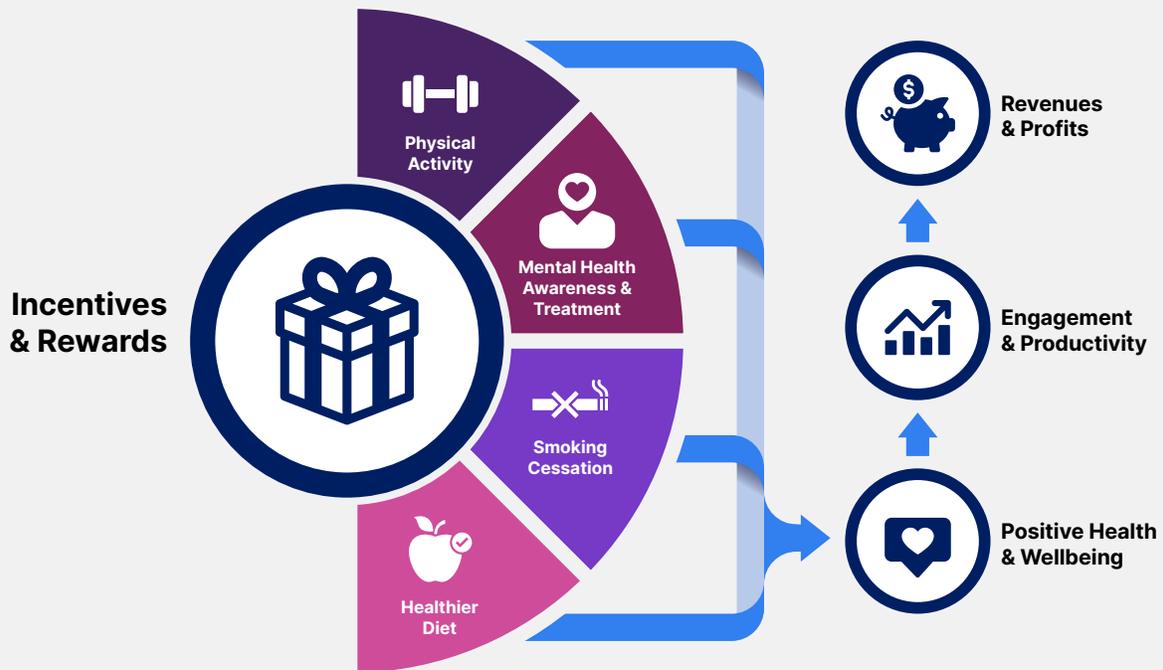


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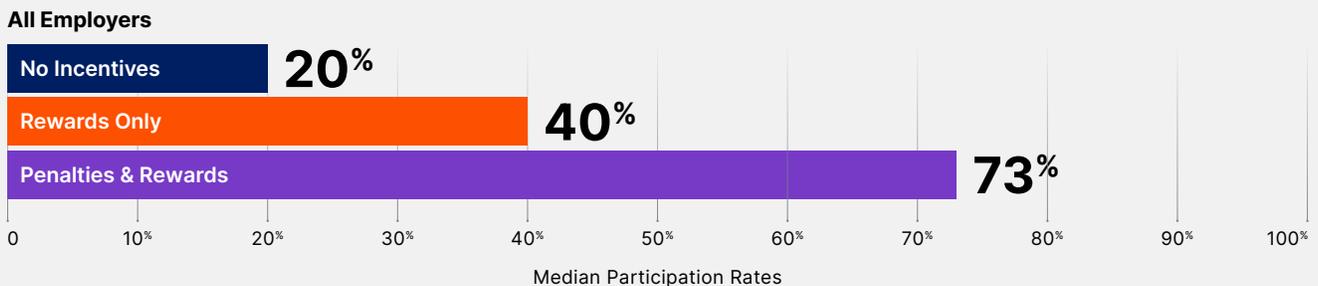
► **The Role of Incentives in Worker Well-Being**

In the absence of incentives, employers reported a median participation rate of only 20%. Uptake appears to increase with the use of monetary or nonmonetary incentives, with a median participation rate of 40%. If penalties or surcharges for not participating were also used, the median participation rate was 73%.



► **Positive financial and non-cash incentives are recommended but penalties also boost participation rates and outcomes.**

The use of incentives and rewards in wellness programs typically drives higher participation which in turn delivers positive outcomes for workers and their organizations.



Select References

Soeren Mattke et al. [Workplace Wellness Programs: Services Offered, Participation, and Incentives](#). RAND Corporation, 2014
Alison Cuellar et al. [Boosting Workplace Wellness Programs With Financial Incentives](#). AMJC, October 2017