



## Workplace Wellness Among Workers Age 50-Plus

February 2024

<b>STUDY POPULATION:</b>	Adults age 50-plus who are currently working
<b>FIELD DATES:</b>	Wave 1 (May 19-23, 2022; June 17-21, 2022); Wave 2 (February 23-27, 2023; March 23-28, 2023); Wave 3 (November 9-13, 2023; December 7-11, 2023)
<b>DATA COLLECTION VENDOR:</b>	NORC – Foresight 50+ Omnibus
<b>TOTAL SAMPLE SIZE:</b>	Wave 1, n=2,020; Wave 2, n=2,033; Wave 3, n=2,041
<b>MARGIN OF ERROR:</b>	Wave 1: May 2022 ( $\pm 4.33$ ); June 2022 ( $\pm 4.00$ ) Wave 2: February 2023 ( $\pm 4.12$ ); March 2023 ( $\pm 4.22$ ) Wave 3: November 2023 ( $\pm 4.16$ ); December 2023 ( $\pm 4.34$ )
<b>NOTES:</b>	<ul style="list-style-type: none"><li>○ Data are weighted by gender, age, education, race/ethnicity, region, and AARP membership to reflect the U.S. population of adults ages 50 and over</li><li>○ Percentages may not add up to 100% due to rounding</li><li>○ Default base is n=2,020 for Wave 1 and n=2,033 for Wave 2 and n=2,041 for Wave 3 unless otherwise stated</li><li>○ Cell values of “-” mean 0% and “***” mean &lt;0.5%</li></ul>
<b>RESEARCH STUDY PAGE:</b>	<a href="https://www.aarp.org/research/topics/economics/info-2022/workforce-trends-older-adults-workplace-wellness.html">https://www.aarp.org/research/topics/economics/info-2022/workforce-trends-older-adults-workplace-wellness.html</a>



## Screener

**(Note: Lowercase letters indicate significant difference between Wave 1, Wave 2, and Wave 3 at the 95% Confidence Interval)**

DISC1. Which of the following best describes your current employment status? If you work more than one job, please select the appropriate response based on the total number of hours you work.

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	2020	2033	2041
Working for 35 hours or more per week for pay	29	29	29
Working for less than 35 hours per week for pay	12 <sup>bc</sup>	8	8
Working for myself (self-employed or have my own business)	**	7 <sup>c</sup>	5
Not working for pay but looking for work	4 <sup>bc</sup>	2	2
Not working for pay and not looking for work	55	56	56

\*\*Not asked in Wave 1.

## Main

[SHOW IF DISC1=1,2]

WELL1. What is your current work situation? If you have more than one job, please think of the job where you work the most hours.

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	832	776	759
Work all of my hours from home/remotely	15 <sup>bc</sup>	11	11
Work most of my hours from home/remotely	8	7	8
Work half of my hours from home/remotely and half in-person	4	6	7 <sup>a</sup>
Work most of my hours in-person	13	15	15
Work all of my hours in-person	57	61	58
Some other work situation (please specify)	2 <sup>c</sup>	1	1



[SHOW IF DISC1=1,2]

WELL2. Do you now work from home/remotely more, less, or the same amount as you did before the COVID-19 pandemic?

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	832	776	759
More now	20	18	17
Less now	11	12	12
The same	26	22	24
I never worked from home/remotely	43	48 <sup>a</sup>	48

[SHOW IF WELL1 = 3,4,5]

WELL3. How recently did you return to work in-person?

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	613	622	610
Less than 6 months ago	7 <sup>c</sup>	5	3
6 – 12 months ago	10 <sup>c</sup>	9 <sup>c</sup>	4
More than a year ago	21	23	32 <sup>ab</sup>
I have always been working in-person	61	63	60

[SHOW IF WELL1 = 3,4,5]

WELL4. How comfortable are you working in-person, right now?

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	613	622	610
Very comfortable	72	75	78 <sup>a</sup>
Somewhat comfortable	22	19	18
Not very comfortable	4	4	2
Not at all comfortable	2 <sup>bc</sup>	<1	1



[SHOW IF DISC1=1,2]

WELL5. [IF WELL3 = 1,2,3: "Since you started working in-person"; IF WELL3 = 4: "While working in-person"], how stressful have each of the following been for you:

<b>Wave 1 (a)</b> (Unweighted n=609)	<b>Very stressful</b> %	<b>Somewhat stressful</b> %	<b>Not very stressful</b> %	<b>Not at all stressful</b> %
Attending in-person meetings	3	12 <sup>c</sup>	22	41
Being able to stay focused on your work	4 <sup>b</sup>	9	24	59
Socializing with co-workers	3	12 <sup>c</sup>	24	55
Maintaining a work-life balance	7	18	24	48
Commuting to and from work	5	14	18	58 <sup>b</sup>
Keeping socially distanced	4 <sup>b</sup>	14 <sup>c</sup>	23	54
Having control over your time	6	14	28	50
Being able to get your work completed	6 <sup>c</sup>	14	27	50
Being able to stick to a routine or schedule	4	13	24	57
Finding time to take breaks	6	17 <sup>bc</sup>	22	52
Ending work for the day	5	10	27	55

<b>Wave 2 (b)</b> (Unweighted n=622)	<b>Very stressful</b> %	<b>Somewhat stressful</b> %	<b>Not very stressful</b> %	<b>Not at all stressful</b> %
Attending in-person meetings	2	14 <sup>c</sup>	22	47 <sup>a</sup>
Being able to stay focused on your work	2	12 <sup>c</sup>	25	57
Socializing with co-workers	2	12 <sup>c</sup>	21	61 <sup>a</sup>
Maintaining a work-life balance	6	14	26	51
Commuting to and from work	5	14	26 <sup>a</sup>	52
Keeping socially distanced	2	11	26	56
Having control over your time	6	15	26	50
Being able to get your work completed	5	15	27	51
Being able to stick to a routine or schedule	3	13	27	55
Finding time to take breaks	6	11	30 <sup>a</sup>	50
Ending work for the day	4	13	23	57

<b>Wave 3 (%) (c)</b> (Unweighted n=607)	<b>Very stressful</b> %	<b>Somewhat stressful</b> %	<b>Not very stressful</b> %	<b>Not at all stressful</b> %
Attending in-person meetings	2	8	25	50 <sup>a</sup>
Being able to stay focused on your work	3	8	22	62
Socializing with co-workers	3	8	21	62 <sup>a</sup>
Maintaining a work-life balance	6	18	26	48
Commuting to and from work	4	15	23 <sup>a</sup>	56
Keeping socially distanced	2	9	27	55
Having control over your time	5	18	25	50
Being able to get your work completed	3	17	25	52
Being able to stick to a routine or schedule	2	12	25	59
Finding time to take breaks	6	10	26	55
Ending work for the day	5	11	24	58



[SHOW IF DISC1=1,2]

WELL6. What type of impact do you feel working in-person has on your...?

<b>Wave 1 (a)</b> (Unweighted n=832)	<b>Positive impact</b> %	<b>Negative impact</b> %	<b>No impact</b> %
Mental well-being	35	12	48
Emotional well-being	39	13	44
Physical well-being	35	16	44

<b>Wave 2 (b)</b> (Unweighted n=776)	<b>Positive impact</b> %	<b>Negative impact</b> %	<b>No impact</b> %
Mental well-being	39	10	47
Emotional well-being	39	12	45
Physical well-being	37	17	41

<b>Wave 3 (c)</b> (Unweighted n=759)	<b>Positive impact</b> %	<b>Negative impact</b> %	<b>No impact</b> %
Mental well-being	41 <sup>a</sup>	11	45
Emotional well-being	41	11	45
Physical well-being	37	14	45

[SHOW IF DISC1=1,2]

WELL7. Since the COVID-19 pandemic, has your prioritization of your overall well-being and your job changed? By overall well-being, we mean a combination of your mental, emotional, and physical health.

	<b>Wave 1 (%)</b> <b>(a)</b>	<b>Wave 2 (%)</b> <b>(b)</b>	<b>Wave 3 (%)</b> <b>(c)</b>
<i>Unweighted n</i>	832	776	759
My overall well-being and job used to be equal priorities and still are	46	47	47
My overall well-being used to be a higher priority than my job and still is	21	21	20
My job used to be a higher priority than my overall well-being, but now my overall well-being is a higher priority	19	20	19
My job used to be a higher priority than my overall well-being and still is	7	6	9 <sup>b</sup>
My overall well-being used to be a higher priority than my job, but now my job is a higher priority	5	5	4



[SHOW IF DISC1=1,2]

WELL8. What are some ways in which you are managing your overall well-being? Again, overall well-being is a combination of one's mental, emotional, and physical health.

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	832	776	759
Getting enough rest/sleep	68	71 <sup>c</sup>	65
Getting regular exercise	60 <sup>b</sup>	55	55
Eating a healthy diet	60	60	59
Spending time alone	47	51 <sup>c</sup>	46
Taking steps to control stress	44 <sup>c</sup>	41	38
Talking with co-workers	35	39	35
Participating in <u>in-person</u> social activities outside of work	29	33	31
Taking breaks to get exercise or stretch during work hours	24	28	27
Participating in <u>in-person</u> social activities at work	11	16 <sup>a</sup>	15 <sup>a</sup>
Practicing yoga/meditation	9	8	10
Talking to a mental health professional	8	7	10
Participating in <u>virtual</u> social activities at work	4	3	4
Participating in <u>virtual</u> social activities outside of work	4	6	4
None of these	5 <sup>b</sup>	3	3
Other (please specify)	3	5 <sup>a</sup>	5 <sup>a</sup>

[SHOW IF DISC1=1,2]

WELL9. Overall, how satisfied are you with your job?

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	832	776	759
Very satisfied	44	43	46
Somewhat satisfied	45	46	42
Not very satisfied	8	9	9
Not at all satisfied	2	2	3

[SHOW IF DISC1=1,2]

WELL10. Please indicate how strongly you agree or disagree with the following statement: My current workplace promotes my overall well-being.

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	832	776	759
Strongly agree	30 <sup>bc</sup>	24	25
Somewhat agree	40	43	46 <sup>a</sup>
Somewhat disagree	19	21 <sup>c</sup>	17
Strongly disagree	10	11	11



[SHOW IF DISC1=1,2]

WELL11. What actions do you think employers should take to address overall well-being across employee lifespans?

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	832	776	759
Pay employees fairly	66	66	64
Increase traditional benefit offerings (e.g., insurance, retirement accounts, etc.)	55	56 <sup>c</sup>	51
Allow flexibility (e.g., where and when you work)	54	53	49
Encourage employees to take time off from work (e.g., taking wellness days)	51	52	51
Recognize employee contributions on a regular basis	44	47	50 <sup>a</sup>
Make efforts to reduce interpersonal stress at work	35	33	33
Provide mental health resources	32	33	32
Offer more training and learning opportunities	29	32	32
Provide meaningful work	29	30	28
Promote equity, diversity, and inclusion efforts	25	26	23
Provide caregiving support	16	19	16
Other (please specify)	3	4	4

[SHOW IF DISC1=1,2]

WELL12. Which of the following is most important to you as it relates to your overall well-being? Select one answer.

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	832	776	759
More money (e.g., higher salary, bonuses, etc.)	30	32	31
Time off (e.g., paid time off, wellness days, sick time, etc.)	26	28	26
Flexibility	17 <sup>b</sup>	13	16
Benefits (e.g., better insurance offerings, retirement, etc.)	12	15	12
More meaningful work	4	4	4
Reducing interpersonal stress at work (between colleagues and customers)	3	3	4
Lifelong learning and training opportunities	2	1	2
Caregiving support	2 <sup>b</sup>	<1	1 <sup>b</sup>
Company events (live or virtual)	1 <sup>b</sup>	<1	1 <sup>b</sup>
Other (please specify)	1	2	2 <sup>a</sup>



[SHOW IF DISC1=1,2]

WELL13. Belonging at work means you feel valued for your contributions, you have good connections with others, and you are able to be your authentic self.

How often do you feel a sense of belonging at work right now?

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	832	776	759
Always	44	43	44
Sometimes	42	44	43
Rarely	11	10	10
Never	2	2	3

[SHOW IF DISC1=1,2]

WELL14. Which of the following best describes the industry you work in?

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	832	776	759
Education	15	15	16
Health / Medical	13	17 <sup>a</sup>	15
Government / Public Administration	8	8	8
Retail Goods	8	8	7
Financial Services or Insurance	6	6	5
Manufacturing	6	7	6
Science / Technology / Engineering	5	5	5
Transportation	5	6	8 <sup>a</sup>
Construction / Agriculture / Mining	5	4	6
Entertainment / Hospitality / Travel	5	4	3
Real Estate	3 <sup>bc</sup>	1	1
Legal Services	2	1	2
Telecommunications / Utilities	2	1	1
Energy / Oil & Natural Gas	1	2	1
Automobile Repair and Service	<1	1 <sup>a</sup>	1 <sup>a</sup>
Other (please specify)	14	14	14





[SHOW IF DISC1=1,2]

WELL15. What is your current occupation [INSERT HOVER TEXT OVER "occupation": An occupation is the paid work you do or the tasks you perform on the job. It is what you do It is not who you work for. For example, “teach kindergarten” or “drive a truck” is an occupation. “Work for a school” or “work for a trucking company” is not an occupation.]? If you have more than one job, please report the occupation in which you work the most hours.

	Wave 1 (%) (a)	Wave 2 (%) (b)	Wave 3 (%) (c)
<i>Unweighted n</i>	832	776	759
Education, legal, community service, arts, sports and media occupations (e.g., lawyer, teacher, social worker, athlete, musician)	13	13	14
Management, business, and financial occupations (e.g., chief executive, manager, accountant)	11	12	11
Sales and related occupations (e.g., cashier, telemarketer, travel agent, salesperson)	10 <sup>b</sup>	7	9
Office and administrative support occupations (e.g., secretary, administrative assistant, accounting clerk)	10	12	13
Computer, engineering and science occupations (e.g., web developer, civil engineer, researcher)	8	8	7
Healthcare practitioners and technical occupations (e.g., dental hygienist, nurse, physical therapist, clinical technician)	7	8	7
Service occupations, including protective services (e.g., medical assistant, police officer, firefighter, security guard, janitor)	6	4	6 <sup>b</sup>
Transportation and material moving occupations (e.g., bus driver, taxi driver, parking attendant, crane operator)	5	4	7 <sup>b</sup>
Construction and extraction occupations (e.g., carpenter, electrician, plumber, highway maintenance worker)	3	3	3
Production occupations (e.g., food processing worker, machinist, tailor, dressmaker)	3	4 <sup>c</sup>	2
Installation, maintenance and repair occupations (e.g., maintenance and repair worker, air conditioning installer)	2	4 <sup>a</sup>	3
Farming, fishing, and forestry occupations (e.g., agricultural inspector, animal breeder, fishing and hunting worker)	<1	<1	1 <sup>ab</sup>
Other	21 <sup>c</sup>	18	16