

11 reasons employees don't use wellness programs

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Wellness programs have come a long way since the old days of the Employee Assistance Program. But [engagement](#) continues to be a problem.

HealthMine, provider of a personalized health portal for employers and insurers, decided to ask employees what was holding them back.

It asked 1,200 consumers with access to a [wellness program](#) to identify the barriers to their participation.

As it turns out, there are a lot of them, which suggests that [program designers](#) still have some work ahead of them.

Lack of time was the number-one complaint lodged by respondents, but inconvenience of location and time were right behind. No big surprise.

But what was a bit more interesting were how high security and privacy ranked as barriers to participation.

Let's get to it. On the left are the reasons cited, on the right the percentage of respondents who checked the box. They could, and did, check more than one.

1. Lack of time	27 percent
2. Inconvenient location	25 percent
3. Inconvenient time	24 percent
4. Awareness of program	17 percent
5. Privacy concerns	14 percent
6. Pressure to finish work	13 percent
7. Security concerns	13 percent
8. Lack of boss' support	10 percent
9. Too busy working	9 percent
10. Just not interested	9 percent
11. Family doesn't back it	5 percent

"Arming individuals with clinical data helps make wellness meaningful. But overcoming inertia to take a healthy action is the first step," said Bryce Williams, CEO and President of HealthMine. "Plan sponsors can help members by making programs more convenient and meeting people where they are."