

# Workplace mental health importance by age<sup>1</sup>

## MAY IS MENTAL HEALTH MONTH.

To help foster awareness, let's take a look at research on mental health in the workplace, how it changes by demographic, and how it affects retention and recruitment.

## Mental well-being is increasingly important

With the uncertainty of 2020 continuing into 2021, it's not surprising that more than half of respondents in our survey of U.S. adults who are employed full time said that mental well-being has become more important over the past year. Among age groups, those age 35-54 are more likely than others to say their mental well-being has become more important.

## Salary vs. mental well-being

Flexible schedules, work-life balance, and a less stressful work environment are more important than a higher salary to a majority of respondents. However, when presented with more generic definitions of mental well-being support – a company offers more tools and support for mental well-being or one with more commitment to well-being – all age groups were more likely to prioritize salary.

## Percentage of people who would choose each mental well-being benefit over a 10% higher salary



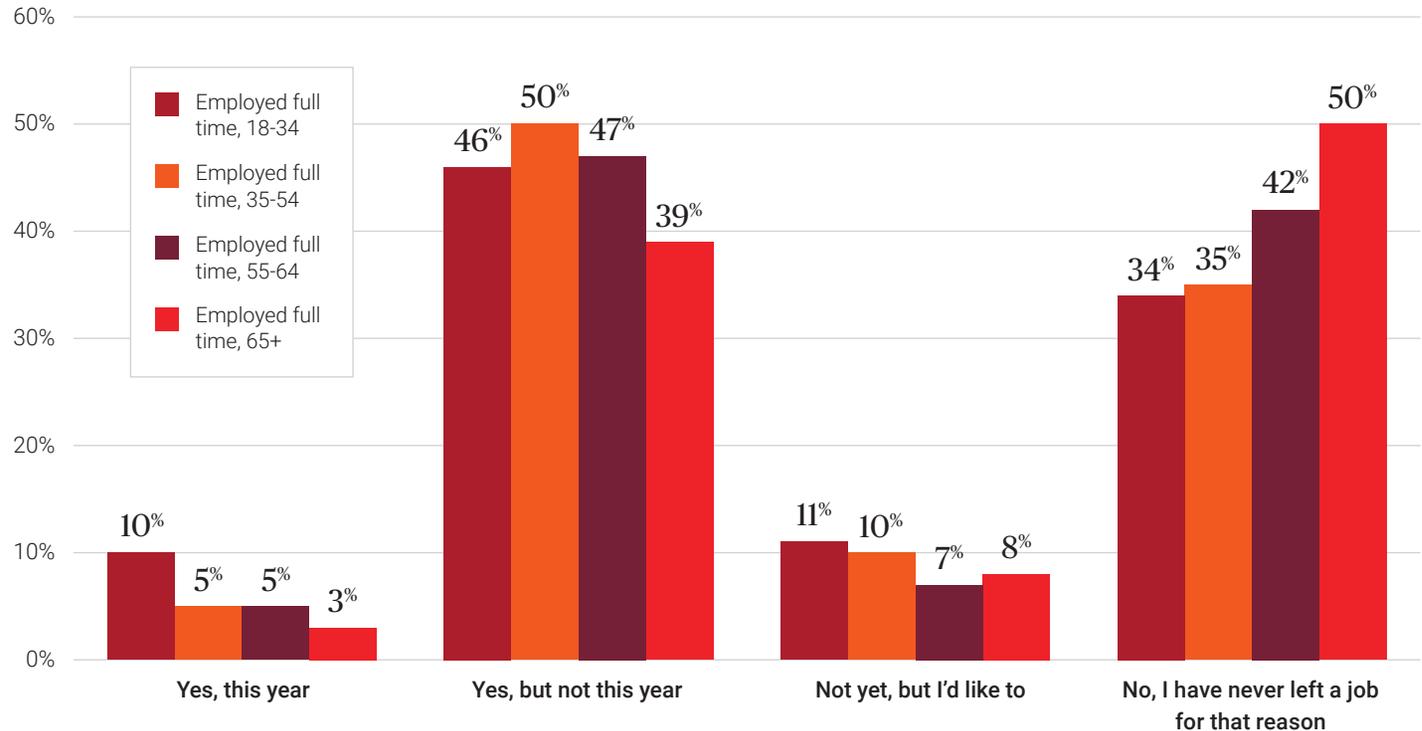
## What's a dream job worth?

Age groups had split opinions on mental health and their dream jobs. Those under the age of 55 are more likely than other ages to accept their dream job even if they think it might not be good for their mental well-being, but those age 55-64 are most likely to say they wouldn't. Notably, across all ages, many who say they would take the job say they might not stay at the company very long if the job wasn't a good fit for their mental health.

## Recruitment and retention

Our research shows that a flexible schedule and work-life balance are key benefits that may help attract and retain top talent – in many cases more than a higher salary. 53% of employees of all ages have left a job that was not good for their mental health, and an additional 10% would like to leave their job for this reason. It’s something to think about as you look to promote mental well-being and loyalty among employees.

### Have you ever left a job because you felt the job was not good for your mental well-being?



Not a deposit
Not FDIC-insured
Not insured by any federal government agency
Not guaranteed by any bank or savings association
May go down in value

©2021 Lincoln National Corporation

[LincolnFinancial.com](https://www.lincolnfinancial.com)

Lincoln Financial Group is the marketing name for Lincoln National Corporation and its affiliates.

Affiliates are separately responsible for their own financial and contractual obligations.

LCN-3496833-031721

PDF 4/21 Z01

Order code: DC-HLTH1-FLI001



<sup>1</sup>Lincoln Financial and CivicScience, "U.S. Employee Perspectives on Mental Well-being in the Workplace," 2021.

**Methodology:** The goal of this research is to understand how recruitment and retention of talent is impacted by employers’ commitment to mental well-being initiatives and work life balance. The research also measures how employed U.S. adults feel their current employer is doing in each of these areas. Responses were gathered from 12/23/2020 – 1/4/2021 using the CivicScience market intelligence platform. The number of responses varied by question, with response counts ranging from 2,244 to 2,993. Data is weighted to represent the total employed U.S. adult population. If this study were a random survey, the margin of error would be within +/-4 percentage points at a confidence level of 95%.