

EMOTIONAL WELLBEING



What do employers think?

Employees' emotional wellbeing the top priority for employers over the next three years

99% Emotional wellbeing

90% Physical wellbeing

77% Social wellbeing

74% Financial wellbeing

Top two emotional wellbeing actions that employers are planning or considering in the next two years

Programmes to support chronic mental health conditions



Assess policies and procedures for response to workplace mental health emergencies

45%



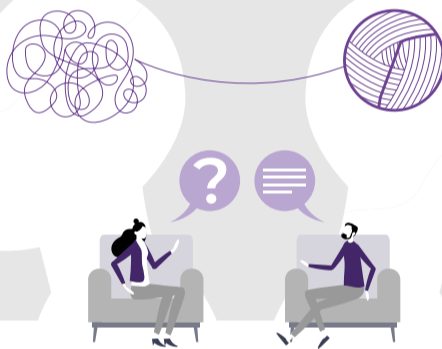
Specific actions already taken to improve emotional wellbeing

65% Campaigns to remove stigma around mental health

56% Virtual care solutions for mental health conditions

54% EAPs which better address emotional and financial wellbeing

How successful are they?



66% of employers think that their efforts to provide appropriate mental health support to employees and their dependents in a timely manner have been effective

What do employees think?

Around **1 in 8** employees score poorly in all areas of their wellbeing (physical/financial/emotional/social)



Poor wellbeing impact:

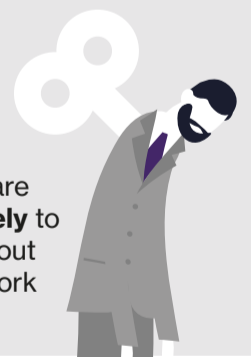
High risk employees are **5x more likely** to have suffered stress, anxiety or depression in last 2 years



High risk employees **3x more likely** to be disengaged



High risk employees are **3x more likely** to feel burned out from their work



Less than **2 in 5** employees feel emotionally balanced

58% physically thriving
48% financially secure
37% emotionally balanced
21% socially connected

A spotlight on digital health

The use of apps amplifies the impact of actions on wellbeing for most employees

22% use apps and wearables to manage mental health and anxiety*



Employees* using virtual care are **19% more likely** to have a consultation with a mental health specialist

*Employees with mental health conditions

