

Helping employees manage stress: good for them, good for business

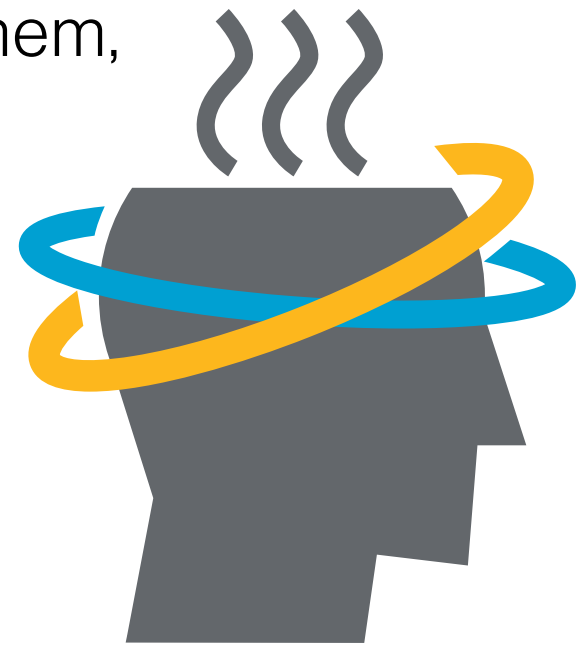
Employee stress: Though sometimes motivational, it can be a drag on personal and organizational performance.



For **75%** of U.S. employers, **stress** is the top risk to workforce health and productivity.



More than **one-fourth** of U.S. employees face both **health and financial difficulties**.



Do you know what's stressing your employees? Many employers don't.

A worrisome disconnect despite agreement on inadequate staffing



Employers can help employees deal with stress – if they can surmount some hurdles.

Nearly **one-third** of U.S. employees **don't trust** their employer in matters related to their well-being.

Nearly **half** **don't want** their employer to access their personal health information.

42% are uncomfortable with their employer being involved in their personal finances.

Only **one in five** employees use employer-provided **stress management services**.

Employees tend to deal with stress by:

- 1** connecting with family and friends
- and **2** exercising and engaging in other stress-reduction activities.

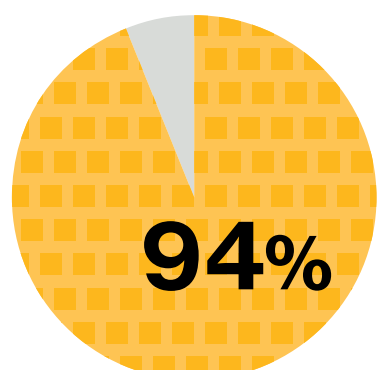


The lesson: Time and technology aren't the problem. Workplace stress centers on **support, rewards** and **culture issues**.

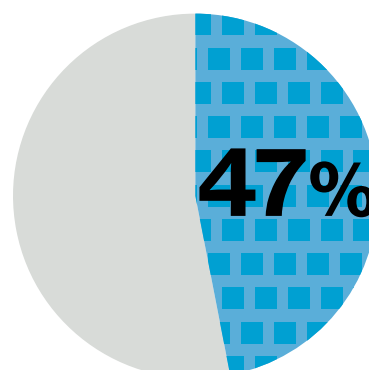
Even so, there's much you can do to reduce the causes of employees' stress...

<p>Build employees' trust:</p> <ul style="list-style-type: none"> ▪ Survey employees to find out what causes their stress, how they prefer to manage it and how you can help. ▪ Make sure they understand that their personal health and financial information is confidential. 	<p>Create an environment that supports stress management:</p> <ul style="list-style-type: none"> ▪ Provide clear direction and expectations for job performance. ▪ Train managers to be supportive. ▪ Provide opportunities for stress-relieving exercise; encourage vacations.
<p>Examine stress-causing elements within your control, including compensation and staffing levels.</p>	<p>Provide programs that align with employees' preferences: onsite and off; use the latest technology; include feedback mechanisms; consider rewards to boost participation.</p>
<p>Develop a strategy for supporting employees' financial well-being.</p>	<p>Update workers' skills to help them weather change.</p>

...and help them manage it. And the good news is that many employers are making plans to do so. Are you?



94% of U.S. employers plan to have a **culture that supports employee well-being** by 2018.



47% of U.S. employers have a **personal financial well-being strategy** for their workforce, and another **33%** plan to adopt one by 2018 or are considering doing so.

Sources: Willis Towers Watson 2015/2016 Staying@Work Survey and Willis Towers Watson 2015/2016 Global Benefits Attitudes Survey