

# EMPATHY + BENEFITS

## SUPPORT TOTAL EMPLOYEE WELL-BEING

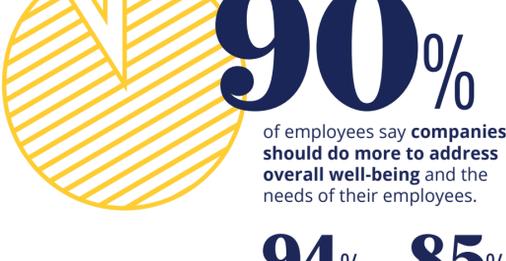


### Physical, mental and financial health impact organizational success

Employees aren't one-dimensional, and neither is their well-being. More employers are recognizing that overall well-being is important.

But, they might not realize how closely tied employee well-being is with empathy.

Our **2019 State of Workplace Empathy Study** highlights how supporting overall well-being has become central to demonstrating workplace empathy.



**94%** of CEOs agree.

**85%** of HR Pros agree.

Employees see well-being and empathy as related to physical, mental and financial health.

### Employees consider these behaviors as key to promoting holistic well-being at work.



An **open-door policy** that allows for face-to-face communication with management or HR



**Coverage options for mental health services** through employee benefits

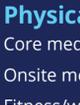


**Flexible work hours**



**Assessment of job demands/workload** for those who consistently work past normal hours

### At least 80% of employees characterize these benefits as empathetic.



#### Physical health

- Core medical benefits
- Onsite medical care
- Fitness/weight loss programs



#### Mental health

- Flex time/flex location
- Employee assistance programs
- Family care benefits



#### Financial health

- Employer 401k contributions
- Tuition and student loan reimbursement
- Help with short-term savings goals



### When it comes to mental health, everyone agrees it's very important.

But, there seems to be a disconnect between what employees, HR pros, and leadership perceive. Leaders and HR have a much rosier view than employees.



of employees say **mental health is just as important as physical health.**



### And, what about financial wellness?

Companies that offer their employees **emergency financial assistance** (disaster relief, unexpected medical fund) are viewed as more empathetic to their employees.



Companies that provide **help with saving for short-term savings goals** are viewed as more empathetic to their employees.

**95%** of CEOs agree.

**82%** of HR Pros agree.



**Student loan repayment programs** that help employees address educational debt get high marks for empathy.



### Empathy and well-being go hand in hand

Mining the connection between empathy and overall well-being can help inform your benefits and HR approach, and give you keener insight into what employees value.



**Traditional benefits that support employee health** are foundational to both empathy and well-being.



**Everyone agrees mental health is important**, but there's work to be done for employees' experience to catch up with how HR and leadership think things are going.



**The definition of financial health is expanding** to address people's short-term needs, and employee expectations in this area are emerging.



### Want more insights on how empathy can impact your organization?

Read our **2019 State of Workplace Empathy Study Executive Summary.**



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