



The 2025 Employee Wellness Trend Report

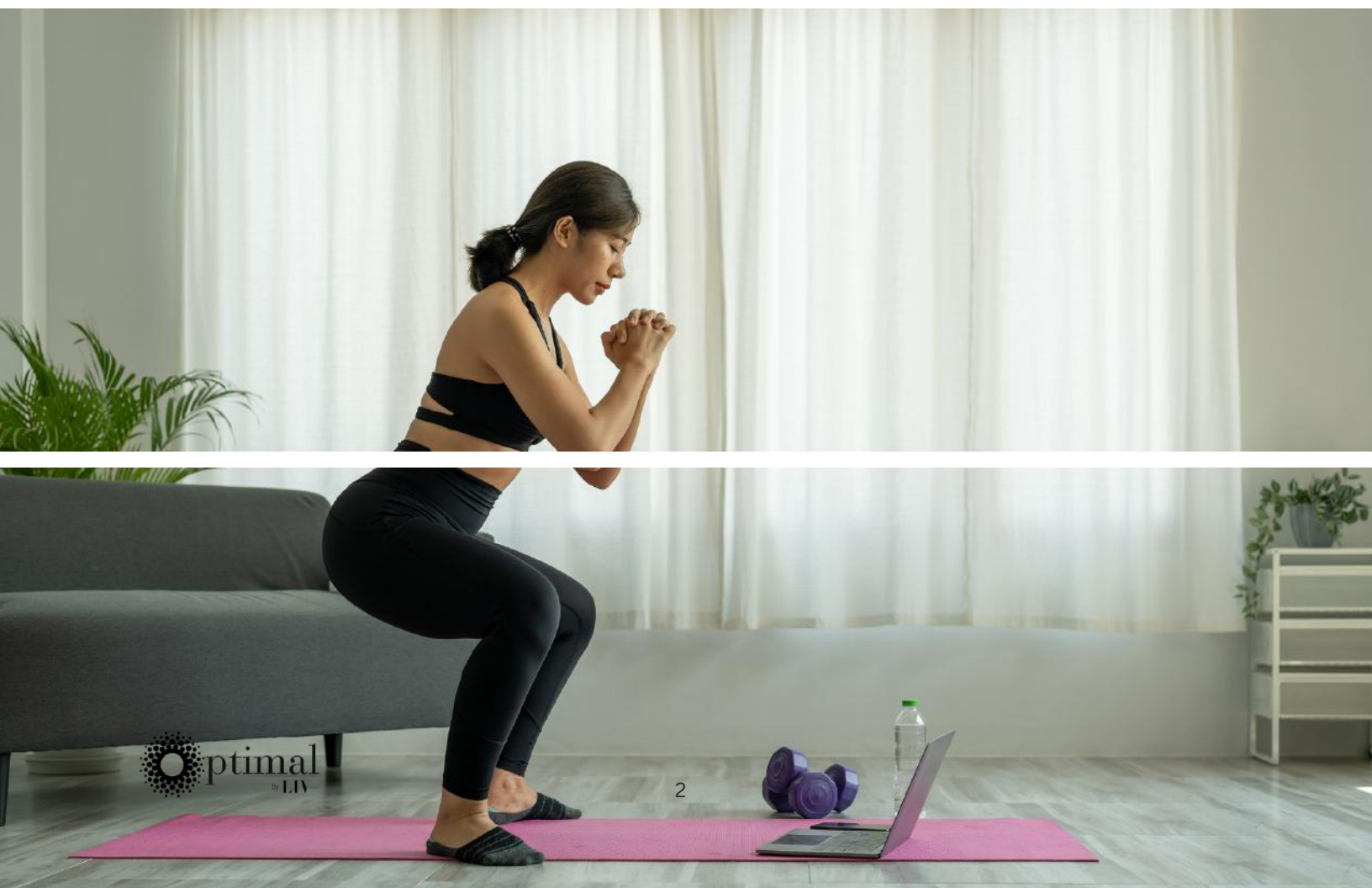
YOUR GUIDE TO BUILDING A HEALTHIER, HAPPIER WORKPLACE

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Dear HR Leaders and Wellness Champions,

Welcome to the future of workplace wellness — and to Optimal by LIVunLtd.

We know today's employees expect more: personalized experiences, flexibility to meet their lifestyles, and a real investment in their total well-being. At Optimal, we're proud to be the virtual wellness platform designed to meet this moment — and help your organization lead the way.

Optimal combines the best of live and on-demand fitness, mindfulness, and wellness education — all easily accessible from anywhere. Our programs are crafted to support your people as individuals, while building a stronger, healthier culture across your organization.

In this 2025 Trend Report, you'll discover the most important shifts shaping employee wellness right now — and see exactly how Optimal helps you meet (and exceed) those evolving needs.

Whether you're just beginning your wellness journey or looking to elevate your existing strategy, we're excited to partner with you.

Here's to a healthier, happier, more connected workforce in 2025 — and beyond.

Warmly,

Mathew Cassidy & Amanda Scott



Mathew Cassidy
National Virtual Services Manager
LIVunLtd



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Trend 1

Hyper- Personalized Wellness: Meeting Employees Where They Are



Gone are the days of one-size-fits-all programs. In 2025, employees expect wellness options tailored to their lifestyles, fitness levels, interests, and health goals.

Think custom fitness plans, personalized mindfulness journeys, and modular wellness offerings that employees can pick and choose from.

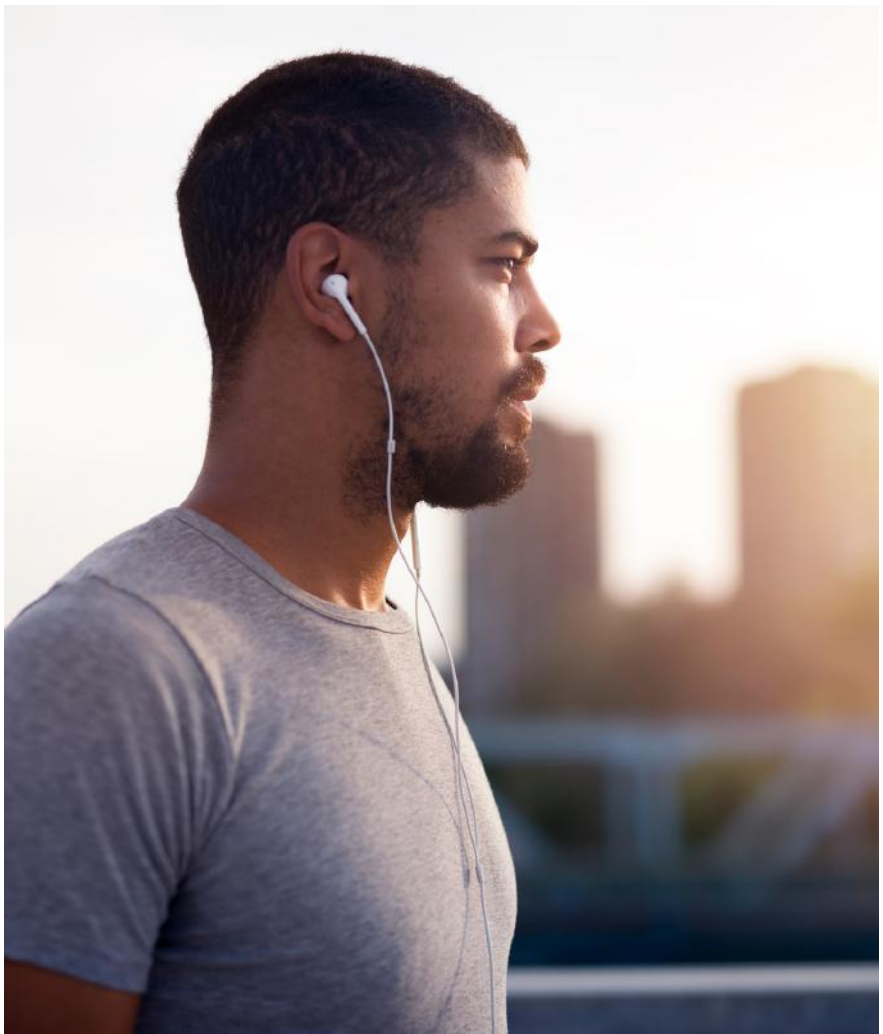
What's Hot: AI-driven recommendations, personal wellness portals, flexible class schedules.

How Optimal Delivers:

- **Personalized Fitness Journeys:** From beginner to advanced, employees access workouts tailored to their fitness level and interests.
- **Self-Guided Programs:** Staff can select focus areas (e.g., stress reduction, strength building, mindfulness).
- **Flexible Scheduling:** Live and on-demand options fit every workday.

Trend 2

Mental Fitness Moves Front and Center



2025 will see organizations putting mental fitness on the same pedestal as physical health. Employees seek proactive tools to build resilience, reduce stress, and strengthen emotional well-being.

From mindfulness workshops to gratitude practices, mental health strategies are now a baseline, not a bonus.

What's Hot: Mental resilience training, guided mindfulness sessions, mood-boosting activities.

How Optimal Delivers:

- **Live & Recorded Mindfulness Classes:** Breathing exercises, visualization practices, and body scans.
- **Mental Health Mini-Series:** Workshops on resilience, gratitude, and stress management.
- **Calm Sessions:** Short sessions to quickly center and reset during busy workdays.

Trend 3

Hybrid Wellness for a Hybrid Workforce



As flexible work models persist, wellness programs must adapt.

Successful organizations will offer both virtual and in-person wellness experiences that employees can access anytime, anywhere.

What's Hot: Live-streamed fitness classes, virtual wellness fairs, hybrid fitness challenges.

How Optimal Delivers:

- **Live Virtual Fitness Classes:** Yoga, HIIT, meditation, and more—anywhere, anytime.
- **On-Demand Wellness Library:** 24/7 access to hundreds of sessions.
- **Virtual Wellness Events:** Engage remote and hybrid teams through seasonal challenges and Optimize Virtual Wellness fair.

Trend 4

Preventative Health as a Corporate Priority



Helping employees stay healthy is more cost-effective (and compassionate) than addressing issues after they arise.

Preventative care — including sleep hygiene programs, nutrition education, and ergonomic assessments — is gaining major traction.

What's Hot: Sleep workshops, anti-burnout programs, lifestyle habit challenges.

How Optimal Delivers:

- **21-Day Habit Challenges:** Build better sleep, hydration, fitness, and mindfulness habits.
- **Wellness Workshops:** Sleep optimization, nutrition basics, injury prevention.
- **Healthy Living Articles & Resources:** Available to all members for daily learning.

Trend 5

Micro-Wellness: Quick, Flexible Breaks



Employees are busy — and wellness must fit into their day without feeling like another task.

Short bursts of well-being activities (5–15 minutes) such as guided stretches, quick meditations, and mini-fitness sessions make wellness accessible and sustainable.

What's Hot: 10-minute mindfulness, desk-side fitness, Quick Calm sessions.

How Optimal Delivers:

- **Quick Calm Sessions:** 10-minute guided relaxation classes.
- **Express Fitness Classes:** Core workouts, stretch breaks, desk exercises.
- **Bite-Sized Mindfulness:** Short videos employees can access on demand.

Trend 6

Financial Wellness Joins the Wellness Conversation



Money stress affects physical and mental health — and smart organizations are offering financial education as part of holistic employee wellness programs.

Budgeting tools, savings workshops, and personalized financial planning will be more popular than ever.

What's Hot: Financial literacy courses, debt management webinars, stress-free money challenges.

How Optimal Delivers:

- **Financial Wellness Webinars:** Hosted experts covering budgeting, saving, and retirement planning.
- **Recorded Educational Sessions:** Easily accessible for all time zones.
- **Financial Challenges:** Friendly activities promoting smart money habits.

Trend 7

Building
Belonging
Through
Wellness

In 2025, wellness isn't just personal — it's social. Organizations that create community-focused wellness experiences see better engagement and retention.

Group fitness challenges, team step competitions, and wellness retreats foster deeper connection and support.

What's Hot: Company-wide fitness races, social wellness platforms, community meditation events.

How Optimal Delivers:

- **Group Wellness Challenges:** Team step-count competitions, recipe challenges, 5K fun runs.
- **Wellness Community Boards:** Social sharing, motivational posts, progress tracking.
- **Live Group Events:** Special mindfulness sessions, live workouts, and celebration events.



Let's Build the Future of Workplace Wellness — Together

You've seen the trends. You know what today's employees are asking for. Now, it's time to bring it all to life with a partner who makes wellness easy, engaging, and effective — for everyone.

Optimal by LIVunLtd delivers powerful virtual wellness programming designed to help your organization thrive. From stress management and movement classes to nutrition, sleep, financial health, and more — we take care of the details so your people feel supported, energized, and valued.

Ready to try it out?

Book a free 30 day trial for your team!

- Get full access to live and on-demand classes, downloadable resources, and a taste of the Optimal experience — no commitment needed.

Start Your Free Trial with an Exploration Call Today!

Contact virtual@livunltd.com to book your call.

LIVunLtd Fitness Management: Elevating Workplace Wellness

LIVunLtd Fitness Management is a premier provider of workplace wellness solutions, specializing in the management of corporate fitness centers and the delivery of comprehensive wellness programming. We partner with organizations to create customized, high-touch fitness experiences that enhance employee well-being, engagement, and productivity.

Our expertise includes facility design, staffing, operations, and programming, ensuring that every fitness center we manage is not just a gym but a hub for employee health and community building. We offer cutting-edge group exercise classes, personal training, wellness programs, and on-site activations tailored to each company's culture and workforce needs.

For organizations without a dedicated fitness space, we provide Optimal, Your Corporate Gym Online—a virtual wellness platform designed to bring high-quality fitness and wellness experiences directly to employees, no matter where they are.

We're excited to connect with leaders who understand that investing in employee and tenant well-being leads to stronger, healthier, and more engaged teams and communities. Whether you have a corporate fitness center or are looking for innovative ways to bring wellness into your space, LIVunLtd offers scalable solutions tailored to your needs.

Let's redefine workplace wellness together!
Book your free chat to explore how we can bring the best in fitness, wellness, and lifestyle management to your organization.

Contact LIVunLtd today!

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Have a question?
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