

Effects of workplace mental health by gender¹

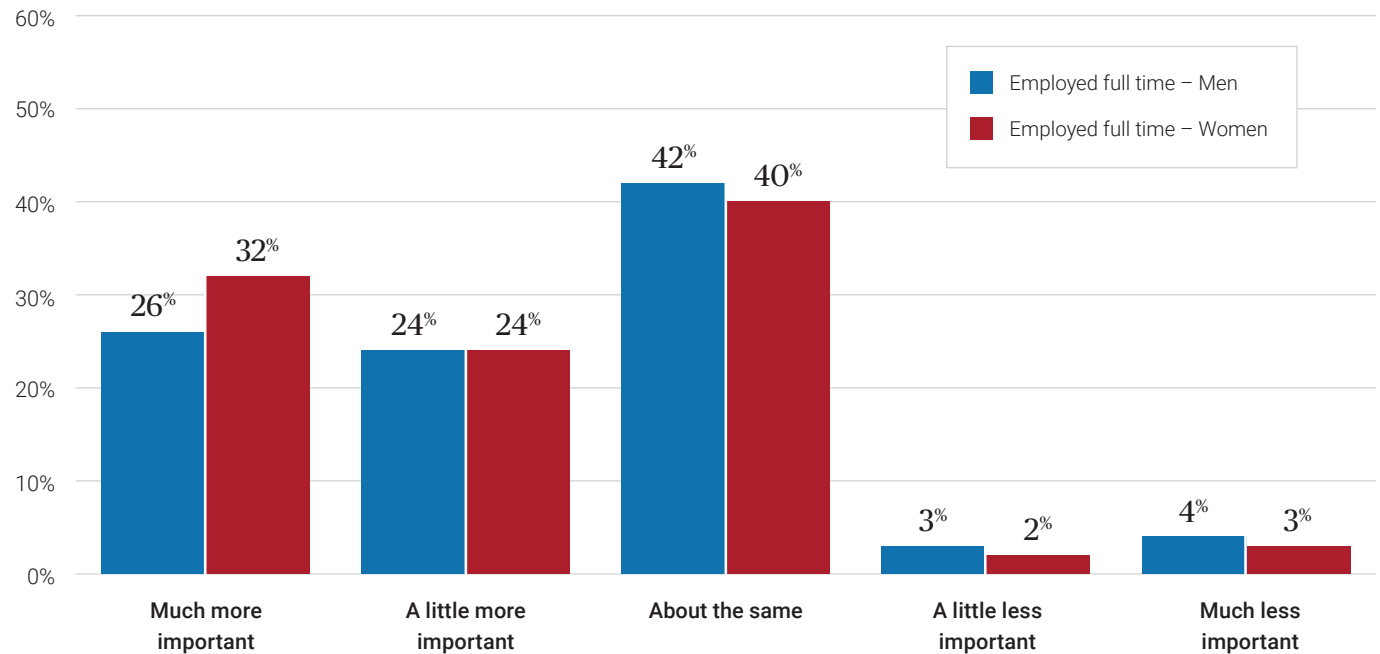
MAY IS MENTAL HEALTH MONTH.

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.

Overall importance of mental well-being

In the past year, 55% of U.S. adults who are employed full-time have found that mental well-being has become more important in their lives. Overall, women consider their mental well-being to be more important than men do. The emphasis they place on mental health is reflected throughout their survey responses. For instance, women are more likely to have left a job because it wasn't good for their mental well-being, while men are 25% more likely to say they've never left a job for that reason.

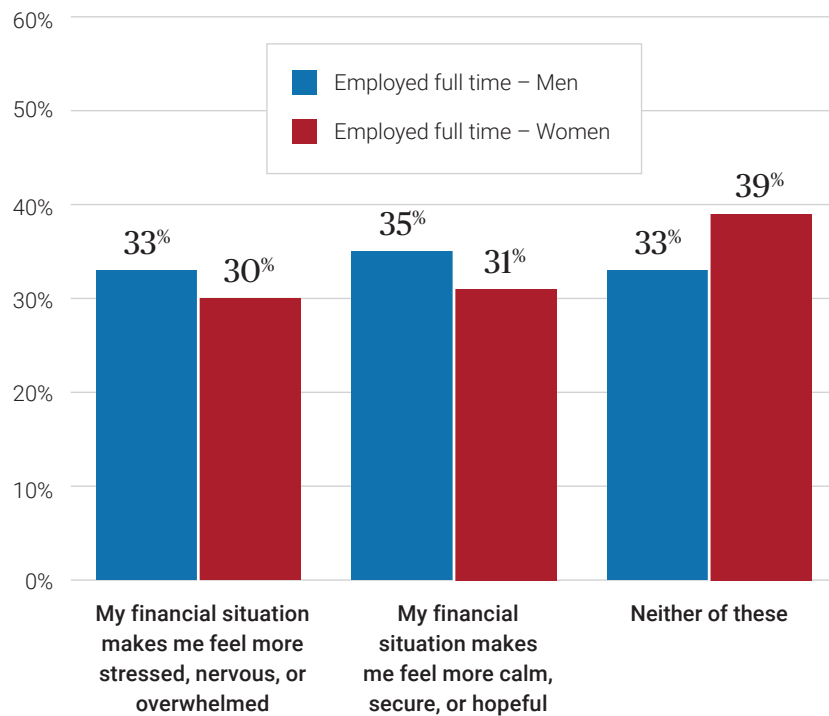
In the past year, has mental well-being become more important or less important in your life?



Financial situation

Americans who are employed full-time are evenly divided in their feelings about their financial situation. However, men are more likely to feel calm about their financial situation than women.

Thinking about your financial situation, which of the following best describes you?



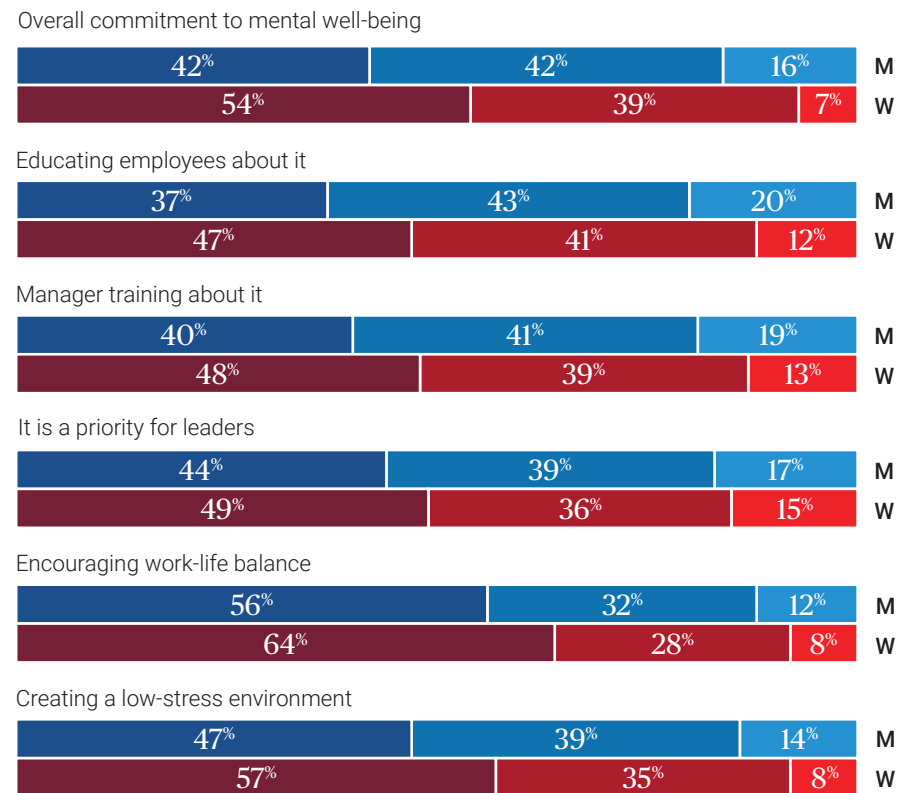
Salary vs. mental health

When it comes to work, only about a quarter of men and women choose money over mental health. In particular, both men and women are likely to stay with an employer that offers a more flexible schedule, more work life-balance, and less stress, even if they were offered a higher salary somewhere else.

Accepting a job offer

Both men and women say important considerations when accepting a job offer are the company's overall commitment to employee mental well-being and encouraging work-life balance, but men are less likely to say a company's approach to employees' mental well-being is important.

When considering whether or not you will accept a job, how important is each of the following when it comes to how the company approaches mental well-being and the happiness of employees?



Measurable impact on retention and recruitment

Despite the differences between men and women, mental well-being is important to employees. 66% of women and 56% of men have left a job or would like to leave a job that's not good for their mental well-being, including 9% of women who have left a job for this reason in the past year.

Many take workplace mental health into account when making decisions about staying with their employer or accepting a job offer. It's something to remember when trying to attract and retain top talent.

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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%.