WELLNESS WITHOUT WALLS:

Data-Driven Approaches for Hybrid Employee Engagement

CORE HEALTH

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Rethinking Engagement in the Hybrid Work Era

Employee engagement powers business performance—reducing turnover and absenteeism while boosting productivity, safety, and referrals. Yet most teams are still struggling: **Gallup reports that 77% of employees are not engaged or actively disengaged. [1]**

The workplace has fundamentally shifted. Hybrid models, remote work, and AI-driven change are reshaping employee expectations. To meet this moment, organizations need wellness programs that evolve alongside the modern workforce.

The Hybrid Reality: Stress, Engagement, & Equity

Hybrid and remote work, once a pandemic necessity, are now standard: **28% of U.S. remote-capable jobs are fully remote and 51% are hybrid.[2]** These models have advanced workplace equity, particularly for women, caregivers, and historically marginalized groups, while also driving engagement, autonomy, and job satisfaction.[3]

But there are trade-offs. Remote and hybrid employees report **higher stress and loneliness, and return-to-office mandates correlate with 14% higher turnover and costly talent loss.[4]**

With five years of data, one thing is clear: there is no one-size-fits-all solution.

HR leaders must now support employees across on-site, hybrid, and remote models. Scalable wellness platforms are critical to meeting diverse needs, sustaining engagement, and protecting productivity across the workforce.

Poor employee engagement cost the global market **$438 billion** in 2024.[1]

Designing Hybrid-Friendly Wellness Programs

Remote and hybrid employees have unique wellness needs compared to their on-site counterparts. Overall, they have higher engagement but are at greater risk for mental health issues resulting from loneliness, the added stress of communication barriers, and technology mishaps.

For these reasons, your wellness platform must utilize the most up-to-date science-based engagement tools to enhance employee wellness and close the engagement gap. Regardless of employee location, all wellness programming should use these six-program design best practices for maximum engagement and improved health outcomes. Wellness programming should always be:

SIMPLE + REPEATABLE + INCLUSIVE + ACCESSIBLE + TIMELY & RELEVANT + PERSONALIZED

No matter how big your organization is, how many employees you have, or their geographic location, if you use these six pillars to guide your program's creation, your wellness initiatives will drive behavior change and increase overall employee engagement.

Tools That Drive Engagement in Hybrid & Remote Teams

Below are the best wellness program tools that you can use to address the unique needs of your remote and hybrid workforce—something that many organizations still struggle with.

Personalized Wellness with HRAs

The best wellness programs create tailored, personalized plans based on the employee's real-time data. Therefore, connecting health risk assessment software with wellness platform features to deliver targeted interventions, education, and support is a must.

Recognition Matters

Increasingly, data shows that employees crave recognition at work, and it plays a significant role in their job satisfaction, overall engagement, and mental well-being. In fact, **69% of employees feel that they'd be motivated to work harder and be more engaged if they felt their efforts were recognized.[5]** It's crucial that your wellness platform facilitates remote-ready efforts, such as peer-to-peer recognition, virtual leaderboards, employee rewards programs, and recognition awards.

Content is Crucial

Programs that offer structured digital care pathways should have educational content automatically triggered by the health risk or clinical assessment. But just publishing content isn't enough. It must be timely, relevant, thoughtfully curated, & seamlessly integrated throughout the program.

Ignite Change with Incentives

Behavioral incentives are one of the most powerful tools available in employee wellness to encourage specific behaviors. Financial incentives are a powerful extrinsic motivator that are effective at encouraging discrete behaviors such as signing up for an HRA. Gamification strategies, on the other hand, encompass a range of tools and game elements that enhance consistency of platform use and are most effective in boosting intrinsic motivation and shaping behaviors over time. Together, they form the bedrock of wellness program behavior motivation and should be used strategically.
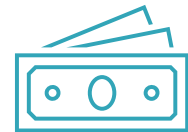
Social Supports are a Must

The biggest challenge remote and hybrid workers face is loneliness and isolation, so it's vital that their wellness program addresses that need. In addition to 1:1s with their manager and professional learning opportunities, employees benefit most from mental health check-ins, social connection modules, and virtual happy hours. Ensure your wellness platform can streamline connections with automatic reminders, personalized classes, and easy-to-access mobile interfaces.

Wellness Platform Power

Remote and hybrid employees require a wellness platform that is accessible, personalized, and tailored to their unique needs. Therefore, your employee wellness software must be able to host numerous pages and resources, provide a sleek, easy-to-use interface, and offer the latest tech integrations, all with top-notch security to protect your employees' private health information.

Consistency drives engagement, and an enjoyable user experience is the most potent tool in enticing platform consistency.

The Best Wellness Platform Features for Dispersed Teams

Mobile interfaces	Wearables	Notifications
Accessibility anytime, anywhere for employees	Personalized health nudges based on activity or biometric tracking	Nudging participation through reminders and positive reinforcement

Leaderboards	Multilingual Support	Asynchronous Challenges
Driving friendly competition across dispersed teams	Ensuring inclusivity in global, hybrid workplaces	Step counts, mindfulness streaks, and gamified participation across time zones

Wellness Platforms in Action: Three Scenarios That Deliver ROI

Plenty of vendors promise "scalable" wellness. The real question is how the software adapts to your organization—your people, your goals, your budget. Below are three CoreHealth use cases from real clients that show how they activate the platform to boost engagement - each with a different model and success metric.

① High-Risk Triage & Care Navigation

Some organizations use CoreHealth is as a targeted care management engine. Employees are encouraged to complete a health risk assessment, and the results segment the population by risk. Those deemed high-risk are seamlessly routed into targeted next steps such as live coaching or a structured digital care pathway.

Engagement strategy: narrow but deep - focus attention where it's needed most.
Why it drives ROI: addresses avoidable high-cost events sooner, supports return-to-work, and concentrates resources on the few who benefit most.
Metrics: movement in risk scores, care-path enrollment/adherence, reduced avoidable absences, and downstream cost indicators.

② Benefits Administration & Education

Other companies deploy CoreHealth as a centralized hub that employees access sporadically with predictable spikes around open enrollment and key life events. Success for these organizations is simply for their employees to find what they need when they need it.

Engagement strategy: broad reach, on-demand access, zero friction.
Why it drives ROI: higher utilization of programs you already pay for and less HR headache.
Metrics: successful task completion (e.g., plan selection), time-to-find, click-through to benefits/EAP, and reduction in HR inquiries.

③ Coaching Enablement

The most common approach is coach-led programming. Employees begin with an HRA or screening, then enter a personalized plan that blends coaching touchpoints with tailored action plans, challenges, and educational modules. Engagement is more frequent because the experience is built around the individual.

Engagement strategy: personalized, higher-frequency touchpoints for cohorts that benefit most.
Why it drives ROI: sustained behavior change, with progress you can see and act on.
Typical metrics: improvement in a defined cohort who are the highest risk.

Best Practices for Hybrid & Remote Wellness Success

Does your program make the grade? Use our checklist to evaluate how effectively your wellness platform serves your hybrid and remote workforce.

- ☑ **Follow the gold standard for wellness programming:** Regardless of your organization's size or employees' geographic location, your wellness program content should always be simple, repeatable, inclusive, accessible, timely & relevant, and personalized.

- ☑ **Use HRAs as the foundation of a personalized wellness strategy:** The best wellness programs create tailored, personalized programming based on the employee's real-time data. Connecting HRAs software with wellness platform features to deliver targeted interventions is a must.

- ☑ **Don't forget to invest in content:** Wellness content must be timely, relevant, thoughtfully curated, & seamlessly integrated. Ideally, it's automatically triggered after an HRA or clinical assessment as part of a personalized digital care pathway.

- ☑ **Recognition matters:** HR leaders must ensure that hybrid and remote staff receive recognition for their work in different formats to boost engagement, feelings of autonomy, and job satisfaction.

- ☑ **Use incentives to ignite motivation:** From extrinsic motivators, such as financial incentives, to intrinsic motivators like gamified elements, behavioral incentives play a crucial role in shaping wellness behaviors. Opt for a wellness platform that has gamified elements built in and includes tech integrations to make the most of personal employee data.

- ☑ **Don't skimp on social support:** The biggest challenge remote and hybrid workers face is loneliness and isolation, so it's essential that their wellness program addresses that need. Ensure your wellness platform can streamline social connection with automatic reminders, personalized classes, and easy-to-access mobile interfaces.

- ☑ **Wellness platform power:** The best employee wellness programs utilize platforms that offer an all-in-one service, tailored to suit any organization's size and use case. A platform that is tailored, sleek, with easy-to-use interfaces, personalized features, and effortless program administration is indispensable.

Next-Gen Wellness Solutions with CoreHealth

CoreHealth is a total well-being company trusted by global companies to power their health and wellness programs. Our wellness platform helps maximize health, engagement, and productivity for over 3.5 million employees worldwide. We believe people are the driving force of organizations and supporting them to make behavior changes to improve employee health is in everyone's best interest. Simple to sophisticated, based on you.

To learn more about how CoreHealth can help you choose the most personalized, scalable, and customizable digital wellness solution for your organization, schedule a demo today.

Ready to see what you've been missing?

Speak to one of our technology experts today!

[Book a Demo]

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