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WELL-BEING OF WORKFORCE INFLUENCED BY EMPLOYERS, JOB DUTIES

Something to think about on Labor Day: research shows a good boss can help make weekdays feel like weekends, but a bad boss may lower employees' well-being

Nashville, TN & Washington, D.C. – (Aug. 28, 2008) – Research to be released Friday from the *Gallup-Healthways Well-Being Index* reveals that the downward trend in overall well-being appears to be cushioned when workers experience a positive work environment, one where they get to use their strengths, and where their supervisor creates a trusting environment.

In the first six months of 2008, 56% of workers in high-quality jobs — those who express satisfaction with their work, report using their strengths daily in their area of work, and work in a culture of trust and where there is an employee-boss partnership — were classified as thriving, while only 39% of workers in low-quality jobs — two or less of the attributes — were thriving. Further, people in high-quality jobs report weekdays that are similar to weekends when it comes to feeling treated with respect, feeling happy, few feelings of anger and stress and learning or doing something interesting. Conversely, those with low-quality jobs express significantly more anger and stress on weekdays, are less likely to express happiness, experience learning or being treated with respect.

Research from the Well-Being Index also reveals that people in a negative work environment are less psychologically resilient and are more vulnerable to stress from economic downturns. Some stress in life is good stress, necessary to motivate through deadlines and often a driver of success. However, people in negative work environments report a high percentage of stress and worry without happiness and enjoyment, a feeling that negatively affects overall well-being.

The *Gallup-Healthways Well-Being Index* is an ongoing, long-term measurement of personal well-being based on the World Health Organization (WHO) definition of health as "not only the absence of infirmity and disease but also a state of physical, mental and social well-being." The Well-Being Index determines the correlation between the places where people work and the communities in which they live, and how that and health-related factors impact their well-being.

In addition to the findings on workplace well-being, the survey of more than 200,000 respondents between January and July also reveals that 90 percent of full-time and 89 percent of part-time workers are satisfied with their jobs, sixty percent of full-time workers are male, while 62 percent of part-time workers are female and full-time workers enjoy greater access to healthcare coverage and experience fewer chronic diseases than part-time workers.

The analysis by Gallup and Healthways researchers showed that the top contributors to enhanced worker well-being include:

- Interesting work and development opportunities
- Social time with family and friends
- Daily exercise of 30 minutes or more
- Frequent laughter
- Overall job satisfaction

The full report will be posted online at www.well-beingindex.com on Friday, Aug. 29.

About Healthways

Healthways, Inc. (NASDAQ: HWAY) is the leading provider of specialized, comprehensive Health and Care Support^(SM) solutions to help millions of people maintain or improve their health and, as a result, reduce overall healthcare costs. Healthways' solutions are designed to help healthy individuals stay healthy, mitigate and slow the progression of disease associated with family or lifestyle risk factors and promote the best possible health for those already affected by disease. Our proven, evidence-based programs provide highly specific and personalized interventions for each individual in a population, irrespective of age or health status, and are delivered to consumers by phone, mail, internet and face-to-face interactions, both domestically and internationally. Healthways also provides a national, fully accredited complementary and alternative Health Provider Network, offering convenient access to individuals who seek health services outside of, and in conjunction with, the traditional healthcare system. For more information, please visit www.healthways.com.

About Gallup

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