

Workplace mental health expectations by income¹

MAY IS MENTAL HEALTH MONTH.

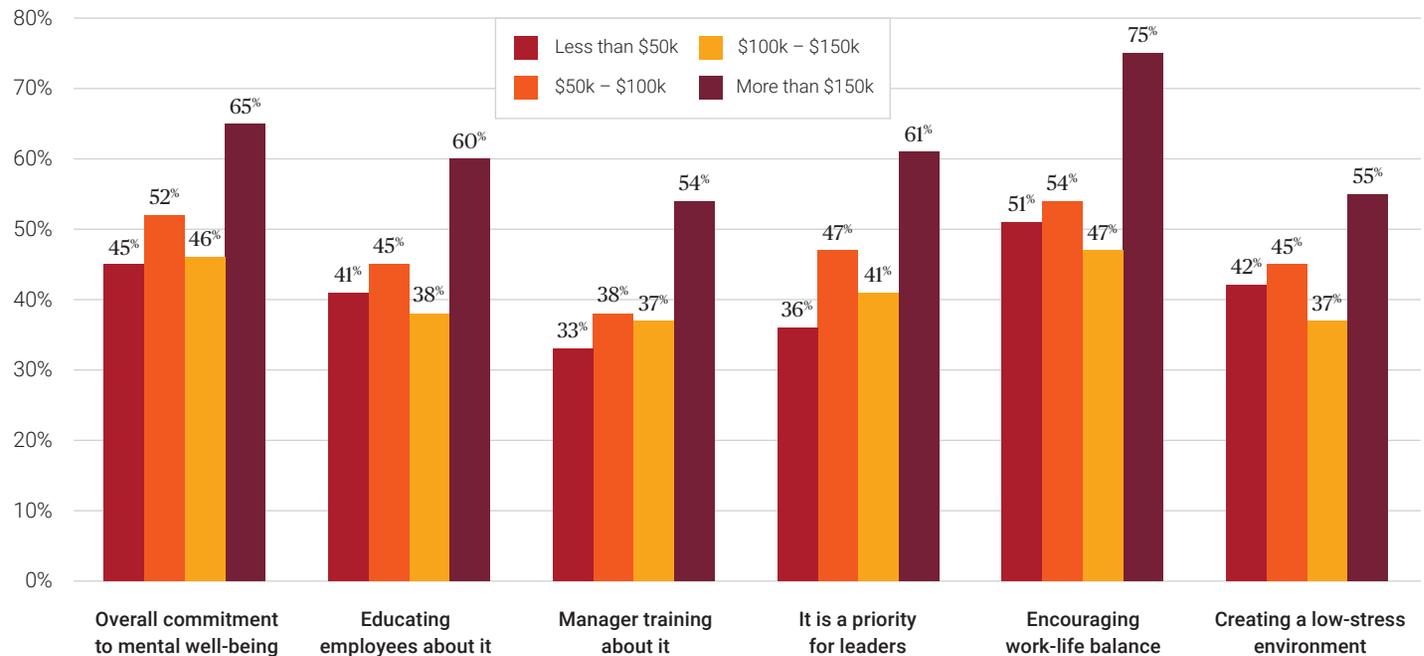
To help foster awareness, let's take a look at research on mental health in the workplace, how it changes by demographic, and how it affects retention and recruitment.

Rating the workplace

Although employees acknowledge their employers are doing well in some aspects of promoting mental health, a few areas continue to fall short.

Overall, more than half of respondents (U.S. adults who are employed full time) think their company does a good job of encouraging work-life balance. Where many companies appear to struggle is with manager training about employee mental well-being and happiness.

Percentage of people who think their company is doing a good job with the following for employee mental well-being and happiness



Those earning more than \$150,000 per year are more likely to say their company is doing a good job overall and 1.5 times more likely to say their company does a good job encouraging work-life balance compared to individuals earning less.

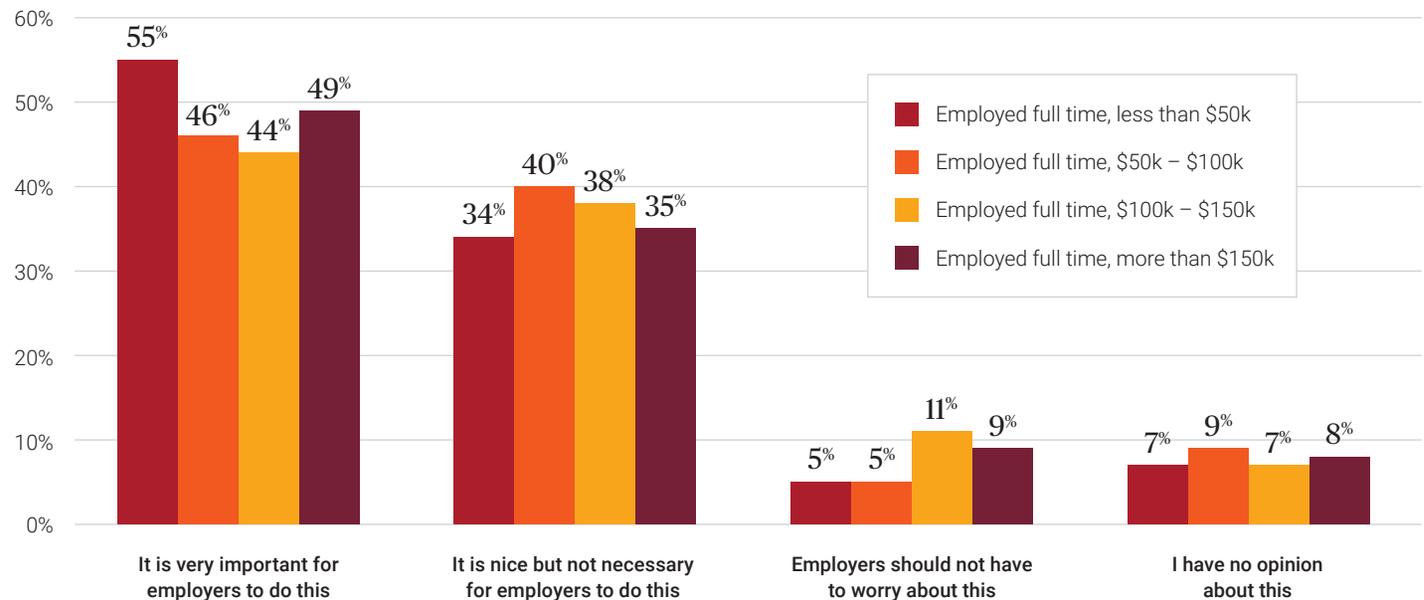
Those earning between \$100,000 and \$150,000 are the least satisfied overall.

- **\$50,000 or less:** 91% say it's important for a potential employer to create a low-stress environment, yet 58% say their employer does not do a good job of this
- **\$50,000 – \$100,000:** 94% say it is important for a potential employer to encourage work life balance, yet 46% say their employer is not doing a good job of this
- **\$100,000 – \$150,000:** More than half of employees in this income bracket are dissatisfied with their current employer's performance across all of the surveyed mental health areas.

Employer help with mental well-being

The vast majority of employees (86%) would appreciate help improving their mental well-being. Almost half of respondents said it's very important for employers to help improve mental well-being, with people earning less than \$50,000 more likely than other income groups to think this.

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



Dream job vs. mental health

What's a dream job worth? Across all income brackets, over half of U.S. adults would take their dream job, even if they weren't sure if it would negatively impact their mental well-being. However, many say they might not stay there very long.

Recruitment and retention

While generally companies seem to be doing a good job providing a positive mental health environment, it may help retention and recruiting to increase focus on employee education and manager training. Helping employees understand how to have a good work-life balance, and training managers how to facilitate it, may create loyal, long-term employees and attract others to your company.

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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.