

1. Complete the text with the words in the box

emotional	allows	positive	return	defined	employee	
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## What is employee wellbeing?

Employee wellbeing is defined as the overall mental, physical, emotional, and economic health of your employees. It's influenced by various factors such as their relationships with co-workers, the decisions they make, and the tools and resources they have access to. Hours, pay, and workplace safety also have a significant impact on employee wellbeing.

While it will vary from person to person, employee wellbeing should average out to a level that allows for a productive and healthy workplace. Outside factors contribute to employee wellbeing too. Stress around issues such as housing, health, and family all play a role in performance at work. However, employers can acknowledge they have no control over what takes place after hours while still taking responsibility for what they can do for their employees.

According to a recent employee wellbeing study by Alight, less than half of U.S. employees have a positive perception of their overall wellbeing. Overall, there has been a major decline in employee wellbeing from early 2020 to mid-2021, even as employees return to work at the office again.

**2. According to the reading answer to the next questions:**

- a. What is employee wellbeing?
  
  
  
  
  
  
  
  
  
  
- b. What other factors play an important role in performance at work?
  
  
  
  
  
  
  
  
  
  
- c. What is the perception of U.S. employees regarding their wellbeing?