

Workplace mental health opinions by race and ethnicity¹

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.

Current finances

When full-time employed U.S. adults were asked how their current financial situation made them feel, 32% said more stressed, nervous, or overwhelmed; 34% reported feeling more calm, secure, or hopeful; and 34% found that these descriptions didn't fit their feelings. Hispanic/Latino Americans are more likely to say their finances make them feel calmer.

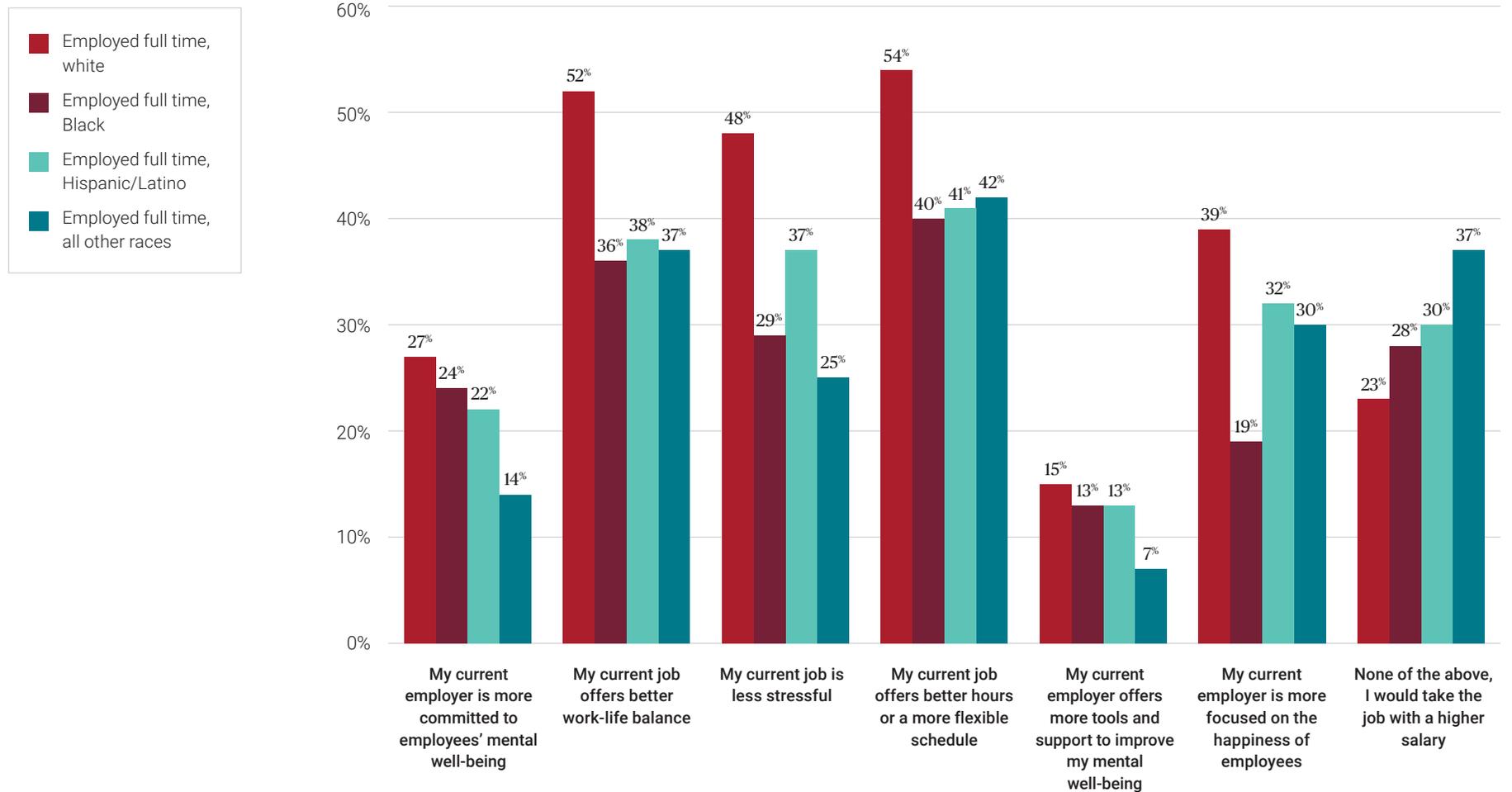
Salary vs. mental well-being

What makes employees stay – and what can employers do better? White Americans are more likely to stay at their current job vs. taking one with a higher salary if their current job offers better hours/flexible schedule, work-life balance, and less stress. 71% of Black U.S. adults say their company isn't doing a good job of training managers on employee mental wellbeing and happiness. Hispanic/Latino Americans are more likely to say employers should help their employees improve their mental well-being.

In general, 53% of workers say they've left a job because it wasn't good for their mental well-being, and an additional 10% say they'd like to. Black Americans are more likely to say they've left a job because it wasn't good for their mental well-being or would like to leave their current job for that reason.



Imagine you are approached by a recruiter from another company who offers you a higher salary to do a job similar to what you are doing now. Would any of the following make you stay at your current employer?

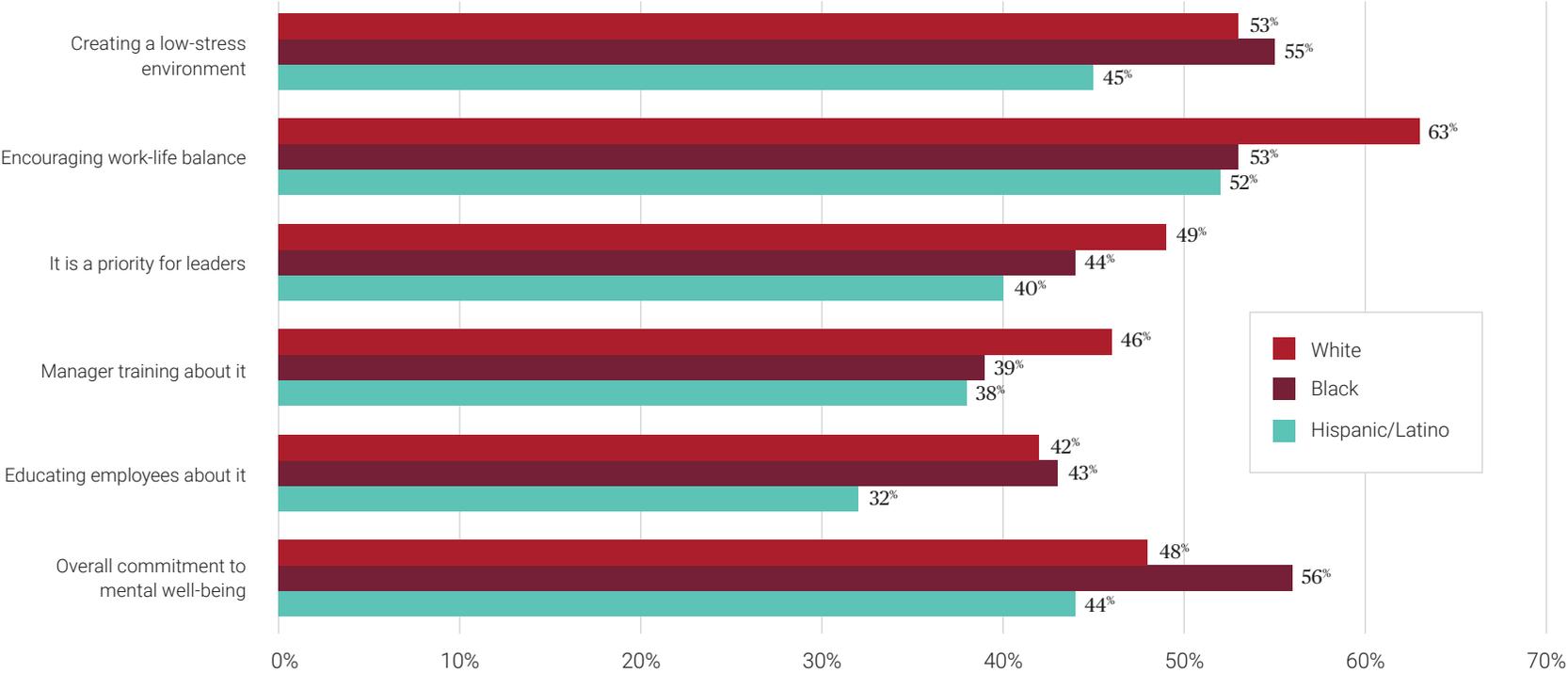


Accepting a job

Mental health is an important consideration when contemplating a job. Overall, 62% of respondents find that a company encouraging work-life balance as a tool for mental well-being and employee happiness is very important in considering whether they'll accept a job.

White Americans and Hispanic/Latino Americans are most likely to say that encouraging work-life balance is very important. On the other hand, Black Americans are most likely to say that overall commitment to mental well-being is very important when considering a job.

Percentage of full time employees who say that each of the following are “very important” when they evaluate a company’s approach to mental well-being when considering whether or not to accept a job

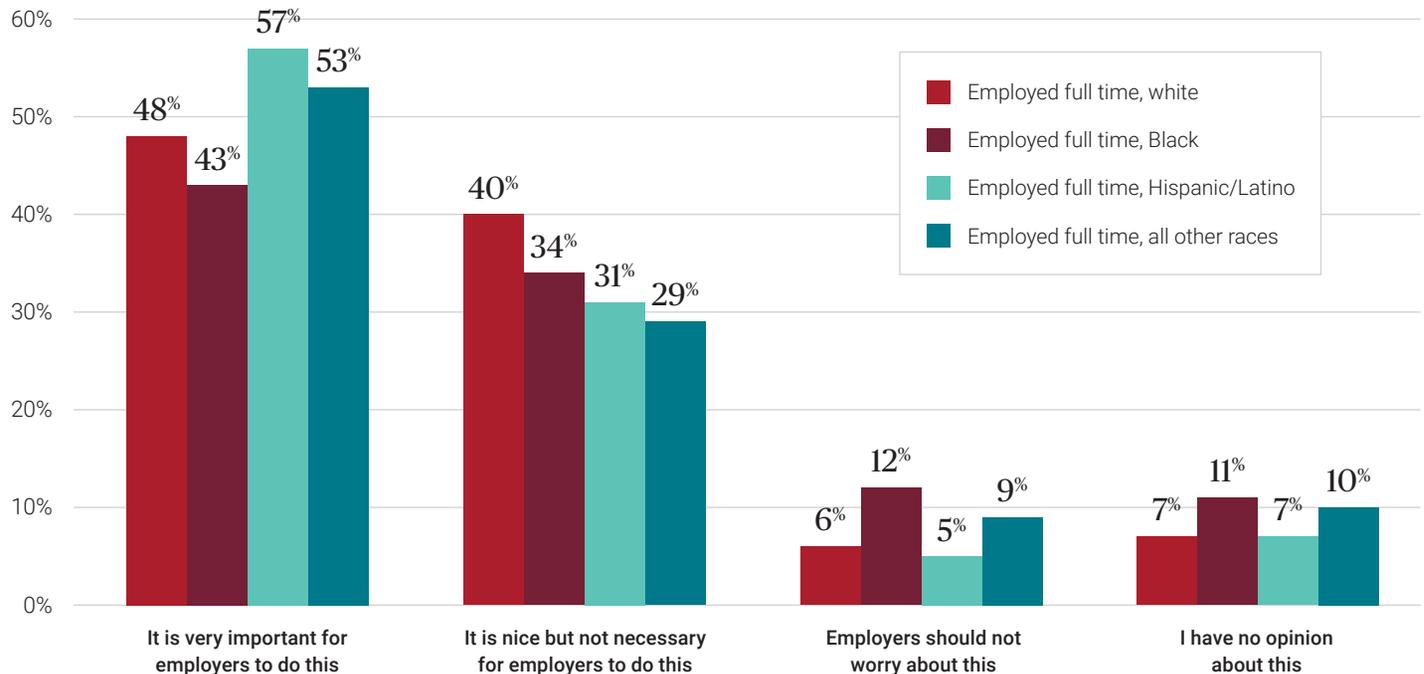


What about a dream job? Hispanic/Latino Americans are more likely to take their dream job, even if it might not be good for their mental well-being.

Recruitment and retention

When it comes to retaining and attracting good employees, workplace mental health counts. Intangible benefits like better hours, work-life balance, and a less stressful environment are generally viewed as more important than a higher salary. It may be easy to underestimate the importance of mental well-being, but employees, and potential employees, are paying attention.

Should employers help their employees improve their mental well-being?



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¹Lincoln 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%. Due to rounding, numbers presented throughout may not add up precisely to the totals provided and percentages may not precisely reflect the absolute figures.