

A photograph of three women sitting in a modern office environment, laughing and looking at a laptop. The woman on the left has curly hair and is wearing a white shirt. The woman in the middle has long brown hair and glasses, wearing a white lace top. The woman on the right has long blonde hair and glasses, wearing a pink sweater. They are sitting around a glass table with papers and a laptop. In the background, there is a large window looking out onto a modern building, a green pendant light, and a large indoor plant.

Navigate Wellbeing
Solutions

The Navigate Impact Guide

To Workplace Wellbeing

Industry-specific data and insights
from our client success team

Behavior change isn't a program. It's people's lives.

Every action in this report — scheduling a visit, completing a screening, starting a mental health coaching conversation, improving sleep, or reducing financial stress — reflects a real moment in someone's daily life.

And behind those moments are organizations that care deeply about their people.

We work alongside dedicated HR, benefits, and wellbeing leaders nationwide, as well as the brokers and consultants supporting them. Their vision for workforce health and wellbeing drives us to improve every day.

This report is grounded in real-world impact. It isn't a collection of statistics and best practices pulled from secondary sources.

This is our lived experience.

These insights derive from the Navigate platform data and our industry-aligned client success teams, who work with organizations, brokers, consultants, and experts daily. They observe what drives engagement, changes behavior, and where health and wellbeing programs succeed or struggle in real workforce settings.

Industry research helps anchor the conversation, but the heart of this report is what we see every day across the organizations we serve.

We share these insights openly because our purpose is simple: to do good things.

Some content may challenge conventional views on wellbeing programs. This is intentional. The leaders we work with are advancing the industry, and their experiences merit sharing.

Inside the guide

The insights in this guide draw on aggregated Navigate platform data and observations from our industry-aligned client success teams, who work alongside employers every day.

Healthcare



Frontline

Manufacturing, Construction,
Distribution, and Transportation



Professional Services

Corporate, Finance, Legal,
and Consulting



Public & Labor

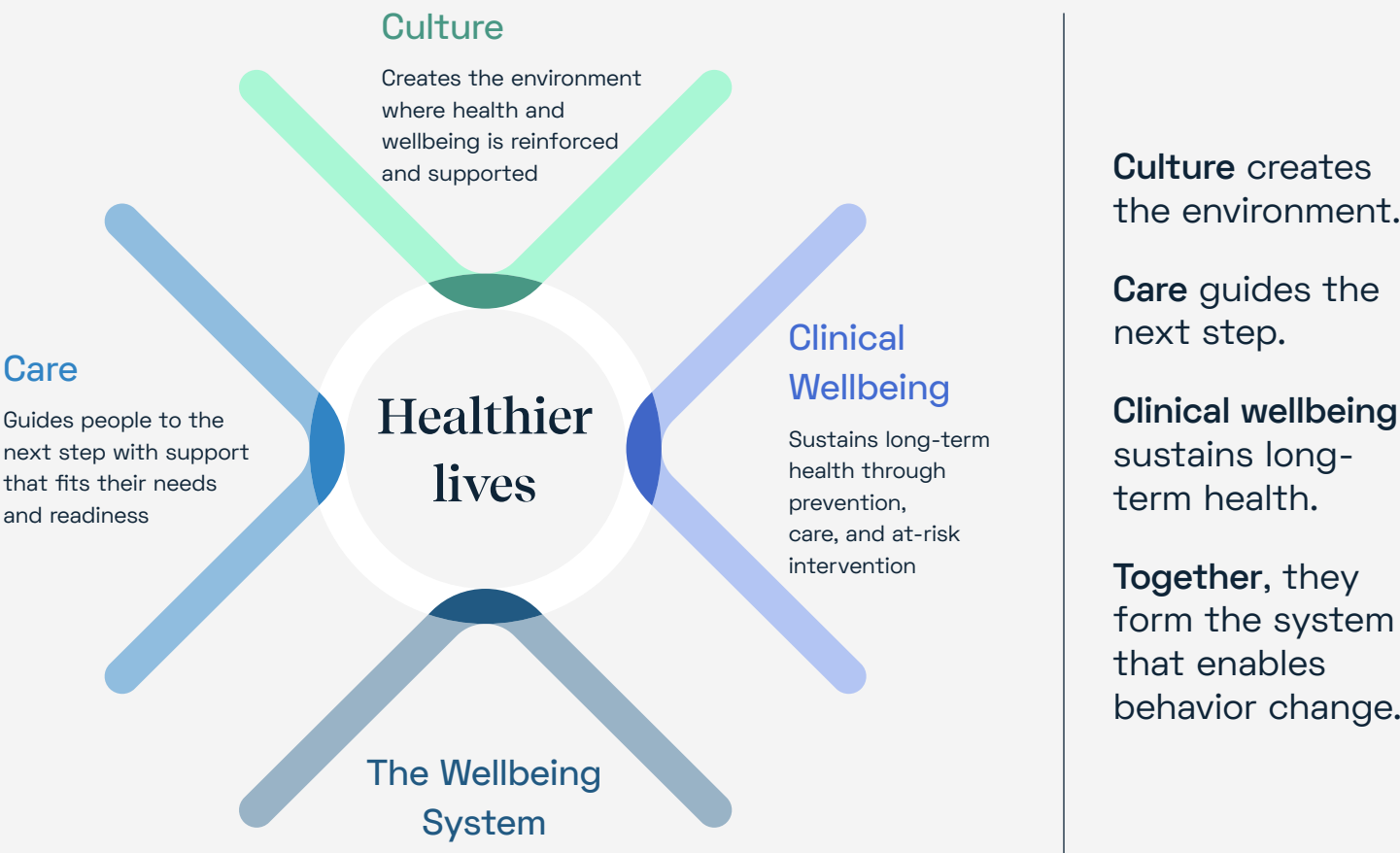


Because the truth is, not every organization has the same support system, guidance, or industry expertise. If these insights help even one leader foster a healthier environment for their people, they have fulfilled their purpose.

**At the end of the day, your people are your strength.
And they're ours too.**

Health and wellbeing behavior change system

Wellbeing programs provide activities; systems drive behavior change.



The five signals of behavior change

Signals we see across our book of business:

01 Culture is intentionally designed

The strongest wellbeing programs don't rely on culture to happen naturally. They design it.

Organizations with high, sustained engagement intentionally build health and wellbeing by designing behaviors that support their values. These behaviors are reinforced through leadership involvement, effective communications, active wellbeing champions, community volunteering, and support for employees.

02 Employees take the first step

Behavior change rarely begins with a major lifestyle shift. It begins with a single action: completing a wellbeing assessment, joining a challenge, speaking with a coach, or accessing resources for an immediate need.

Organizations that remove friction from the first step consistently see stronger participation across their workforce.

03 Personalizing readiness to change turns interest into action

Interest alone rarely leads to sustained change. Employees receiving next best action aligned with what they are most in need of, interested in, and ready to change, can easily take action to build small healthy habits in an area specific to where they are today.

And because health and wellbeing are interconnected, moving from struggling to thriving in one area improves all. This support helps people feel seen, heard, and understood to move forward with confidence.

04 Preventive care becomes a priority

Some of the most important wellbeing behaviors happen outside the platform. Primary care visits, preventive screenings, and early risk identification are often the strongest indicators of long-term health improvement.

Organizations that support these behaviors see stronger long-term health outcomes and lower long-term risk.

05 Health outcomes begin to improve

The strongest signal of lasting change is measurable improvement in employee wellbeing.

Across organizations, we see improvements in areas such as biometric risk, stress management, sleep, financial stability, and overall wellbeing scores.

When culture, care, and clinical wellbeing work together, these improvements become sustainable rather than temporary.

What does this look like across real organizations? Across the Navigate book of business, these signals consistently translate into behavior change.

[Learn how ↗](#)

A photograph of two women in a kitchen. The woman in the foreground, with dark curly hair and large hoop earrings, is smiling and looking down. The woman in the background is using a blender. The kitchen has shelves with jars and a clock.

Behavior change across the Navigate Book of Business

Behavior change accelerates when culture, care, and clinical wellbeing operate as one connected system.

The strongest engagement and health improvements occur when organizations design culture, care, and clinical wellbeing to work together.

Relevance

Culture

Culture determines whether wellbeing reflects what matters most to an organization and its people.

Behavior change impact

When wellbeing reflects organizational values and is delivered in context of culture, sustained engagement follows.

Throughout this report, we reference employee engagement statistics. At Navigate, engagement is defined as employees achieving outcomes their organization has prioritized for their program, along with reaching key engagement milestones year long. This approach reflects activities, behaviors, and outcomes to provide a clear view of impact to our clients, brokers, and consultants. This is different than industry standard measurement of engagement through logins and connected device syncs.

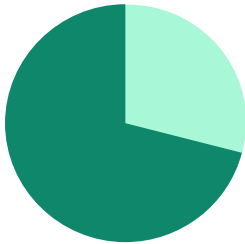
Navigate behavior insights

100%

of clients customized their incentive table to reinforce the outcomes they most wanted to see in 2025

71%

Employee engagement



Care

Care connects employees with guidance and support aligned to their personal needs and readiness for change.

Participants move from struggling to thriving

Behavior change impact

Behavior change begins with small, practical steps that become part of daily routine. When employees receive guidance aligned with their needs and readiness to change, small actions compound into meaningful improvements. Due to the interconnectedness of health and wellbeing, an improvement in one area supports improvements in all others.

30%

Improved
Stress and
mental wellbeing



25%

Improved
Financial wellbeing



43%

Improved
Social connection



Clinical Wellbeing

Clinical wellbeing connects everyday health behaviors with measurable improvements in long-term health risk.

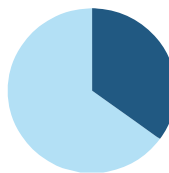
Navigate participant
behavior change signals

Behavior change impact

Sustained health improvement follows consistent, everyday behavior changes supported over time. Movement along the health and wellbeing continuum, from struggling to thriving, is one of the clearest indicators that meaningful behavior change is occurring.

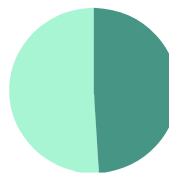
35%

of our high-risk
participants lowered
their risk level



49%

improved blood
glucose risk
(high → low)



18%

achieved ≥5% body
weight improvement



Behavior change succeeds when culture, care, and clinical wellbeing combine into a unified, sustainable system that works for people.

Next, we will see how this comprehensive system is applied across various industries. Using the Navigate platform and insights from our industry-aligned client success leaders, we uncover real behaviors, outcomes, and implementation strategies unique to different workforces.

How to use this guide

Each workforce faces unique pressures, environments, and health risks. To help leaders apply these insights, the following sections examine behavior change patterns across industries.

Each industry section includes four elements:

- 01 Workforce context**
The operational and health realities shaping employee wellbeing in that industry.
- 02 Behavior signals**
Patterns we observe across the Navigate platform that indicate how employees are engaging with and improving their health and wellbeing.
- 03 Insights from our client success team**
Practices our industry-aligned client success teams see driving stronger engagement, culture, and measurable health improvements.
- 04 Clinically validated outcomes**
Health risk impacts our clients see when all these areas work together.

Together, these perspectives provide a practical view of how organizations are strengthening wellbeing systems across diverse workforces.



This guide combines aggregated, anonymized engagement and health data from the Navigate platform with observations from our industry-aligned client success teams, who work directly with employers, brokers, and consultants in specific sectors.

Industry research is included where relevant to provide additional context.



Caring for the caregivers

Health and wellbeing in the
healthcare industry

Healthcare leaders understand the intensity their teams operate under every day. Clinical staff, environmental services teams, administrative professionals, and specialists move continuously between patient needs, documentation requirements, and regulatory demands. Many work extended or rotating shifts, and the emotional weight of patient care often follows them home long after a shift ends.

Annual burnout-related turnover costs are



\$9 Billion

for nurses and up to **\$6.3 billion** for physicians

[U.S. Department of Health and Human Services](#)

46%

of healthcare workers report high or extreme stress

[The American Institute of Stress](#)

Across health systems, employees face a combination of pressures that HR leaders know well:

- Staffing shortages and rising patient ratios
- Fatigue, absenteeism, and retention challenges
- High rates of burnout and compassion fatigue

- Elevated risks of mental health and physical strain
- Irregular sleep patterns from rotating shifts
- Musculoskeletal strain and exposure to infectious disease

Compared to workers in other industries, health care workers had a higher prevalence of:

Mental illness
14.6% vs. 9.6%

Depression
8.0% vs. 4.9%

Anxiety
2.9% vs. 1.9%

Chronic illness
19.2% vs. 12.3%

Cancer
4.6% vs. 4.2%

[Center for Health Workforce Studies: University of Washington](#)

Over time, these realities shape how healthcare employees care for themselves. Preventive appointments are delayed, sleep becomes inconsistent, and recovery between shifts can be difficult to maintain, not because employees lack commitment to their health, but because the demands of care delivery often come first.

For health system HR and workforce leaders, the implications are clear. When employee wellbeing erodes, the impact shows up in retention, staffing stability, and the ability to sustain consistent, high-quality patient care.

Supporting the health of the healthcare workforce is therefore not only a wellbeing priority. It is a workforce strategy.

Understanding how healthcare employees rebuild sustainable health habits within these conditions is essential to strengthening resilience across the workforce.

The question for health system leaders:
Where are healthcare employees actually making progress in building sustainable health habits?



Health system behavior change insights

Healthcare workforces operate in environments that are physically demanding, emotionally complex, and highly collaborative. Sustaining personal wellbeing in these conditions requires practical behaviors that help employees manage stress, maintain energy, and recover between shifts.

The insights below combine aggregated, anonymize data from the Navigate platform with observations

from our healthcare vertical Client Success teams working directly with hospitals and health systems. To ensure reliability, we evaluated consistent patterns across employers, employee groups, and wellbeing measures.

Together, these patterns offer a practical view into how healthcare employees are strengthening daily habits that support long-term health and resilience.

Healthcare employees are focusing on practical daily health behaviors

61%

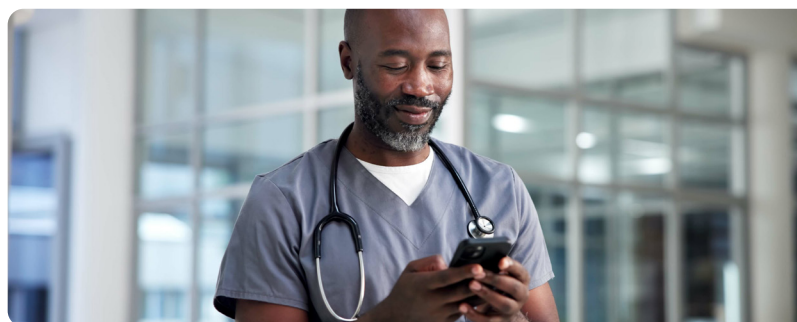
platform engagement

Using Navigate platform data, the most common focus areas among health system participants include:

- | | |
|------------------|---------------------|
| ▶ Healthy eating | ▶ Mental health |
| ▶ Blood pressure | ▶ Stress management |
| ▶ Gratitude | ▶ Financial health |
| ▶ Mindfulness | ▶ Sleep quality |

Why these behaviors are impactful

Healthcare workers often navigate long shifts, emotional intensity, and unpredictable schedules. The wellbeing areas employees prioritize directly influence energy, recovery, and the ability to sustain focus throughout demanding workdays.





Social wellbeing is driving meaningful behavior change for health system employees



81%

our healthcare participants are thriving in their social wellbeing



44%

our healthcare participants moved from struggling in 2024 to thriving in 2025

Why this behavior change is impactful

Healthcare delivery depends on collaboration and trust across teams. Strong social wellbeing supports communication, peer support, and shared resilience during high-pressure moments.

Employees are moving from struggling to thriving



30%

of our healthcare participants moved from struggling to thriving in mental health, stress, or mindfulness

Why this behavior change is impactful

Financial stress can affect sleep, focus, and mental wellbeing. When healthcare employees gain greater stability and confidence in their financial lives, it reduces foundational stressors and strengthens their overall wellbeing.

Healthcare employees are strengthening healthy financial habits



24%

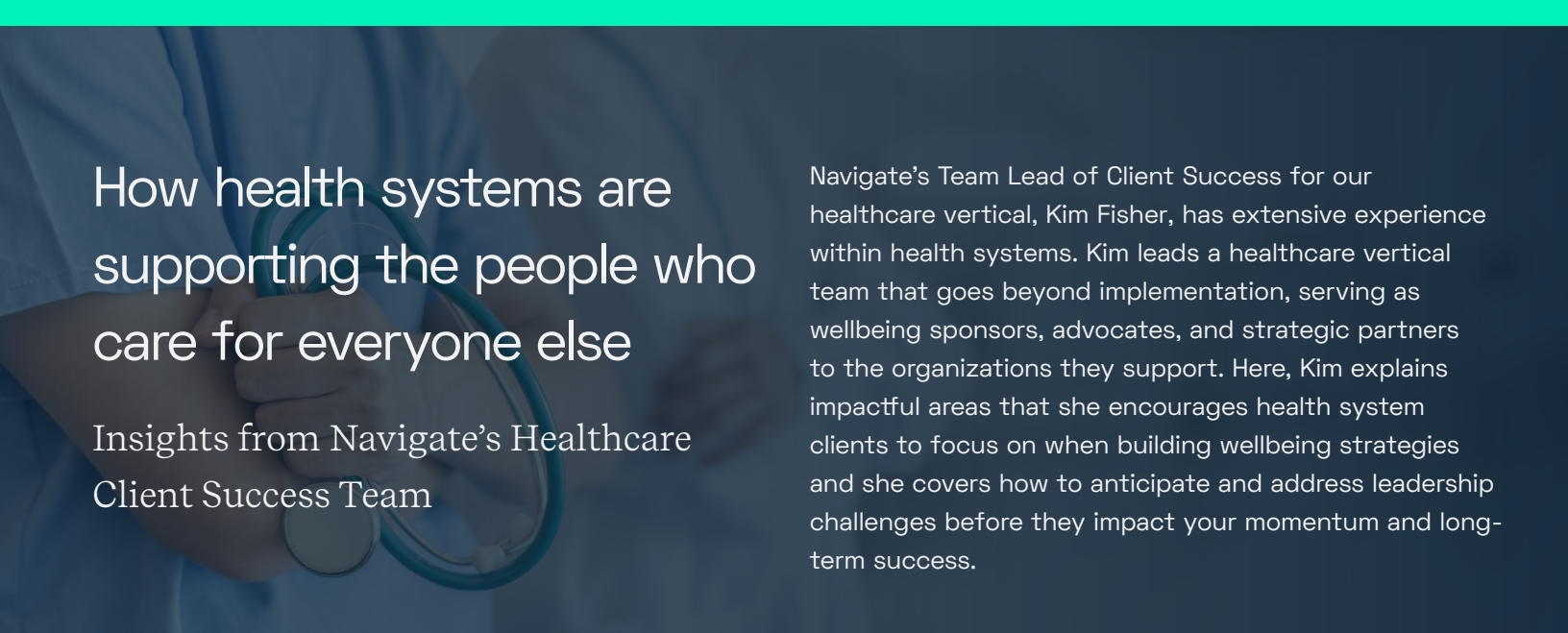
of our healthcare participants moved from struggling to thriving in financial health

Why this behavior change is impactful

Movement along the wellbeing continuum, from struggling to thriving, is one of the clearest indicators that meaningful behavior change is occurring.

For our healthcare clients, behavior change results come from carefully designed programs tailored to each client's unique culture, needs, and goals—supported by Navigate Client Success teams focused specifically on healthcare organizations.

How are health systems designing wellbeing programs that truly fit the realities of healthcare work?



How health systems are supporting the people who care for everyone else

Insights from Navigate's Healthcare Client Success Team

Navigate's Team Lead of Client Success for our healthcare vertical, Kim Fisher, has extensive experience within health systems. Kim leads a healthcare vertical team that goes beyond implementation, serving as wellbeing sponsors, advocates, and strategic partners to the organizations they support. Here, Kim explains impactful areas that she encourages health system clients to focus on when building wellbeing strategies and she covers how to anticipate and address leadership challenges before they impact your momentum and long-term success.

1

Closing the preventive care gap

“

In healthcare, the most powerful behavior change strategy isn't gamification. It's primary care. When employees complete preventive visits, screenings, and annual exams, it positively impacts all other areas of health. One healthy action often leads to another. Our role is helping health systems close the gap between knowing what supports health and actually making it happen.

Kim Fisher

Healthcare Client Success Team Lead

For HR leaders in health systems, this is frustrating. Awareness exists, but action occurs only when personal health becomes urgent. Kim observes this trend across health systems of all sizes and geographies.

In our work with health systems, we often encounter a unique dynamic: the people delivering care do not always prioritize receiving it. Many clinicians already understand the risks, the guidelines, and the recommended preventive steps. But knowledge does

not always translate into follow-through. Physicians, nurses, and allied health professionals regularly triage their own symptoms, delay preventive screenings, or postpone primary care visits because they believe they can monitor the issue themselves or due to schedule limitations.

To address this, the Navigate healthcare client success team focuses on developing intentional program strategies with each client and their consultant. Together, incentive and communication structures are designed to specifically reward primary care relationships, preventive care, and screenings — making those behaviors visible, valued, and achievable within demanding schedules. Additionally, we surface personalized prompts tied to individual health indicators, benefit eligibility, and preventive care milestones so the next step is clear and accessible. Instead of relying on awareness alone, we present clear next steps and targeted prompts that make it easier for healthcare professionals to act on their own health within the constraints of clinical work.

“If you can't show up for yourself, you can't show up for anyone else, so we make sure we're taking care of our caregivers,” shared Kim. Organizations partnering with Navigate consistently report higher preventive care visits and greater engagement in wellbeing programs, showing the impact of intentionally building a culture of health and wellbeing with a partner dedicated to your success.

The program paradox: Why more isn't always better

“

To put it simply, adding more rarely moves the needle. What does? Readiness-to-change personalization. In healthcare, we're supporting incredibly diverse populations with different schedules, needs, goals, and health priorities. The programs that succeed are the ones that connect each person to the support they need right now and supports them in making small, healthy habits they can sustain.

Kim Fisher

Healthcare Client Success Team Lead

Kim has observed that in our work with health systems, we quickly see that more resources alone rarely solve the problem. Healthcare organizations already offer an extensive range of benefits and point solutions, but access does not automatically translate into action. By surfacing relevant options tied to individual needs, priorities, and eligibility, employees are not left to navigate a complex benefits ecosystem on their own.

In addition, healthcare workforces have diverse experiences. A janitor on the overnight shift, a specialized physician, and an administrative staff member face different financial realities, health risks, and engagement capacities. A one-size-fits-all approach cannot effectively resonate across an entire system. This is where the healthcare team's expertise comes in.

“Addressing risk before it develops is a key focus for our healthcare clients,” said Kim. “Risk doesn't only show up in claims data, it lives in financial stress, lack of social connection, burnout, and daily realities of being a human. By bringing together culture, care, and clinical wellbeing into one platform, we can support whole-person wellbeing across the entire health continuum.”

The healthcare client success team designs strategies and programs using readiness-to-change insights, organizational goals, and population risk to identify each individual's next best action. This helps build confidence and small healthy habits that lead to behavior change. Using readiness to change personalization and clinical biomarkers enables not only the person to feel seen, understood, and supported, but also enables the right level of care. For example, someone ready for social connection support, and navigating diabetes can build their social behavior and engage with a diabetes coach to improve medication adherence and care plan follow-through. Building confidence in one area fosters engagement in others. This reflects healthcare client success team's clinical and strategic expertise beyond typical platform features.

“

The benefits ecosystem can be difficult to navigate, but with Total Health acting as your GPS, a team member gets to their wellness destination with ease

Stephanie John

Director of Team Member Wellbeing at Prisma Health

[Hear from Stephanie](#)

Prepared and confident for C-Suite needs

“

When healthcare C-Suite says, ‘we can’t afford to invest in wellbeing,’ we provide overwhelming evidence that they actually cannot afford not to. The costs of burnout, turnover, and disengagement compound quietly each year, making inaction far more expensive than strategic support.

Kim Fisher

Healthcare Client Success Team Lead

Knowing every dollar a health system spends on wellbeing is scrutinized. Navigate meets this with real-time dashboards that track engagement depth, biometric changes, risk stratification, incentive performance, and program impact across all wellbeing pillars. This detailed reporting helps organizations show reductions in at-risk populations, biometric improvements, and sustained employee engagement. Leadership receives scheduled executive summaries linking workforce engagement to organizational goals.

When budgets are tight, Navigate collaborates with clients and consultants. “Many healthcare clients ask us to ‘do more with less,’ so we focus on bringing everything together in one personalized experience. This includes everything from traditional point solutions and provider finder tools to continuing education resources, webinars, and more”, said Kim. “The platform itself is very flexible, and reporting ensures you can track activity that might be needed for job-specific support.”

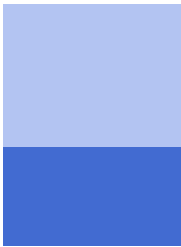


Hear from Allison Ledford, System Director of Prevention and Wellness, and Cameron Stelzig, Data Analyst at Norton Healthcare as they discuss reporting, program design, and wellbeing strategies that have led to success across Norton Healthcare, including positive C-Suite impact.

[See how they did it](#)

Transformative outcomes for healthcare clients

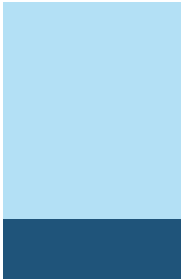
With Navigate, healthcare organizations are experiencing:



41%
improved
blood glucose from high risk
in 2024 to low risk in 2025



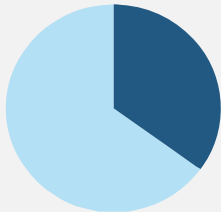
81%
improved
blood pressure from high risk in
2024 to low or moderate in 2025



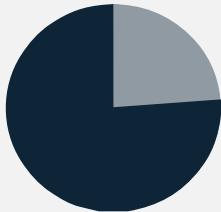
21%
improved
waist circumference from high risk
in 2024 to low or moderate in 2025

Children’s Nebraska results

Since partnering with Navigate in 2023:



35%
reduction
in turnover



26.7
point
engagement increase



“

Radical flexibility helps retain people. We meet employees in their life phase.

Sarah Wheeler
Corporate Wellness Program Manager
at Children’s Nebraska

Hear their full success story.

See how they did it



Carlos

Improving his mental health and
working with coach to reduce
his diabetes risk

Frontline health and wellbeing

Behavior change impact and insights
across manufacturing, distribution,
transportation, and construction industries

Time and energy are often in short supply for frontline employees, who frequently work long hours in physically and emotionally demanding roles. Many spend most of their shift on their feet while also taking overtime or additional jobs to support their families.

Across frontline industries, workers face a unique mix of pressures: physically demanding work, rotating or overnight shifts, chronic workforce shortages, rising production demands, and often language barriers. These conditions disrupt sleep and exercise routines, increase the risk of injury, elevate daily stress, and make it harder to maintain a healthy diet. Long or rotating shifts also make it difficult to schedule doctor visits or stay engaged in preventive care. When frontline employees cannot easily access the same information, resources, and support systems as office-based teams, culture and prevention efforts may miss the very populations who face the greatest health risks.



Industry-wide, physical and mental health conditions contribute to bottom-line impact

In manufacturing,

95%

of employees were eligible for health insurance benefits in 2025

[National Association of Manufacturers](#)

Of those who are eligible,

80%

participated in their employer's health plan, making workforce health directly tied to employer costs

[National Association of Manufacturers](#)

Manufacturing organizations now spend approximately

\$260 billion

annually on employee benefits, yet **only 2% of that investment** is allocated to wellbeing programs.

[Economist Impact](#)

That modest allocation represents one of the most under-leveraged opportunities to unite culture, care, and prevention across the entire organization.

Similar patterns appear across other frontline sectors. In, construction:



report struggling with anxiety, depression, or other mental health challenges.

[Construction Safety Week](#)

Approximately



meet the criteria for obesity, increasing their risk for diabetes, musculoskeletal disorders, and multiple other chronic conditions.

[Construction Safety Week](#)

Transportation and logistics workers face additional pressures, including long and often isolating shifts, limited mobility, and potentially dangerous tasks. These conditions place sustained strain on both physical and mental health.

Together, these trends highlight a growing reality for HR leaders: frontline wellbeing is no longer just an HR employee experience initiative, it is increasingly a workforce performance and cost-management strategy.

The organizations seeing meaningful progress are taking a different approach. They are aligning culture, care, and clinical wellbeing into one connected system—one that supports employees earlier,

reinforces healthy behaviors, and addresses risk before it becomes cost.

To better understand how these workforce pressures translate into real outcomes, Navigate analyzed our own platform data across frontline organizations, combined with insights from our industry-aligned Client Success team that works alongside manufacturing, construction, transportation, and distribution employers every day.

What happens when organizations align culture, care, and clinical wellbeing support?





Manufacturing and construction behavior change insights

Engagement alone doesn't tell the full story of health and wellbeing programs. What matters most is whether employees are making meaningful progress in the areas that affect their health, resilience, and daily lives.

These insights combine aggregated anonymized data from the Navigate platform with observations from our

manufacturing vertical client success teams working directly with these organizations. To ensure reliability, we evaluated consistent patterns across employers, employee groups, and wellbeing measures.

Together, these patterns offer a practical view into how behavior change is emerging across frontline workers.

Frontline workers are focused on impactful health behaviors

71%
platform engagement

Using our own platform data, this is what manufacturing and construction participants are focusing on:

- | | |
|-----------------------|---------------------|
| ▶ Hydration | ▶ Sleep quality |
| ▶ Financial stability | ▶ Physical activity |
| ▶ Blood pressure | ▶ Mindfulness |
| ▶ Managing stress | ▶ Mental health |
| ▶ Healthy eating | |

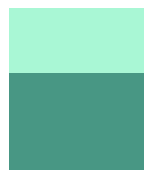
Why these behaviors are impactful

Manufacturing and construction employees focus on behaviors that directly affect their energy, focus, and recovery during physically demanding work.





Financial wellbeing is improving for manufacturing and construction employees



73%

of our manufacturing participants are thriving in financial wellbeing



37%

of our manufacturing participants moved from struggling -> thriving in financial wellbeing in 2025

Why these behaviors are impactful

Financial stability plays a significant role in overall wellbeing. When employees feel more in control of their finances, their overall health and wellbeing increases.

Social wellbeing is strong in manufacturing and construction teams



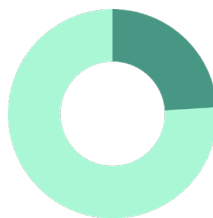
93%

of our manufacturing participants are thriving in their social wellbeing

Why this behavior change is impactful

For manufacturing and construction employees, strong relationships and communication help reduce stress on the job while strengthening teamwork and safety. Supportive connections at work and at home also protect mental health and help employees better balance demanding work schedules and family life.

Employees are moving from struggling to thriving



30%

of our manufacturing participants moved from struggling in 2024 to thriving in 2025

Why this behavior change is impactful

Movement across wellbeing continuum is one of the clearest indicators that employees are making meaningful progress.

For manufacturing and construction organizations, results come from programs designed around their culture, workforce needs, and the realities of frontline work.

How manufacturing and construction support diverse workforces

Insights from Navigate's Manufacturing Client Success Team

Jad Khalil, Navigate's Team Lead of Client Success for the manufacturing vertical, works alongside manufacturing and construction employers every day to translate wellbeing strategy into practical systems that support frontline teams. Drawing on his experience across these industries, Jad shares how organizations are aligning culture, access, and structured support to help diverse frontline workforces improve health and performance.

1

Culture = values + behaviors

“

Manufacturing work is highly team-based. Employees rely on each other for safety, productivity, and problem-solving every day. In these environments, culture plays a significant role in shaping behaviors, whether it's speaking up about safety concerns, encouraging healthy habits, or supporting coworkers through stressful periods.

Jad Khalil

Manufacturing Client Success Team Lead

Jad explained that health behaviors gain momentum when reinforced by team norms. Manufacturing and construction leaders often value how Navigate customizes experiences to match their culture, values, goals, and needs.

As your wellbeing partner, the manufacturing client success team works with each client and their broker to translate their values into clear, trackable, and measurable actions. For example, if you have a value of “Sustainability”, the behaviors might align with “Reduce waste”, connected to real operational practices important for the year ahead. Or a value of “Family First” might include custom behaviors

you want to recognize and reward throughout your organization, such as making time for play, being present, or cooking as a family.

When behaviors are clearly defined, they can be reinforced, incentivized, and recognized. This is how culture becomes visible. And, because our reporting matches your platform experience, you can see the movement in the metrics that matter most to you – safety, participation, engagement, and more.

“

Wellbeing programs tailored to your employee culture...was something that we were just so thrilled with Navigate.

Anne Wright

Benefits Manager at JE Dunn Construction

Hear how Anne transformed health and wellbeing for their growing organization.

[Watch now ↗](#)

Accessible by design

“

Shift workers are often disconnected from company communications, so it's critical that we find ways to reach them in the field. We work closely with clients to create multiple access points that reflect participants' daily lives to reduce friction and make participation feel like a natural extension of the workday rather than an added task.

Jad Khalil

Manufacturing Client Success Team Lead

In practice, that means designing entry points that are practical and visible, fitting seamlessly into the environments where frontline employees spend their time. Jad shared some of the team's favorite efforts:

► Wellbeing stations:

By collaborating with onsite wellbeing champions and safety leaders, we have developed dedicated areas where field employees can efficiently log activities at shift completion. This reduces barriers and integrates participation seamlessly into routine procedures.

► Shift-based easy button:

We introduced a streamlined platform feature that enables employees to log completed shift hours as pre-calculated step estimates. This ensures individuals without wearable devices receive appropriate credit for their physical activity during shifts.

► Driver cab QR access:

For long-haul drivers, QR codes placed on rearview mirror air fresheners inside truck cabs keep the wellbeing program visible and easily accessible throughout the workday.

► Hard hat visibility:

On construction sites, QR codes affixed to hard hats maintain program visibility and ensure immediate, onsite accessibility for employees.

Drawing on the client success team's experience, Jad emphasizes the importance of designing solutions that align with established workflows to convert visibility into ongoing engagement. Accessibility strategies that align with the realities of each job environment contribute to sustained, measurable participation.

As Fike's workforce evolved, so did their wellbeing challenge. They reimagined mental health for their 80% male engineering and trades workforce with a program called “Shifting Gears.”

[Read their full success story](#) ➤

People feel the system, not the strategy

“

Our work ensures clients see intentional wellbeing results. While strategies may look good on paper, we focus on turning insights into action and supporting total health across our vertical. Clients rely on us to pinpoint workforce challenges and strengths and to deliver cohesive systems, so employees are never left to manage wellbeing alone.

Jad Khalil

Manufacturing Client Success Team Lead

Across our manufacturing clients, the organizations seeing the greatest improvements approached wellbeing as a coordinated system rather than a standalone program. Jad gave us insights into what this looks like for manufacturing clients:

- ▶ Programs were intentionally designed to identify risk early, guide employees into the right level of support, and reinforce measurable behavior change over time
- ▶ Risk stratification allowed employers to segment their workforce using validated biometric and claims data, helping them focus resources where improvement would matter most
- ▶ High-risk employees were not left to self-navigate. Structured condition management and pharmacist-led coaching created earlier clinical touchpoints, supporting employees before conditions fully formed
- ▶ Incentives were tied to meaningful milestones rather than passive enrollment, ensuring participation reflected real progress rather than simple sign-ups



One insight Jad shared is that many employers think condition management requires point solutions. He encourages clients to consider adding targeted health coaching as an and, not an or, to engage those not already engaged in point-solution programming and reach those at risk before it fully forms.

“

Most point solutions start when a diagnosis happens, with health coaching as part of your wellbeing program, we have risk insights before diagnosis takes place, effectively supporting individual health and absolutely critical to organizational health of manufacturing and construction industries.

Jad Khalil

Manufacturing Client Success Team Lead

These approaches demonstrate that meaningful change does not come from isolated initiatives, but from coordinated systems designed around frontline needs. The outcomes that follow illustrate what becomes possible when culture, care, and clinical wellbeing operate together.

Transformative outcomes for frontline clients

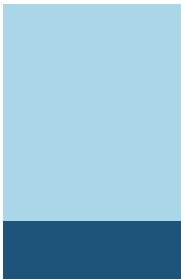
With Navigate, manufacturing and construction organizations are experiencing:



60%
improved
their blood glucose from high risk to low or moderate in 2025



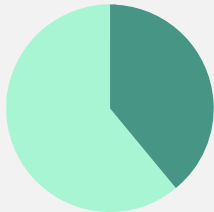
77%
improved
blood pressure from high risk to low or moderate in 2025



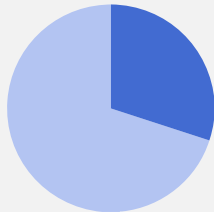
19%
improved
waist circumference from high risk to low or moderate in 2025

Foster Farm results

After three vendors in three years, Foster Farms nearly cut wellbeing entirely. Now, they see:



39%
reduction
in total cholesterol risk



29%
improvement
in BMI



“

I felt like you listened, you cared, it mattered to you... I needed to move in a different direction and you had solutions and suggestions and those made all the difference.

Toby Stime
Director of Benefit Services,
Foster Farms

See what changed when culture, not another program, led the strategy.

See how they did it



Alex

Support prioritizing rest
and building financial
health

Professional services and wellbeing

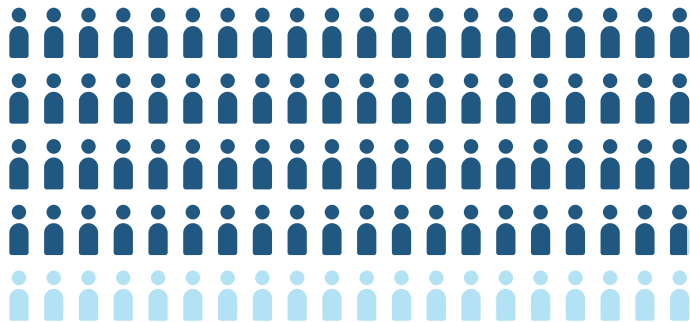
Behavior change impact and insights
across the corporate, financial, legal, and
consulting industries

Time and mental bandwidth are in short supply for knowledge-based professionals. While these roles may not be physically demanding, they are cognitively intensive and often emotionally charged. Long hours, client expectations, performance metrics, and hybrid work models blur the boundaries between work and recovery, creating an always-on dynamic that leaves little true downtime.

Across professional services and corporate environments, employees face a different but equally complex set of pressures. Performance is tied to billable hours, revenue targets, productivity benchmarks, or advancement cycles. Digital overload from constant meetings, email, and collaboration platforms fragments attention and increases cognitive strain. Chronic stress becomes normalized. Burnout is often viewed as the cost of ambition rather than a signal of systemic imbalance.

79% full-time workers say they're burned out

[Fortune](#)



Job stress can cost companies up to

\$20,915 per employee annually

[American Journal of Preventive Medicine](#)

Job stress is estimated to cost American companies more than

\$300 billion a year in healthcare costs

[UMass Lowell](#)

Persistent stress significantly increases the risk for heart disease, high blood pressure, stroke, and obesity.

[Mayo Clinic](#)



At the same time, the physical health implications of sedentary, screen-based work are often underestimated. Prolonged sitting and reduced daily movement, irregular meal timing, and disrupted sleep patterns contribute to rising metabolic risk. Musculoskeletal discomfort, weight gain, elevated blood pressure, and stress-related conditions have become common, even among high-performing employees. Preventive care may be available through benefits packages, yet utilization does not always match access.

Industry-wide, stress-related and metabolic conditions are contributing to rising medical claims spending, increased turnover, absenteeism, and quiet disengagement. Over time, this sustained cognitive and emotional load erodes resilience, increases health risk, and impacts retention. Not because employees lack resources, but because the structure of high-performance professional work makes consistent recovery, prevention, and boundary-setting difficult.

Amid these pressures, where are employees successfully rebuilding the habits that sustain long-term health?

Professional services' behavior change insights

Workplace wellbeing is not defined by participation alone. What matters most is whether employees are strengthening the daily habits that support sustained health, resilience, and performance.

The insights below reflect aggregated, anonymize data from employees participating on the Navigate platform alongside observations from Client Success teams working with professional services organizations. By evaluating patterns across employers, employee groups, and wellbeing measures, several clear signals of behavior change are emerging.



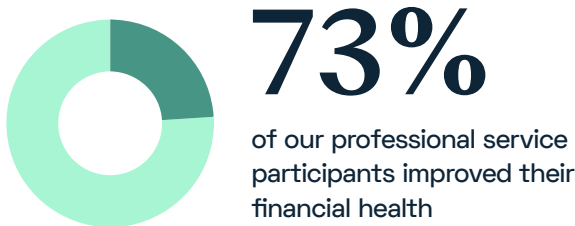
Strengthening mental wellbeing habits to identify and address burnout



Why this behavior change is impactful

Professional services employees operate in environments where focus, decision-making, and emotional resilience are essential. Improvements in mindfulness and stress management indicate employees are building practical habits that help regulate stress, sustain attention, and recover from cognitively demanding workdays.

Financial wellbeing is improving for professional service employees



Why this behavior change is impactful

Financial stress often operates quietly in the background of professional environments, affecting sleep, focus, and overall wellbeing. Improvements in financial health suggest employees are gaining greater confidence and stability in managing their finances, reducing one of the most common sources of daily stress.

Healthy nutrition habits are improving among knowledge workers



66%

of our professional service participants improved their nutrition

Why this behavior change is impactful

Sedentary work, long meetings, and irregular schedules often disrupt healthy eating habits. As GLP-1 therapies reshape how diabetes and weight management are treated, nutritional behaviors become even more important. Improvements in nutrition reflect employees strengthening the daily habits that support metabolic health and sustainable outcomes.



Employees across professional services are focused on impactful health behaviors

59% platform engagement

Across Navigate’s professional services population, employees are engaging most frequently with topics that support both cognitive and physical resilience, including:

- | | |
|-----------------------------------|---------------------|
| ▶ Gratitude | ▶ Healthy eating |
| ▶ Physical wellbeing | ▶ Social connection |
| ▶ Work readiness and productivity | ▶ Mindfulness |

For professional services organizations, sustained cognitive performance depends on employees’ ability to manage stress, maintain energy, and recover outside of work. The behavior changes emerging across Navigate’s platform reflect employees strengthening the everyday habits that support long-term health and resilience.

For our professional services clients, these results come from programs designed to align with their culture, workforce expectations, and the realities of knowledge-based work.

How professional service organizations support employee health and wellbeing

Insights from Navigate's Professional Services Client Success Team

In high-performance environments defined by billable hours, client demands, and sustained, constant mental output, wellbeing is often seen as an added benefit rather than a strategic driver. Yet the cost of burnout, disengagement, and chronic stress is not abstract. It shows up in retention pressure, healthcare spending, productivity erosion, and performance volatility. When wellbeing is treated as optional, organizations absorb those costs quietly and repeatedly.

Rebecca Featherman, Navigate's Team Lead of Client Success for the professional service vertical, uses her deep industry expertise to help corporate, financial, legal, and consulting organizations support and grow high-performing organizations.

1

Personalization is non-negotiable

“

Across our clients, we see a common red thread – personalization. Physical, mental, and socioeconomic health are inextricably linked. Individuals want wellbeing programs that not only connect your entire benefits ecosystem together, but connect to their own goals, health, and day-to-day challenges.

Rebecca Featherman

Professional Services Client Success Team Lead

To drive engagement, Rebecca recommends developing programs that consider employees' specific circumstances, life stages, and priorities. Avoid generic messaging and instead make it easy for employees to see the direct relevance and value to their lives, increasing participation and sustained involvement.

Navigate's Total Health platform increases engagement by identifying individual priorities, risk factors, and goals, then shaping the program experience around them. When employees see recommendations, activities, and pathways that clearly reflect their own circumstances, engagement is intentionally built to recognize the individual and support their behavior change needs.

To highlight this, Rebecca emphasized the importance of financial health as a core component of wellbeing programming for professional service organizations. According to a [recent AON article](#), different generations have unique financial priorities, and it's important for employers to enhance communication and programming, particularly with younger employees. Many employers offer retirement benefits but fail to recognize the need for education programs and guidance alongside them. Understanding where an individual is in their financial lifecycle can help build foundational, healthy habits that lead to sustained behavior change.

Mind matters – prioritizing mental wellbeing

“

The professional service industry is fast-paced and high-pressure. When people are the product and company growth is the goal, high performers often do not know when enough is enough.

Rebecca Featherman

Professional Services Client Success Team Lead

Rebecca notes professional service organizations face structural burnout. Specialized work is hard, if not impossible, to reassign. High performers internalize pressure, fear missing client emails or goals, and worry about seeming less committed. Experience and institutional knowledge often sit with a few colleagues.

Traditional employee assistance programs (EAPs) are often underutilized due to perceived stigma or a lack of awareness about available support. This has led HR and benefits leaders to rethink mental health strategies around burnout, which, if unaddressed, can cause increased turnover, reduced productivity, absenteeism, stress-related illnesses such as cardiovascular disease and chronic fatigue, and mental health issues like depression, anxiety, and cognitive difficulties.

“

Often when we work with clients, it's not about adding more, it's about designing a wellbeing ecosystem that makes benefits, actions, and behaviors tangible, accessible, and rewarded in support of a culture of care.

Rebecca Featherman

Professional Services Client Success Team Lead

To make meaningful progress, Rebecca recommends building empathy and psychological safety into the organizational culture. Rethink policies and systems to actively support employee recovery, making support visible and accessible.

Understanding every client has different goals and workforce needs, the professional services client success team customizes a wellbeing ecosystem for every client, from embedding wellbeing and volunteer hours to support prioritizing recovery, to embedding mental health coaching or point solutions, to surfacing behavior-change programming personalized based on the individual's interest, needs, and most importantly, readiness to change. These tangible actions can be aligned with incentives and employee recognition to further support permission and move from reactive management to proactive workforce care.



Balancing between employer and individual responsibility

“

Establish a shared responsibility model: employees take active ownership of their health while employers provide the supportive infrastructure and resources, creating a balanced approach.

Rebecca Featherman

Professional Services Client Success Team Lead

To build a healthy organization, HR leaders need access to clear, comprehensive insights into how enrolled and engaged employees are doing. This enables better decision-making and support, especially in areas previously unknown or in areas where you may have been over-investing in benefits that no longer support your employee population.

Rebecca and the professional services client success team leverage diagnostic tools to determine where employees are thriving or struggling across the 8 Pillars of wellbeing. Working with clients and their consultants, benefits can be integrated into personalized next-best-step wellbeing plans and tailored campaigns, and wellbeing webinars based on new signal insights can be rapidly deployed. This could include relevant topics such as:

- ▶ Managing stress for working parents
- ▶ Recognizing burnout and taking small, next steps
- ▶ Building strong relationships at work
- ▶ Communication and social skills

Recognizing a growing need across professional services, Navigate launched Career Development Coaching earlier this year to support the NavigateYou Personality Assessment. The coaching program helps individuals understand their own and their colleagues' communication styles, building workplace confidence. Furthermore, backed by evidence-based content, the program fosters organizational growth by assisting HR teams that may lack the capacity to provide individual development coaching.

When these strategies are implemented consistently, the impact becomes visible in employee health outcomes. One of the clearest ways organizations can measure this progress is through biometric improvements across their workforce.



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Our job is to help make employee health and wellbeing core to organizational success – employees and HR teams.

Rebecca Featherman

Professional Services Client Success Team Lead

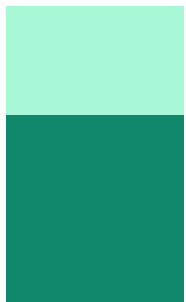
Transformative outcomes for frontline clients

With Navigate, professional service organizations are experiencing:



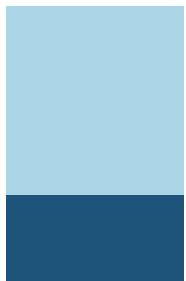
84%

of our professional service participants **reduced their blood pressure** from high risk in 2024 to low or moderate risk in 2025



62%

of our professional service participants **reduced their blood glucose** from high risk in 2024 to low risk in 2025



33%

of our professional service participants **reduced their total cholesterol** from high risk in 2024 to low risk in 2025



What if the most important driver of workplace mental health isn't a program—but culture?

Jenn Lowry, Vice President of Product and Strategy and Katie Tarbill, mental health coach at Navigate explore how leadership behaviors, psychological safety, and holistic wellbeing strategies shape whether employees feel comfortable seeking support.

Hear the full break down on mental health across the full wellbeing continuum.

[See how they did it](#)

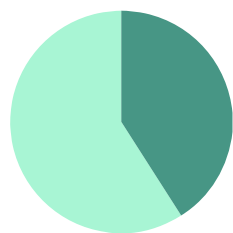


Public and Labor

Supporting health and wellbeing
across diverse populations

Government, public, and labor employees often manage growing workloads while working within tight budgets, persistent staffing shortages, and rising service expectations from the communities they serve. Many roles require long hours, rapid decision-making, and sustained attention under pressure, leaving limited time for recovery or preventive care. Over time, that combination of workload intensity and resource constraints can contribute to chronic stress, fatigue, and increased health risk across the workforce.

Several professions in this sector face acute challenges. Teachers across the U.S. report rising burnout due to large class sizes, administrative demands, and increasing expectations for student support. Law enforcement officers frequently encounter prolonged trauma and high-stress situations, leading to elevated rates of anxiety, depression, and other mental health issues. Firefighters, despite their training and resilience, face unique risks, including significantly higher rates of cardiovascular disease caused by intense physical exertion, irregular sleep, and repeated stress exposure.



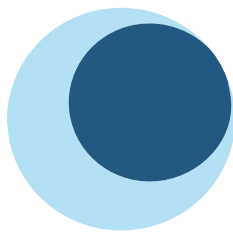
41%
burnout rate
among government workforce

[Eagle Hill Consulting](#)



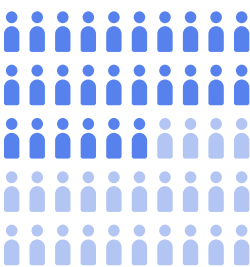
39% *of*
law enforcement
are affected by depression

[Police1](#)



71% *of*
law enforcement
report struggling with sleep
disturbances

[Police1](#)



53% *of*
teachers
reported feelings of burnout

[RAND](#)

These realities create a complex wellbeing landscape for public sector leaders. Supporting employees means addressing both the physical and psychological demands of public service while also maintaining workforce stability in roles that are critical to community safety, education, and infrastructure.

As staffing shortages persist and work demands grow, organizations are increasingly recognizing that workforce wellbeing is not only a health issue, but a core factor in retention, resilience, and long-term operational continuity.

Public and Labor behavior change insights

Public and Labor workforces support essential services that communities rely on every day. These roles often involve physically demanding work, irregular schedules, and high levels of responsibility to the public. Sustaining personal wellbeing in these environments requires practical health behaviors that help employees manage stress, maintain physical strength, and recover from demanding shifts.

The insights below combine aggregated, anonymized data from the Navigate platform with observations from our industry-aligned Client Success teams working directly with Public and Labor organizations. To strengthen reliability, we evaluated patterns that consistently appeared across employers, employee groups, and wellbeing measures.

Together, these patterns highlight how public sector employees are strengthening everyday habits that support long-term health, resilience, and workforce sustainability.



Public sector employees are prioritizing foundational health behaviors

Using Navigate platform data, the most common health topics among public sector participants include:

- ▶ Physical activity
- ▶ Gratitude
- ▶ Healthy eating
- ▶ Blood pressure management
- ▶ Financial health
- ▶ Mental health and stress management
- ▶ Cholesterol management

Why this behavior change is impactful

Public and Labor employees often work in roles that demand physical stamina, sustained focus, and rapid decision-making. The behaviors employees prioritize support energy levels, cardiovascular health, and recovery between shifts. These daily habits help employees maintain both personal health and their ability to perform essential community services.

Social connection is strengthening across Public and Labor teams



43%

of our Public and Labor participants improved from struggling to thriving in social wellbeing

Why this behavior change is impactful

Public sector work depends on collaboration, trust, and strong relationships across teams and departments. Improvements in social wellbeing suggest employees are strengthening connections that help them navigate demanding work environments, support colleagues, and build resilience together. These relationships also play an important role in protecting mental health and maintaining morale across teams that often operate under high public expectations.

Mental wellbeing improvements are emerging across the workforce



30%

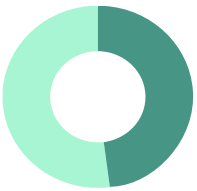
of our Public and Labor participants improved from struggling to thriving in mental health, stress, or mindfulness

Why this behavior change is impactful

Public and labor employees frequently work in environments where stress, public accountability, and operational demands are constant. Improvements in stress management, mindfulness, and mental wellbeing indicate employees are developing practical coping strategies that support resilience and recovery.

Movement along the wellbeing continuum—from struggling to thriving—signals that meaningful behavior change is taking place.

Employees are building stronger financial wellbeing habits



48%

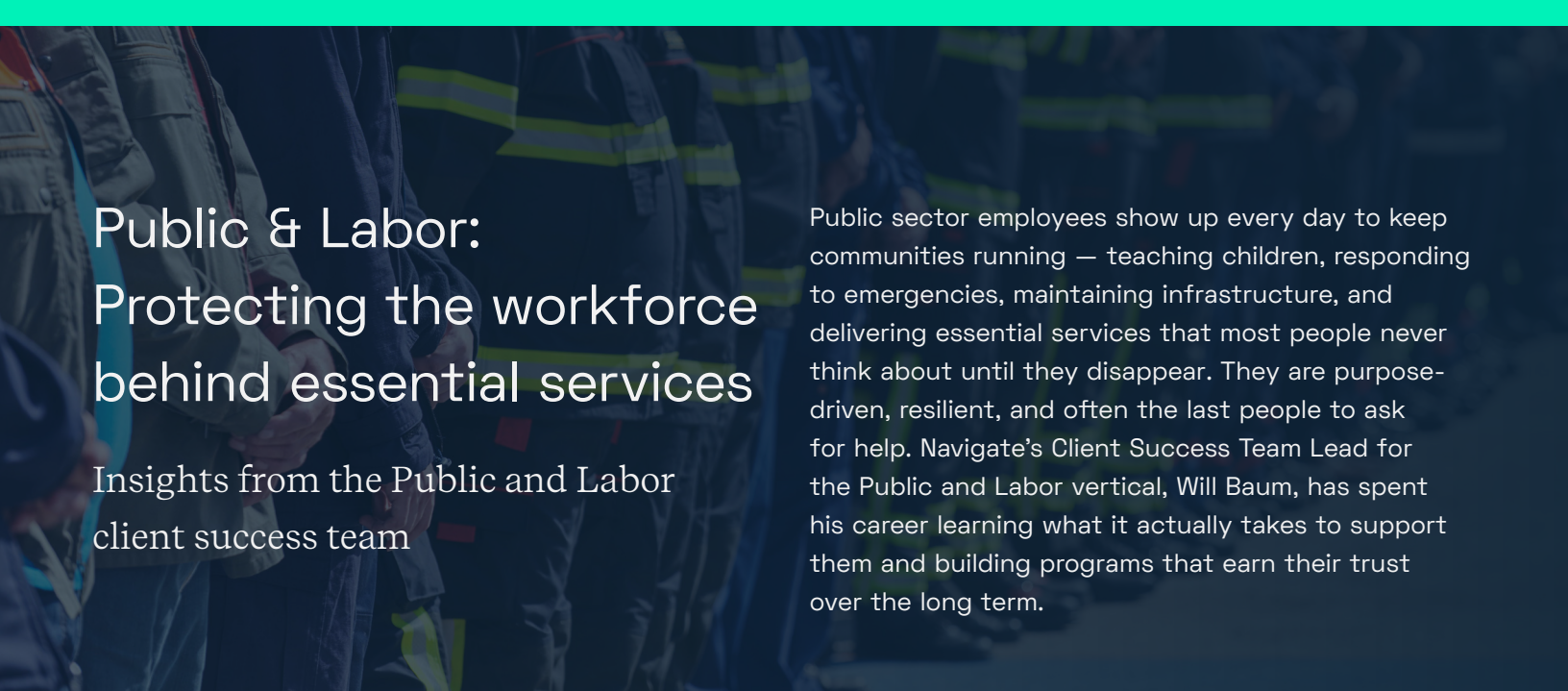
of our Public and Labor participants improved their financial health in 2025

Why this behavior change is impactful

Financial stability plays a foundational role in overall wellbeing. When employees gain greater confidence in managing their finances, it reduces a major source of daily stress and strengthens their ability to focus at work and home. For Public and Labor employees balancing family responsibilities and long-term career commitments, improvements in financial health contribute to greater overall stability and resilience.

For our public sector and labor clients, behavior change outcomes are the result of programs designed around each organization's workforce, culture, and operational realities, supported by Navigate Client Success teams experienced in working with Public and Labor organizations.

How are public sector and labor organizations designing wellbeing programs that truly fit the realities of their workforce?



Public & Labor: Protecting the workforce behind essential services

Insights from the Public and Labor
client success team

Public sector employees show up every day to keep communities running — teaching children, responding to emergencies, maintaining infrastructure, and delivering essential services that most people never think about until they disappear. They are purpose-driven, resilient, and often the last people to ask for help. Navigate's Client Success Team Lead for the Public and Labor vertical, Will Baum, has spent his career learning what it actually takes to support them and building programs that earn their trust over the long term.

1

Start small, stay strategic

“

An effective, outcomes-based program is not built overnight. Don't try to accomplish everything at once.

Lisa Powell

HR Director at Linn County

Lisa Powell has been [building Linn County's wellbeing program for nearly two decades](#). Her advice isn't a caution, it's hard-won strategy. And it's exactly the approach Will and the Public and Labor client success team brings to every opportunity.

Will is direct about something most vendors won't say out loud: the complexity inside Public and Labor organizations is easy to underestimate from the outside. Wellbeing programs may require union agreement, collective bargaining adjustments, and budget approval cycles that span multiple stakeholders, all before a single employee joins a wellbeing program. Job roles within a single employer can range from a deputy sheriff to a public health

nurse to a road crew member, each with entirely different schedules, risk profiles, and readiness to engage. And each workforce has their own unique culture.

A clear, well-executed starting point is essential. It builds trust and momentum, reinforcing the message that effective programs grow over time.

Embedded in that process is Navigate's VP of Clinical Strategy, Dr. Jennifer Musick, PharmD, who has more than two decades of experience working with Public and Labor leaders. Jen's work integrating preventive care, medication adherence, and chronic disease management into wellbeing programs helps HR leaders position these initiatives as confidential, personalized, and clinically grounded. Through this approach, employees have human support to understand where each person is starting from, what's getting in their way, and how they define success. The pharmacist-led health coaching team aims to promote lasting health improvements and enhance participants' overall wellbeing, not just control costs, an important distinction in a union environment.

Traditional public sector wellbeing programs usually focus on culture or clinical risk. The real impact happens when those two work together.

Engagement follows trust

“

Our experience shows participation follows trust. Wellbeing programs in Public and Labor workforces succeed when union leaders, supervisors, and peer champions actively support them. Prioritizing relationship infrastructure fosters the trust needed for participation to grow naturally.

Will Baum

Public and Labor Client Success Team Lead

Will has seen what happens when a wellbeing program launches without that foundation: cautious employees who have watched programs come and go, skeptical of whether this one is genuinely for them or quietly designed to monitor their health and manage claims costs. These concerns don't disappear because there is a new platform.

Relationships change the dynamic. Will and the Public and Labor team collaborate with organizations to build internal infrastructure that fosters trust, identify champions, create engagement opportunities, and ensure communications come from trusted voices.

Program design reflects these guiding principles: emphasizing empathy, choice, and support for the public service mission. This approach leads to solutions that employees see as genuinely supportive. Most importantly, readiness to change. These tangible actions can be aligned with incentives and employee recognition to further support permission and move from reactive management to proactive workforce care.

Will emphasizes: comprehensive programs that address all pillars of wellbeing, not just physical health. Expanding programs to include financial, mental, social, community, balance, mindfulness, and purpose help to support personal entry points and reward the things that make work and life better, for employees and for their colleagues. For a purpose-driven workforce, that expansion isn't just good program design. It's the difference between a benefit employees feel obligated to use and one they want to.

“

The goal isn't to dictate employees' wellbeing journeys. It's to offer flexibility so they can focus on what matters most while identifying where additional support may help. We aim to honor those who care for our communities.

Will Baum

Public and Labor Client Success
Team Lead

Prioritizing mental health

“

Public service roles expose people to pressures few professions face. Teachers support students and families daily, first responders handle high-stress, traumatic events, and municipal employees keep essential services running. Mental health support must be accessible, visible, and normalized so employees feel comfortable using it.

Will Baum

Public and Labor Client Success Team Lead

Will hears a familiar pattern: mental health resources exist, but they are underused. The cause for Public and Labor is almost always cultural. In law enforcement and first responder roles, strength and composure are expected. Asking for help can seem like admitting vulnerability. Employees worry about the effects on reputation, relationships, and job security.

At one Public and Labor client we work with, that concern was explicit. When the county introduced annual mental health check-ins for deputies, detention officers, and dispatchers, the first question employees asked was whether anything would reach the sheriff. The HR team answered directly. Nothing shared would be disclosed unless there was a danger to self or others and built visible incentives into participation. A culture shift followed.

The Public and Labor client success team helps build the infrastructure that enables cultural shifts to be sustained through culture-first program design, personalized next-steps based on what the individual is most in need of, interested in, and ready to change, along with targeted resources and communications.

“

Mental health really does include mental illness, but also mental wellness. The larger part of your population is really struggling with things like resilience, relationships, communication, feeling isolated or lonely.

Dr. Jennifer Musick

PharmD, Vice President of
Clinical Strategy at Navigate

Wellbeing and mental health are central to reliable service, staffing, and retention. Supporting both ensures essential services and fosters a resilient workplace.

Transformative outcomes for Public & Labor clients

With Navigate, Public and Labor organizations are experiencing



34%

improved
blood glucose from high risk in
2024 to low risk in 2025



81%

improved
blood pressure from high risk
in 2024 to low or moderate risk
in 2025



48%

improved
total cholesterol from high risk
in 2024 to low or moderate risk
in 2025

Harris County, Texas

Supporting 43,000 employees, retirees, and dependents, listen as Sarah Acosta and Victoria Spencer as they share how they led the county’s first incentivized health plan, established an onsite employee clinic, and contributed to the enhancement of the county’s wellbeing program.



“

We’ve shifted our culture over the last 17-18 years. Navigate has been instrumental in helping us align our programs with our employees’ needs, making wellness a core part of what we do.

Sarah Acosta
Director of Benefits and Wellness
for Harris County

Watch the Employee Benefits News webinar replay featuring Harris County, Texas.

See how they did it

A shared pattern across every workforce

Healthcare, frontline industries, professional services, and the public sector all share a common pattern. Meaningful progress in employee health and wellbeing begins when organizations help employees develop daily behaviors. Long-term health is supported not by adding more programs, but by these daily actions.

While pressures vary by industry, the underlying dynamic remains consistent.

People generally want to take care of their health. What they often lack is the time, clarity, and support to know where to begin.

Organizations making the most meaningful progress are creating environments where those next steps are easier to see and easier to take. Healthy behaviors are reinforced through culture, supported with the right care, and guided by insights that help people move forward with confidence.



Across industries, one insight continues to emerge:
when wellbeing is designed around real human behavior,
meaningful progress follows.

If the ideas and examples in this guide help clarify where your organization can go next, we hope they give you confidence in the path forward.

And if you want a partner in building what comes next, we are here to help.

[Book a demo >](#)

Engagement shows
who participated.

Impact shows you
what changed.

Across industries, one pattern is clear:

When organizations support employees in strengthening daily healthy behaviors, meaningful impact follows.

 Health improves

 Confidence grows

 People move from struggling to thriving

Bottom line

That's the difference between participation and impact.



Navigate partners with organizations to deliver personalized wellbeing experiences rooted in behavior change, integrating culture, care, and clinical wellbeing strategy to improve engagement and health outcomes.

Navigate is certified as a Great Place to Work and is driven by a purpose to do good things and improve the lives of every employee, customer, company, and community we serve.

Learn more at navigatewell.com