

# Mental health and emotional well-being: Impact on employers



## How big a problem is stress for employers?

**Stress is identified as a top issue by employers**

To what extent are the following issues prevalent amongst your employees?



**49%**  
Stress



**23%**  
Lack of physical activity



**15%**  
Poor financial well-being



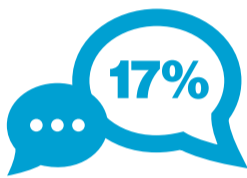
**13%**  
Overweight/obesity



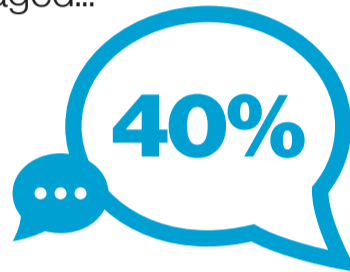
**11%**  
Tobacco use

## How do employee mental health issues affect employers?

Highly stressed workers are less engaged...



of low stress workers are disengaged



of highly stressed workers are disengaged

Take more absence leave...

**One in ten** employees (13%) have taken time off from work due to mental health issues in the last two years. But stressed, anxious or depressed workers have **almost twice** as much time off work:

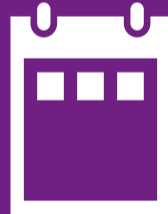
**Stress: sickness absence**

5.3 days



high or above average stress

3 days



low or moderate stress

**Anxiety/depression: sickness absence**

7.1 days lost



employees that have suffered from anxiety and depression

3 days



among all other workers

Are less productive...

**45%**

say stress reduces the quality of their work



Are more likely to leave...

“ I would move to a new position elsewhere if I could... ”



But stress isn't always bad

**Motivation to get job done at times of stress increases for engaged employees**

“ I find stressful periods at work motivate me to get my job done ”

Disengaged



**20%**  
Agree

Engaged



**51%**  
Agree

What are employers doing about employee emotional wellbeing?

**Cure more than prevention?**



**79%**  
now offer behavioural/emotional health management support and **85%** plan to in three years



But only half (**51%**) of employers are taking steps to reduce workplace stress

**Sources:**

Willis Towers Watson 2017 Global Benefits Attitudes Survey, United Kingdom

Willis Towers Watson 2017 Benefits Trends Survey, EMEA - United Kingdom