

# Global Vitality and Well-being in 2025

## Hong Kong



# Welcome

Health and vitality are the bedrock of flourishing lives and resilient communities, driving the well-being of our economies, workforces, and societies.

As a forward-looking global health service provider, Cigna Healthcare has commissioned the International Health Study to track changes in health and vitality levels using data based on over 11,000 people in 13 countries worldwide. The study has been running since 2015.

Our aim is to provide insights into key aspects of health and well-being to improve the vitality of those we serve. This report highlights that the Hong Kong workforce is highly proactive in managing their physical health, as stress levels continue to rise—underscoring the need for a more holistic approach to well-being.



**The latest Cigna Healthcare International Health Study represents our long-standing effort to track global health and well-being, offering fresh insight into evolving needs and perceptions. Our insights can help employers understand the benefits of investing in employee health."**

**Jason Sadler, President,**  
Cigna Healthcare,  
International Health



## Key highlights

# Key findings of this year's global well-being study

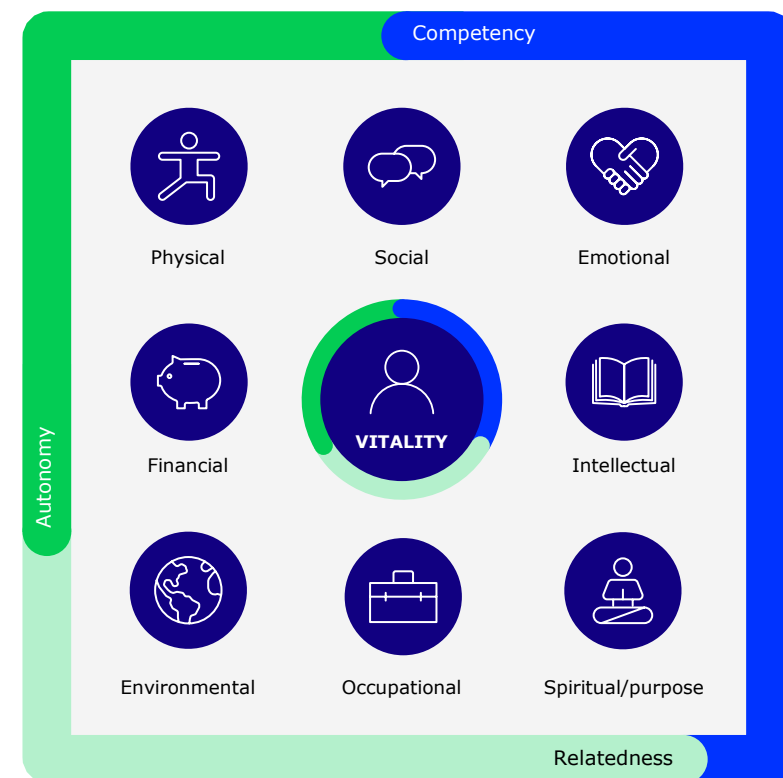
Vitality, defined as the capacity to pursue life with health, strength, and energy, is influenced by individuals, employers, and healthcare providers. When people understand how to improve their vitality, the benefits ripple across families, workplaces, and communities.

In today's workplace, vitality is a key indicator of well-being and performance. Our 2025 global survey confirms a trend from 2024: vitality is unevenly distributed, with real implications for employers.

Fewer than one in five individuals globally report high vitality. Individuals with higher vitality scores are more likely to be employed, male, and supported by strong social and emotional foundations. They report lower stress, greater resilience, and stronger intellectual engagement, especially through learning and personal growth. Intellectual vitality was the highest-rated aspect of well-being globally.

In contrast, women and the non-working are more likely to report low vitality, with emotional well-being a key challenge. External stressors – such as workplace pressure and limited access to mental health support – can hinder emotional regulation, highlighting the need for inclusive environments.

Mental and social well-being are the strongest differentiators between high and low vitality groups. While physical health remains a top priority, mental health, family and financial well-being follow closely.



# Vitality and Well-being in 2025

## Key highlights for Hong Kong



### Vitality Score Overview

Average vitality score in Hong Kong is **61.0**, indicating moderate overall well-being among respondents surveyed. Results show that Hong Kong demonstrates stronger health awareness and actively make lifestyle choices that support prevention and long-term well-being.

### Well-being Priorities

- In Hong Kong, **physical, financial, and mental well-being** are the three most valued areas of well-being among respondents.
- **54%** of respondents in Hong Kong rated **physical well-being** as their **number one priority**.
- **36%** of Hong Kong respondents say they **maintain a healthy weight and balanced diet**, slightly above the global average of 33%.
- The collective results show that Hong Kong people **demonstrate stronger health awareness** and **actively make lifestyle** choices that support **prevention** and **long-term well-being**.

### Demographic Differences

Globally, physical health is considered most important across demographics. Women and high vitality individuals prioritize family well-being; men and lower vitality groups focus on financial and mental well-being.

### Holistic Employee Support

Employers should go beyond benefits like flexible time off. They should incorporate financial wellness resources, EAPs for mental health services, and other wellness stipends to support diverse needs. They should communicate the services available, so employees are aware of what they have access to.

# Vitality and Well-being in 2025 Hong Kong

## Year over Year differences

- Financial stress has increased since 2024. More people are stressed about personal finance compared to 2024.
- Less people are stressed about workloads.
- People felt much less resilient compared to the prior year, meaning they feel they're able to adapt when changes occur.

**38%**

Overall Well-being

**50%**

Family Well-being

**39%**

Physical Well-being

**40%**

Mental Well-being

**29%**

Financial Well-being

# Barriers to Healthcare



# Barriers to Access and Employer Solutions Hong Kong

**8%**

Skipped doctor  
visits due to cost

**22%**

Delayed due to delays and concerns  
with wait times

**5%**

Delayed mental health  
services due to cost



# Reasons for not getting care

## Hong Kong

**82%**

of those who responded they 'did not receive therapy' said it was because they 'did not need it.'  
Employers should lean into preventative care messaging

**65%**

Indicated that their ability to work was negatively impacted by delays in getting medical care

# How Employers Can Address Barriers

## Impact of Healthcare Barriers

Long wait times, costs, and financial barriers prevent many from accessing timely healthcare and mental health services.

## Virtual Care Solutions

Offering virtual care reduces wait times and enhances accessibility to healthcare services for employees.

## Cost Reduction Strategies

Employers can subsidize healthcare costs or provide onsite clinics to lessen financial burdens on employees.

## Digital Health Platforms

Digital tools help employees find in-network providers conveniently, improving healthcare navigation.



# Mental Well-being



# Stress, Access and Employer Support Hong Kong



## Employee Mental Well-being Status

44% of employees rate mental well-being as excellent or very good in Hong Kong, and 42% of respondents in Hong Kong face daily impacts from mental health issues, such as accomplishing less at home and cutting down on personal activities.

## Stress and Common Stressors

41% indicated feeling stress regarding uncertainty about the future.

35% said they were stressed about personal finance and 25% of individuals report stress with current cost of living.

## Resilience and Support Systems

Adaptability was rated lower than the global average in Hong Kong, demonstrating an opportunity for Employer support.

54% said they're able to adapt to changes. Only 37% indicate that their community treats them fairly, and 30% said they feel they 'belong' in their community.

## Employer Support Strategies

35% in Hong Kong reported satisfaction with their benefits. Employers should promote the services available to employees, letting them know what's in network and a part of benefits packages. Managers should foster a culture normalizing mental health support to improve productivity.

# Physical Well-being



# Health Indicators and Workplace Wellness Hong Kong

## Physical Health Statistics

Only 39% rate their physical well-being as excellent or very good, highlighting opportunity for improvement.

## Key Health Indicators

36% of Hong Kong respondents say they maintain healthy weight and balanced diet, above the global average of 33%.

## Impact on Daily Functioning

26% report physical health affects their ability to complete tasks at home.

## Workplace Wellness Importance

Employers should promote wellness programs – such as on-site fitness classes or mental health days – to boost employee productivity.



Well-being in 2025

# What employers need to know

As our 2025 global survey reveals, vitality is shaped by a complex interplay of factors, including but not limited to intellectual, social, emotional, and financial needs.

For employers, understanding these drivers is essential to building a resilient, engaged, and high-performing workforce.

Intellectual well-being stands out as a key driver of vitality. Individuals who express curiosity and a desire to learn report higher levels of overall well-being, underscoring the value of continuous learning and growth in the workplace.

At the same time, social and workplace well-being have seen the sharpest declines. Reduced connection and rising loneliness are taking a toll on morale, productivity, and retention – making inclusive, connected cultures more important than ever.

Financial well-being remains the most fragile dimension, with 41% of respondents rating their financial health as poor. Concerns about cost of living, future uncertainty, and personal finances are the top stressors, with two in five individuals worrying about these issues. When employees lack clarity or confidence in their benefits, they may delay essential care, which can further impact their health and performance. Employers can address this by ensuring benefits communications and healthcare literacy are prioritised.

Vitality is not a fixed trait: it's shaped by the environments we create. Employers have a powerful opportunity to influence that environment by fostering intellectual curiosity, strengthening social bonds, and removing barriers to care and financial stability.

When organisations invest in the whole person, they not only improve well-being but also unlock the full potential of their workforce.



## About the research

### **Cigna Healthcare International Health Study in 2025**

Cigna Healthcare surveyed more than 11,000 respondents in 13 markets – the US, UK, Spain, Netherlands, Belgium, Switzerland, Kenya, UAE, Saudi Arabia, Singapore, Japan, South Korea, and the Hong Kong SAR – from 5–30 May 2025 in collaboration with YouGov, a global public opinion and data company. The online survey assessed the health, vitality and well-being of more than 1,000 adults (aged 18 years and older) in each of these markets: US, UK, Spain, UAE, Singapore, Japan, South Korea and the Hong Kong SAR, and more than 500 adults per market in Kenya, Belgium, Netherlands, Saudi Arabia and Switzerland.

The study was started in 2015.

### **The Evernorth Vitality Index<sup>©</sup> and Well-Being Index**

The Evernorth Vitality Index<sup>©</sup> (EVI) has been developed in partnership with leading clinical psychologist and author Dr Richard Ryan. It gives a comprehensive measure of people’s capacity to pursue life with health, strength, and energy. This is closely aligned with our mission to improve the health and vitality of those we serve around the world. We asked a series of questions to gauge respondents’ sense of social, occupational, financial, intellectual, physical, spiritual/purpose, emotional, and environmental well-being. Respondents were also asked to rate their well-being across seven pillars: family; financial; mental; physical; social; spiritual; work well-being; and overall well-being, with ratings ranging from ‘poor’, ‘fair’, and ‘good’ to ‘very good’ and ‘excellent’.

<sup>1</sup> Social determinants of health (who.int)

<sup>2</sup> <https://www.nature.com/articles/s41591-022-02156-9>

### **About Cigna Healthcare Hong Kong**

Cigna Healthcare is a health benefits provider that advocates for better health through every stage of life. We guide our customers through the health care system, empowering them with the information and insight they need to make the best choices for improving their health and vitality.

Founded in 1933, our Hong Kong business provides comprehensive health and wellness solutions to employers, employees and individual customers. Leveraging on our extensive global healthcare network, we offer global group medical benefits that provide comprehensive and tailored coverage for a wide range of organizations. For individual customers, we also offer a full suite of health insurance plans to cater for their diverse needs. For more details, please visit [www.cigna.com.hk](http://www.cigna.com.hk).

