

New Research: The Wellbeing of Your Employees is Your Business

INTRODUCTION

Mental health is an important topic that employers need to consider when they're looking at their workforce. It's a problem that affects one in five adults every year, and it can have a significant impact on employee productivity and absenteeism rates. Recent trends show both the impact of the lack of wellbeing focus and the value of wellbeing, connected to your organization workplace culture strategy.

What employees WANT and what employers NEED



Many companies are aware that providing mental health services for their employees is a good thing. But what they may not realize is just how much those services can benefit both parties involved.

One of the biggest benefits to employers is that employees who feel mentally and physically healthier are more likely to stay with the company.

In a world facing a shortage of qualified talent, retention is critical. Our research shows that companies who support worker mental health are more likely to keep their best and most highly qualified people.



41% OF EMPLOYEES said their employer made no changes to how they support their mental health and wellbeing in the last 18 months



50% OF EMPLOYEES have thought about leaving their job because of mental health and wellbeing in the past 18 months.



62% WOULD PERFORM BETTER, be more productive, and engaged in their work if wellbeing was being supported.



63% said if their employer offered better health and wellbeing benefits, they would be MORE LIKELY TO STAY WITH THE COMPANY.

4 areas employees wish their employer would offer more support

While employers are looking for ways to support their employees, knowing where to start is just as important. Research reveals the top four areas employees are seeking support:



PHYSICAL WELLBEING



MENTAL HEALTH



FINANCIAL WELLBEING



PARENTAL OR CAREGIVER SUPPORT

Top 6 ways that employers can support employees mental health

- #1** Flexible work schedules
- #2** Access to qualified experts
- #3** Relevant training and education
- #4** Company leaders openly supporting mental health conversations
- #5** Personalized live counselor support
- #6** Fitness options

"All great company culture results from a great leadership culture. Leaders should care all the time. Caring for your team is a must, not a maybe!"
 —George Rogers

CONCLUSION

When employees feel like they're part of something bigger than themselves, they stay engaged. When you have an engaged employee, they become an efficient, productive employee. And when they feel like they're part of a community, they want to contribute fully and support their teammates who are working alongside them.

Check out all of our research and learn more about how it can support your organization's talent, HR, and learning objectives.
[LHRA.io/research](https://lhra.io/research)

ABOUT THE RESEARCH

The Lighthouse Research & Advisory 2022 Employee Mental Health study was gathered via online surveys in Q3 2022 from 1,000 global employers and 1,000 currently employed workers.