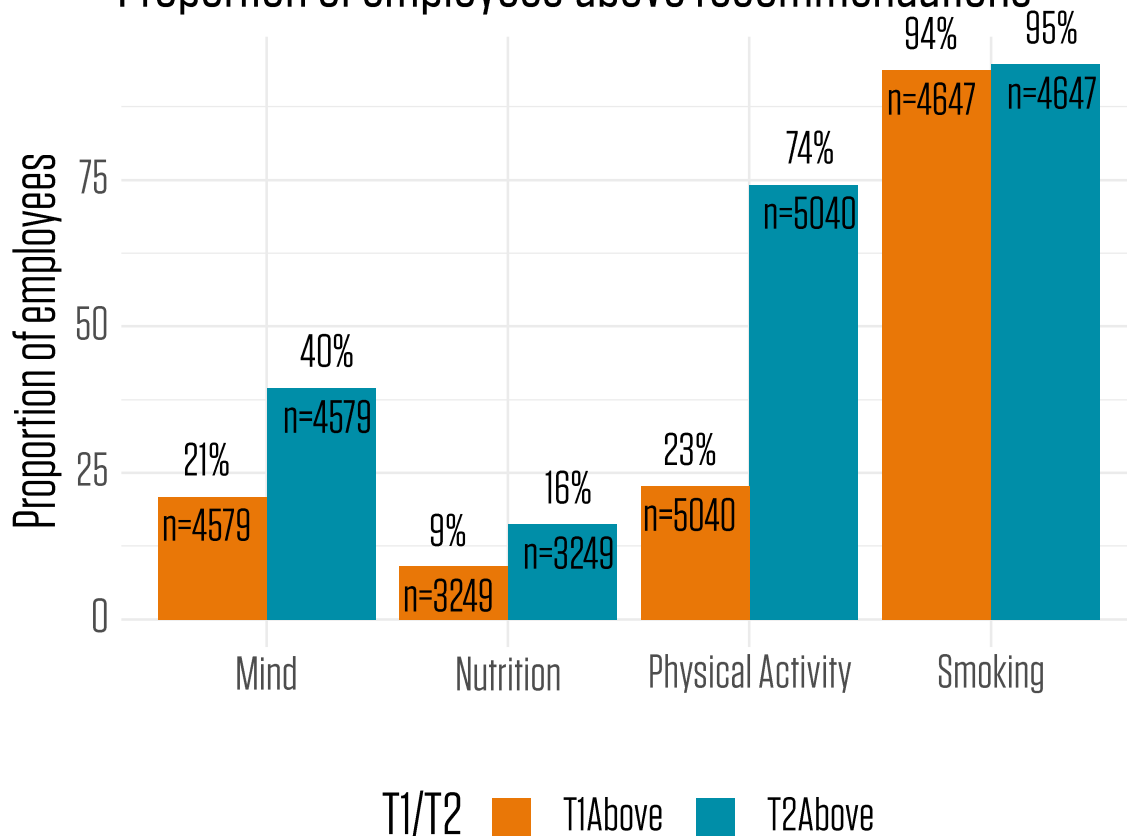
said GC had a positive impact on their relationship with exercise (GC Benchmark: 80%)

# LIFESTYLE HABITS

The adjacent chart provide an overview of the proportion of NHS employees who initially met the recommended scientific and medical guidelines across four key health indicators pre-GC and how this has changed after completing the GC.

Over 100 days, employees learn how the day-to-day choices they make around physical activity, nutrition and sleep impact their health and performance and what they can do to take better care of their health.

## Proportion of employees above recommendations



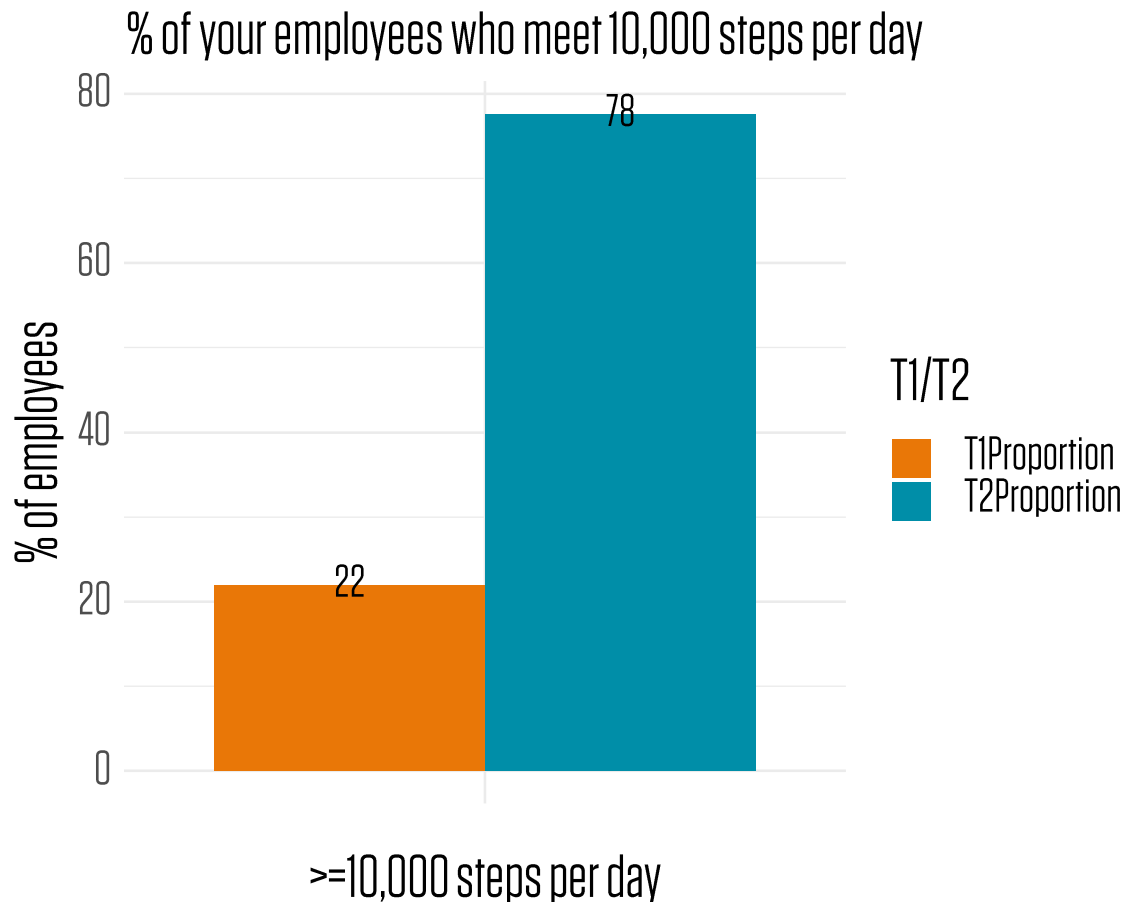


# PHYSICAL ACTIVITY

The results show the change in NHS employees' physical activity levels during the GC.

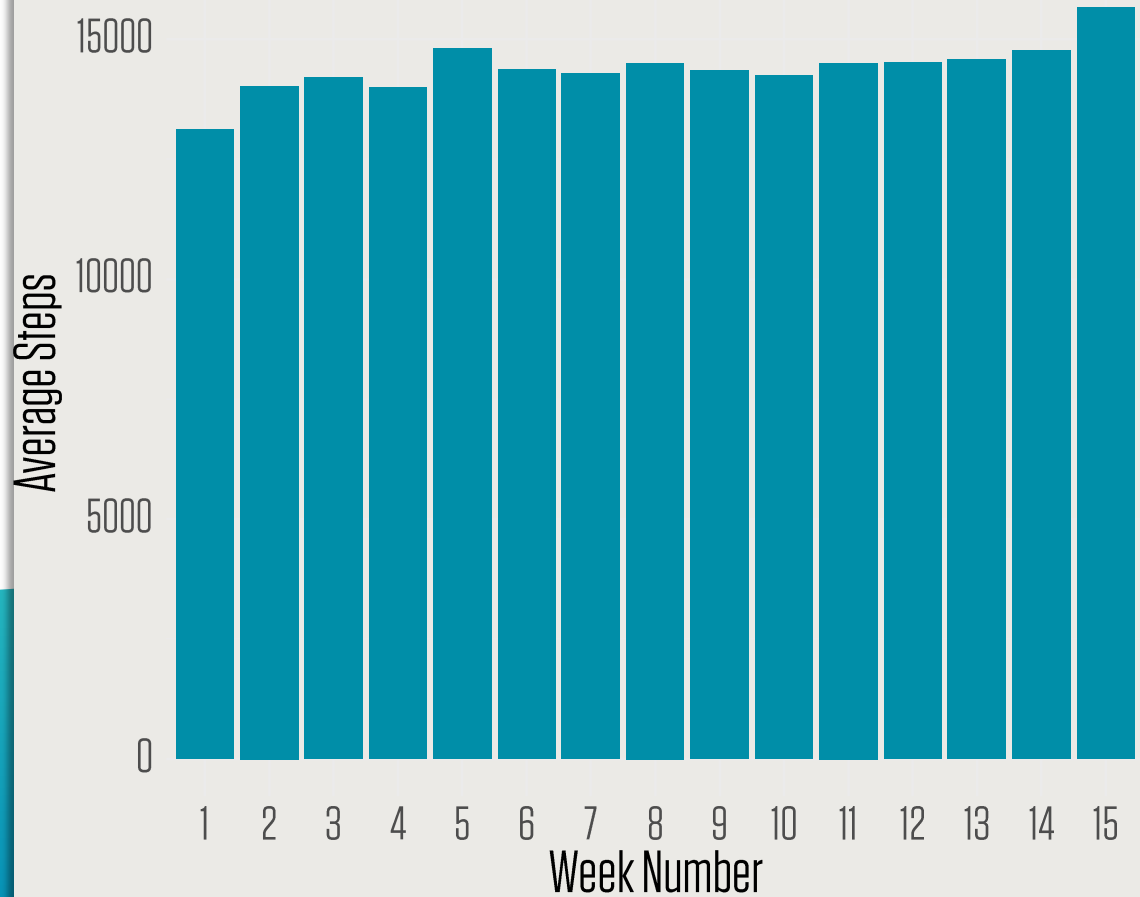
Motivated by their daily target of 10,000 steps and a sense of accountability to their team mates, they've become more active and developed a positive relationship with exercise.

\*Only members with at least 5 step entries are included.



# SUSTAINED WEEKLY STEPS

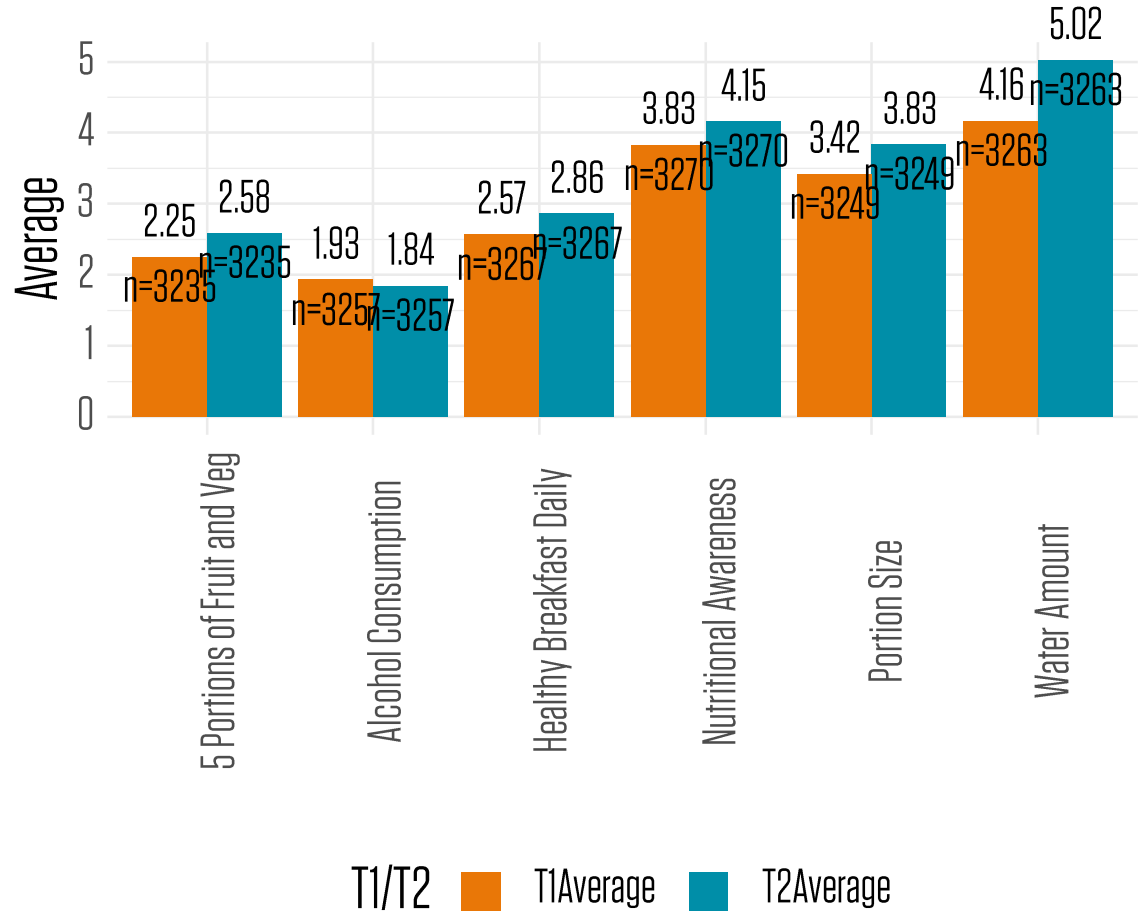
On May 2018, NHS employees started a journey towards better health. In their teams of seven, they committed to the goal of taking 10,000 steps per day during our virtual journey around the world. The adjacent graph shows employees' step averages over the 100 days. Supported by their teams, they virtually travelled across 100 locations around the world, set themselves challenging goals, motivated each other via healthy competition and stepped up to the GC mini challenges



Daily Step Average: 14,307

# NUTRITION

Once employees begin exercising, they become aware of how easy and effective changing other behaviors can be. They start to think about how best to fuel their new-found activity with a healthy, balanced diet. The adjacent chart shows the changes in NHS employees' nutrition habits.



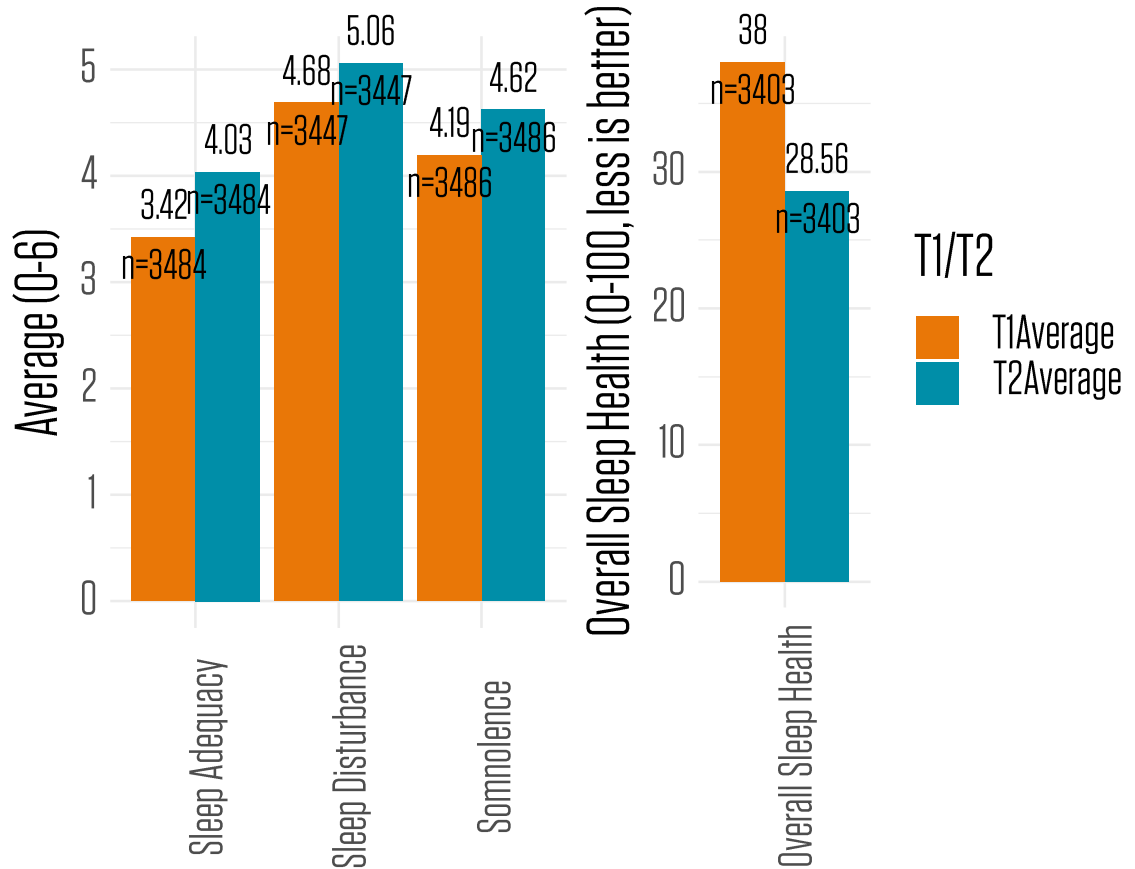
# SLEEP HEALTH

The last piece in the puzzle NHS employees discovered during their journey is understanding the importance of a good night's sleep.

Lack of sleep is a growing issue, both for employees and their organisations who face decreased productivity and increased safety risks. GC Sleep helps your employees identify their 'sleep stealers' and improve the quality and quantity of their rest.

\*Alcohol recommendations are a maximum of 1 standard drink per day for women and 2 standard drinks per day for men

\*\*Water recommendations are 8 glasses of water per day

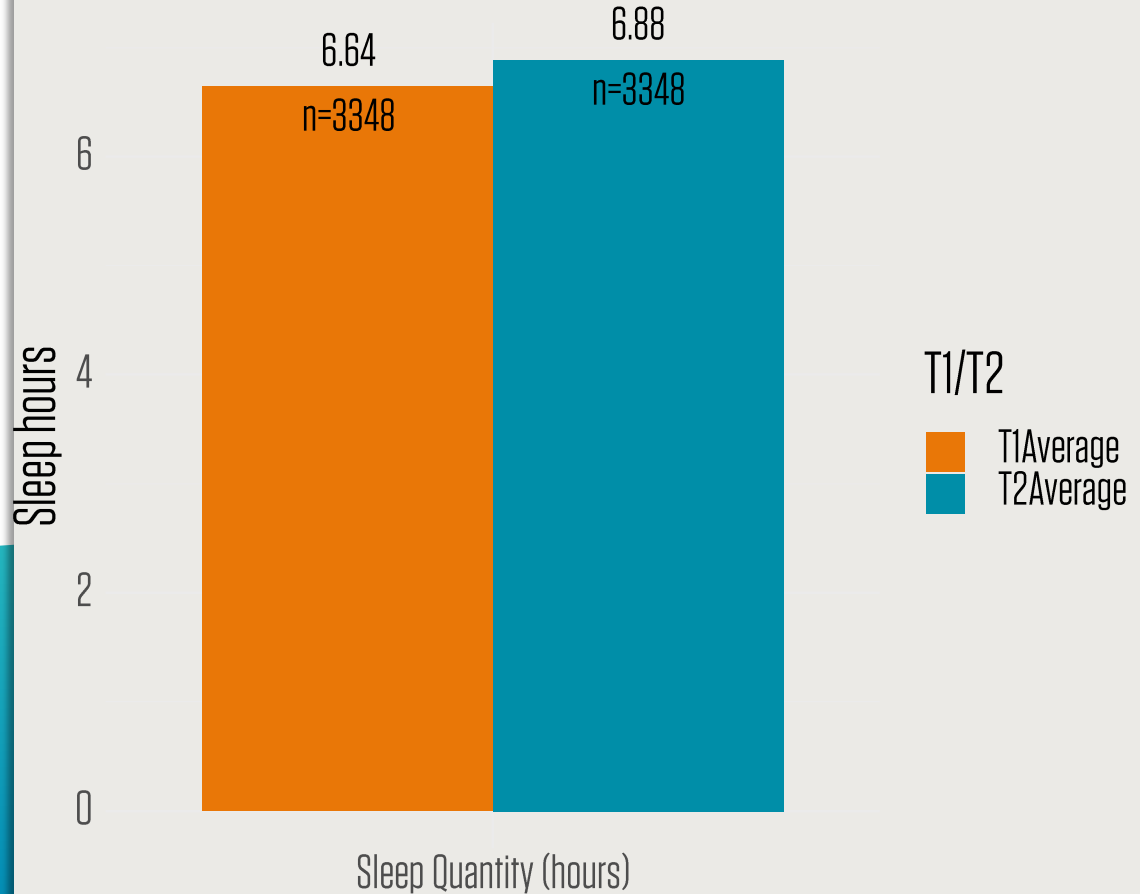


# SLEEP QUANTITY

Sleep quantity is as important as sleep quality. The American Academy of Sleep Medicine recommends that adults get at least 7 hours daily to avoid the negative impact poor rest can have on our health and performance. The adjacent chart shows the changes in NHS employees' sleep post-GC based on their answers in the T1 and T2 surveys.

NHS sleep on average an extra 14 minutes  
(GC Benchmark: 15 minutes)

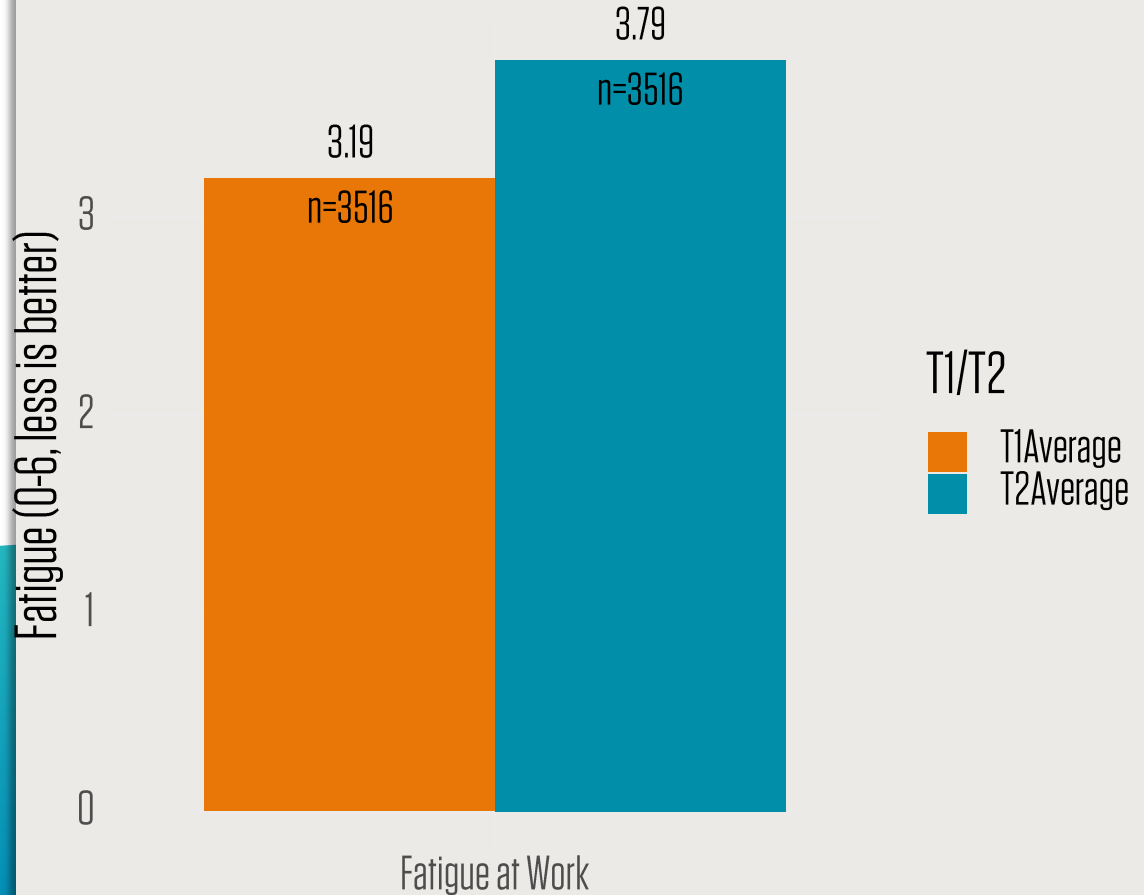
65% are now getting the recommended  
amount of sleep vs 55% pre-GC (GC  
Benchmark: 66%)



# FATIGUE

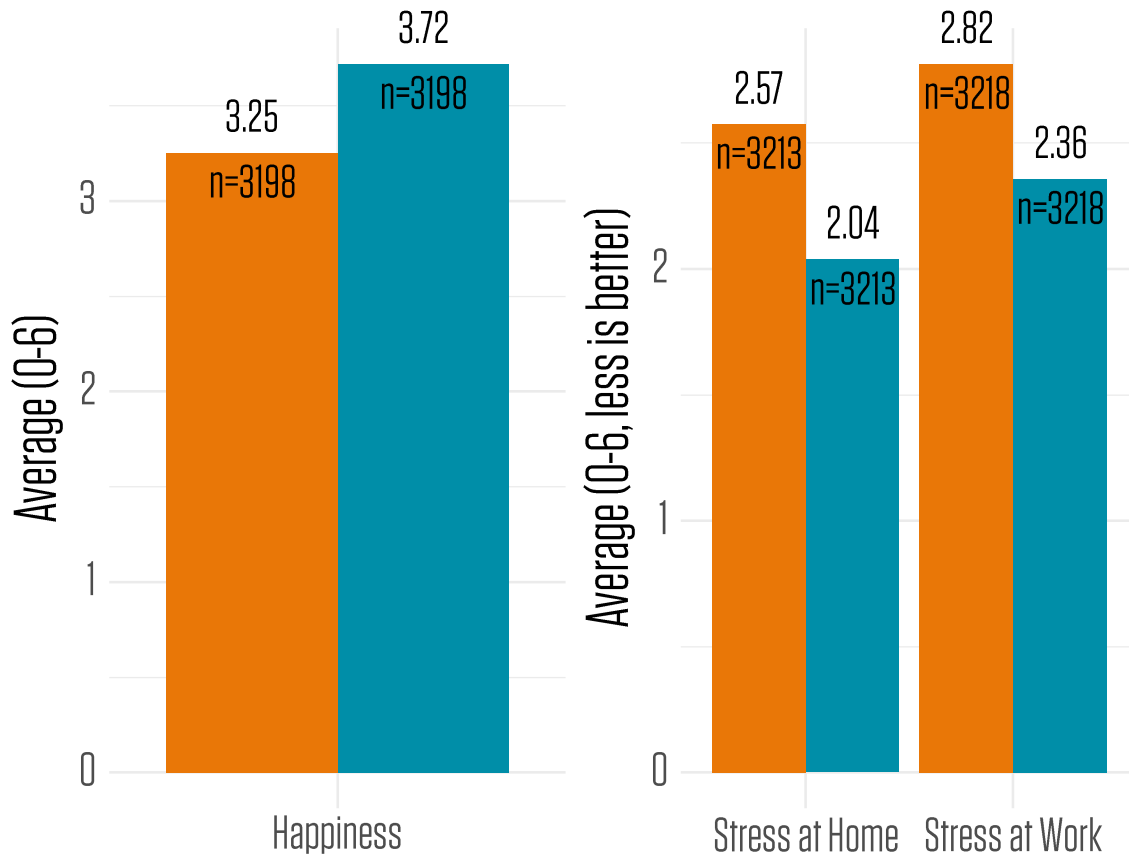
Employees' sleep quantity is directly linked to their levels of fatigue, which can have a significant detrimental impact on their performance and safety in the workplace. Regular physical activity has been proven to improve sleep levels, combat fatigue and sustain high energy levels. As your employees become more active and sleep better throughout the GC, they feel more rested and have more energy.

58% of NHS employees feel that taking part in GC has improved their energy levels (GC Benchmark: 60%)



# HAPPINESS AND STRESS

Our research has shown that through increased physical activity, GC helps improve employees' psychological wellbeing, which in turn has a positive impact on their productivity. The adjacent charts show the change in NHS employees' happiness and stress post-GC compared to pre-GC results.



# PSYCHOLOGICAL WELLBEING

The adjacent chart shows participants' psychological wellbeing post-GC scored using the WHO-5 scale, a scientifically validated and internationally recognized World Health Organization 5-item Wellbeing Index.

WHO-5 Score	WHO-5 Category
0-7	Likely Depression
8-13	Impaired Wellbeing
14-28	Risk of Depression
29-50	Low Mood
51+	Optimal

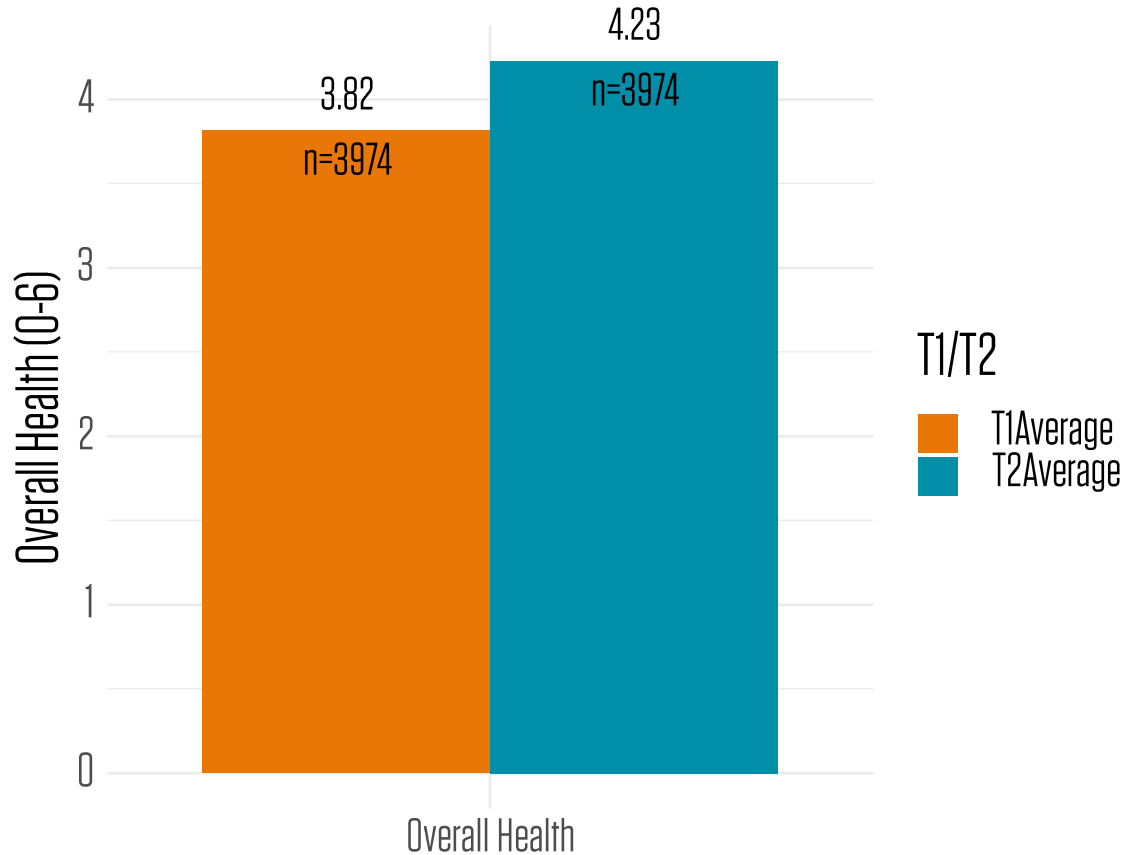




# OVERALL HEALTH

Through increased awareness and having the tools to form new, healthy habits, NHS employees have shifted their perception of their overall health.

Research consistently shows that there is a strong association between self-reported and actual health, so when employees report feeling healthy at work, the groundwork for improved performance and higher engagement is in place.



# WEIGHT MANAGEMENT

GC engages not only fit and active employees, but also those who feel overwhelmed by the prospect of exercise and undoing the habits of a lifetime. Through the combination of exercise and the small, sustainable food swaps promoted by GC Nutrition, these employees maintain sustained weight loss, which directly reduces the risk of type II diabetes, hypertension and heart disease.

60% of NHS employees who tracked their weight reported losing weight. Of those who lost weight, employees reported losing an average 3.93kg during the 100 Day Journey

	Employees	GC Global Benchmark
Average BMI pre-GC	27.48	26.32
Average BMI post-GC	26.93	25.83
Average Change in BMI	-0.56	-0.49

# HEART HEALTH

The GC Heart Age has been developed to give employees a scientific picture of their heart health relative to their real age. It highlights their cardiovascular risks and provides guidance and support on what they can do to reduce them.

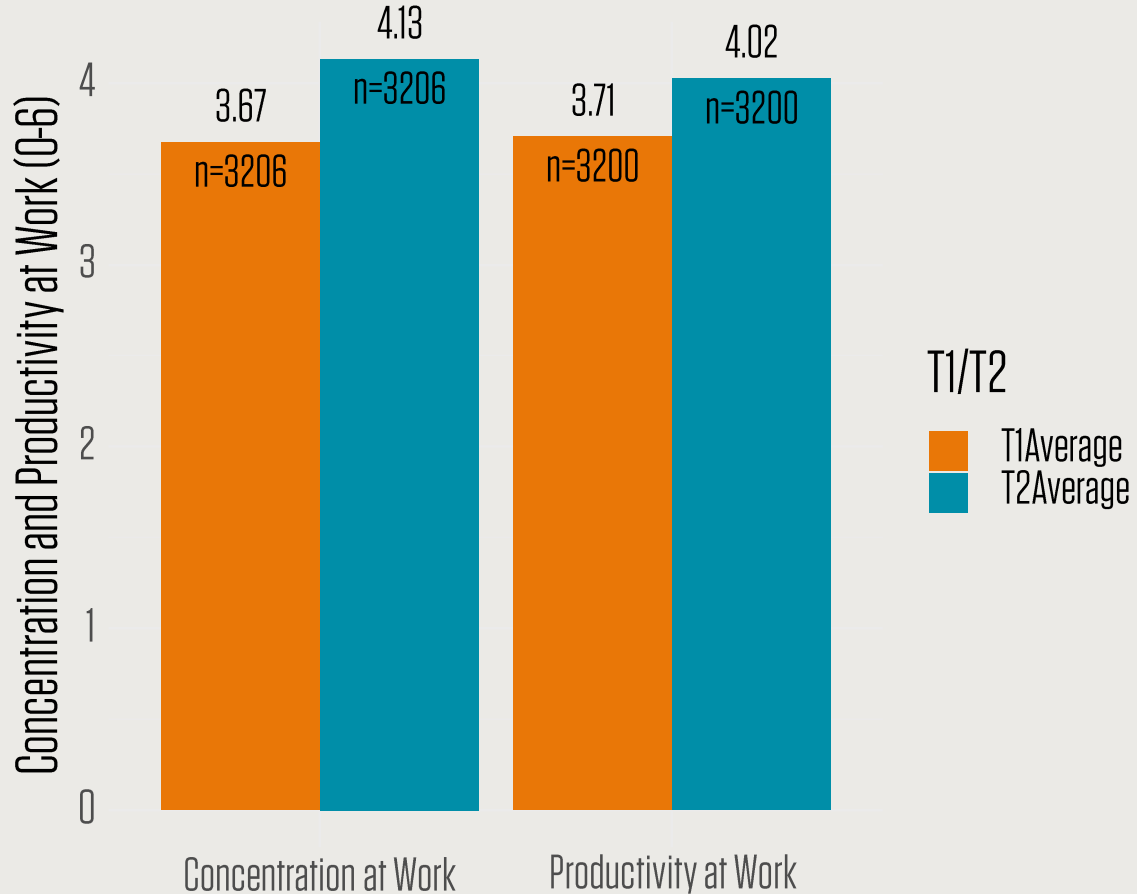
Encouraging employees to reach out to their medical practitioners to obtain their numbers is a vital part of managing their risks. Empowering employees with their numbers gives them an accurate picture of their heart health, allows them to understand their risk profile and measure just how far they've come during the program.

	<b>Employees</b>	<b>GC Global Benchmark</b>
Average pre-GC Heart Age	48 years 4 months	46 years 8 months
Average post-GC Heart Age	47 years 5 months	45 years 7 months

# EMPLOYEE PERFORMANCE

By using the GC's comprehensive, 3 step approach to address all aspects of your employees' wellbeing - including how well they eat, sleep, and how often they move - you've improved both their physical and mental health, helped build resilience and taken steps to improve their focus, productivity and engagement.

59% of NHS employees are now more aware of your organisation's commitment to health and wellbeing (GC Benchmark: 63%)



# EMPLOYEE EXPERIENCE

80%

rate their overall GC experience as either good or excellent (GC Benchmark: 80%)

88%

would participate in the GC again (GC Benchmark: 89%)

93%

would recommend participating in the GC to friends, family and other colleagues (GC Benchmark: 92%)

# CONCLUSION

Throughout the year, we aim to produce more in-depth GC Insights reports to share, valuable insights, new perspectives and practical recommendations to improve the health and performance of your workforce.

GC Insights draws upon the latest aggregated health information and outcomes shared by the 2 million employees that have successfully completed the GC's award-winning health and performance program. These insights are based on 5,500 of the world's leading companies across 185 countries, combined with the latest independent research in the fields of human performance.