

# 2025 WELL at scale leaderboards and awards

## Methodology

### Overall

The 2025 WELL at scale leaderboard and awards are based on data from the last completed review cycle of WELL at scale participants through December 31, 2025.

### Leaderboard categories

#### **WELL Score Performance**

The WELL Score is a benchmark reflecting an organization's impact on the health and well-being of their people, and is calculated for legal entities participating in WELL at scale with an enterprise subscription. The WELL Score is the average number of points achieved within each location from the WELL Building Standard in a subscribed legal entity, weighted by the number of people at each location. Locations that have not met all of the mandatory WELL strategies (i.e. preconditions) can only contribute a maximum of 49 effective points to the WELL Score. For more information on how the WELL Score is calculated, see the [WELL Program Guidebook](#). For more information on WELL strategies and their associated points, see the [WELL Building Standard](#).

Where WELL Score averages are included, they are based on all WELL at scale participants that have a WELL Score globally. Entities in the real estate sector include real estate investment trusts (REITs), as well as property investment management and development companies. Entities in the professional services sector include accounting, human resources, law, consulting & sustainability, media, personal finance and security companies. Entities in the financial services sector include banking, insurance and investment services companies.

## **Regional Performance**

Regional definitions are based on the geographic regions defined under the [Standard Country or Area Codes for Statistical Use](#) of the United Nations Statistics Division. Average WELL Score by region is calculated based on the weighted average of WELL points for locations located in regions that are associated with full legal entities subscribed to WELL at scale. Concept averages by region are calculated based on the arithmetic mean of the regional concept averages for all regional WELL at scale participants (i.e., the average of each participant's concept points for the locations in that region).

## **Motivations**

Goals data is based on the average frequency of top goals identified in a 2025 survey provided to WELL at scale clients.

## **Trends**

WELL concept averages are based on the arithmetic mean number of points achieved within each WELL concept by WELL at scale participants, based on location data. The maximum number of points that can be achieved at a location within each concept is 12. For more information on WELL concepts and associated feature points, see the [WELL Building Standard](#).

Top WELL strategies are ranked based on the largest number of WELL at scale locations, across all participants, that have achieved the feature part. This list represents a subset of all feature parts included in the WELL Building Standard.

## [\*\*WELL Awards\*\*](#)

### [\*\*Projects\*\*](#)

New in 2025, project awards recognize projects that have displayed exemplary use of WELL strategies to promote people-first places. Nominations were submitted for projects that have shown exceptional leadership, innovation and impact. Only public projects that have earned a WELL achievement before January 31, 2025 are eligible to receive an award and all final awards decisions are made in IWBI's sole discretion.

- The project awards included: Innovative Design Award, Outstanding Strategy Award, Champion Award, Unique Impact Award, Vanguard Award and People & Planet Award.

## *Community*

The WELL Community Awards recognize individuals driving the global WELL movement, honoring leaders, advocates and educators who advance health and well-being in the built environment.

### **WELL Executive Award**

Recognizes C-suite executives who play an active role in expanding the adoption of WELL.

### **Visionary Leadership Award**

Recognizes individuals for exceptional leadership in advancing WELL principles through client education and cross-industry collaboration in their region.

### **WELL AP of the Year**

Recognizes an individual who demonstrates exemplary global leadership as a WELL Accredited Professional (AP).

### **WELL AP Regional Leadership Award (Americas, Europe, Middle East and Africa, Asia-Pacific, China)**

Recognizes individuals who serve as standout ambassadors for WELL in their region.

### **Global Adoption of WELL Award**

Recognizes individuals for expanding the reach and impact of WELL at scale.

### **Emerging Market Award**

Recognizes individuals for advancing the adoption of WELL in emerging markets.

### **Rising Star Award**

Recognizes individuals who demonstrate strong passion and promise in advancing the WELL movement early in their careers.

## **Changemaker Award**

Recognizes individuals who demonstrate exemplary stewardship in developing or delivering WELL education.

## **Educator of the Year**

Recognizes an educator who demonstrates outstanding commitment to WELL education through teaching or developing new materials.

## **WELL Performance Testing Agent of the Year Award**

Recognizes performance testing agents for excellence and dedication in completing onsite WELL testing.

## **WELL Forum Influencer Award**

Recognizes the most active and engaged user in the WELL Forum online community.

## **WELL Project Steward Award**

Recognizes individuals who advance the WELL movement by supporting an exceptional number of projects pursuing WELL Certification or WELL Ratings.

## *Organizations*

### **Global WELL Leadership Awards**

The Global Leadership Awards recognize organizations with the highest WELL Scores, which reflects progress towards implementing WELL strategies and serves as a benchmark for health and well-being performance against peers.

- Given in each of the following categories: entities with fewer than 50 locations, between 50-99 locations, between 100-499 locations, and 500 or more locations.

### **Regional WELL Leadership Awards**

The Regional WELL Leadership Awards recognize organizations with the strongest performance in the region based on WELL strategies achieved.

- Given in each of the following regions: Americas, Asia, Europe, Oceania and Africa

## **People First Awards**

The People First Awards are given to organizations with the largest number of people impacted by their WELL commitment.

- Given in each of the following categories: companies in the real estate industry and companies in other (non-real estate) sectors

## **WELL Concept Leadership Awards**

WELL Concept Leadership Awards recognize organizations for significant achievement within each Concept of the WELL Standard. The WELL Standard is composed of evidence-based strategies across 10 concepts - Mind, Community, Movement, Water, Air, Light, Thermal Comfort, Nourishment, Sound and Materials - that enable organizations to address the many ways physical and social environments can shape health outcomes. Recognition is also provided in the Innovation category. For 2025, the minimum average point requirements to achieve an award for each concept were as follows:

- Air = 10 points
- Water = 10 points
- Nourishment = 10 points
- Light = 8 points
- Movement = 12 points
- Thermal Comfort = 7.5 points
- Sound = 5.1 points
- Materials = 8 points
- Mind = 12 points
- Community = 12 points
- Innovation = 10 points

## **WELL Certification Leadership Award**

The WELL Certification Leadership Awards are given to organizations with high levels of WELL Certified locations across their enrolled portfolio. WELL Certification is the highest pinnacle of health achievement, requiring demonstrated performance across all 10 categories in WELL, as well as performance verification.

- For 2025, organizations needed to have achieved 30 or more WELL Certifications within their WELL at scale subscription to earn the award.

## **Health and Safety Leadership Award**

The Health and Safety Leadership Awards are given to organizations with high levels of WELL Health-Safety Rated locations across their enrolled portfolio. The WELL Health-Safety Rating is a roadmap for organizations to anticipate what's around the corner and put the necessary plans and protocols in place for resilience and response.

- For 2025, organizations needed to earn this WELL Rating at 95 percent or more of their subscribed locations within WELL at scale to earn the award.

## **Equity Leadership Award**

The Equity Leadership Awards are given to organizations with high levels of WELL Equity Rated locations across their enrolled portfolio. The WELL Equity Rating empowers organizations to take action and drive accountability toward their diversity, equity, inclusion and accessibility goals.

- For 2025, organizations needed to earn this WELL Rating at 95 percent or more of their subscribed locations within WELL at scale to earn the award.

## **Building Performance Leadership Award**

The Building Performance Leadership Awards are given to organizations with high levels of WELL Performance Rated locations across their enrolled portfolio. The WELL Performance Rating is a roadmap for organizations to monitor, measure and validate building performance across key indoor environmental quality indicators.

- For 2025, organizations needed to earn this WELL Rating at 25 percent or more of their subscribed locations within WELL at scale to earn the award.

## **Coworking Leadership Award**

The Coworking Leadership Awards are given to organizations with high levels of WELL Coworking Rated locations across their enrolled portfolio. The WELL Coworking Rating is a roadmap for building owners and operators to create coworking and flexible workspaces that promote member health and well-being.

- For 2025, organizations needed to earn this WELL Rating at 95 percent or more of their subscribed locations within WELL at scale to earn the award.

## **Healthy Building Catalyst Award**

The Healthy Building Catalyst Award recognizes organizations for going above and beyond to develop a dedicated team for WELL and/or promote their commitment to health and well-being to the public, including through organizational reporting, PR or a related event.

## **WELL Rising Star Award**

The WELL Rising Star Award recognizes organizations for making significant progress in their early years of engaging with WELL.

## **Outstanding Health Progress Award**

The Outstanding Health Progress Awards are awarded to organizations with the greatest increase in their WELL Score from the previous year.

- For 2025, this award was given to the top five organizations with the largest point increase.

## **Leadership in Sustainability Reporting and Sustainable Finance Awards**

The Leadership in Sustainability Reporting Award recognizes an organization for their excellence in incorporating healthy building strategies and WELL into their business goals and reporting.

The Sustainable Finance Award recognizes an organization for their excellence and innovation in incorporating WELL into their sustainable finance strategy.

## **WELL AP Impact Award**

The WELL Accredited Professional (WELL AP) Impact Award recognizes the organization with the most WELL APs, reflecting an organization's commitment to employee training and professional development.

## **WELL Enterprise Provider of the Year**

The WELL Enterprise Provider of the Year Award recognizes the organization actively supporting the most clients on their WELL journey to recognize their commitment to market transformation for health and well-being through the WELL EP program.

- For 2025, this award was given to WELL EPs actively supporting the most clients by number of projects (certification, ratings and WELL at scale accounts) and by largest square footage.

## **IWBI Member of the Year**

The IWBI Member of the Year Award recognizes a member organization for exceptional leadership, impact and collaboration in advancing IWBI's mission, driving measurable change and uplifting the global WELL community.

## **Consultant of the Year**

The Consultant of the Year Awards recognize consulting companies for supporting the implementation of WELL in their region.

- Given in each of the following regions: Americas, Europe, Oceania and Asia