

EMPATHY + BENEFITS

SUPPORT TOTAL EMPLOYEE WELL-BEING

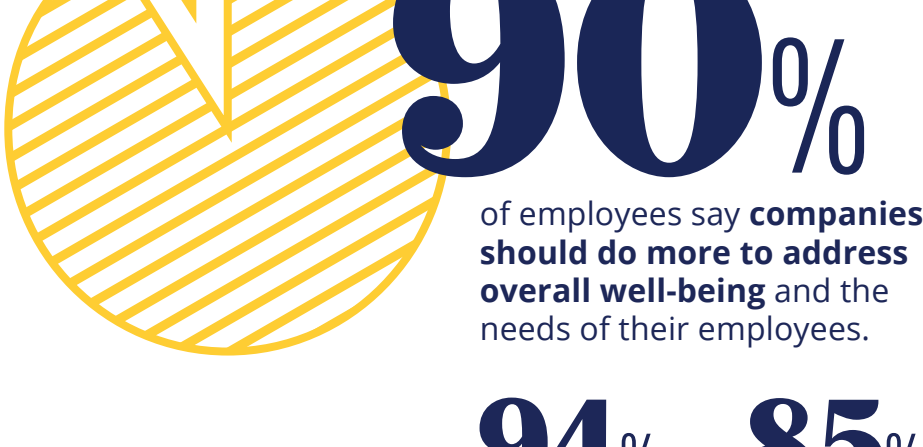


Physical, mental and financial health impact organizational success

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

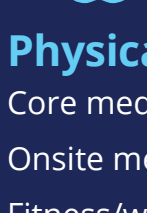


Flexible work hours



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

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



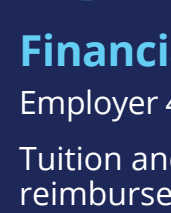
Physical health

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



Mental health

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

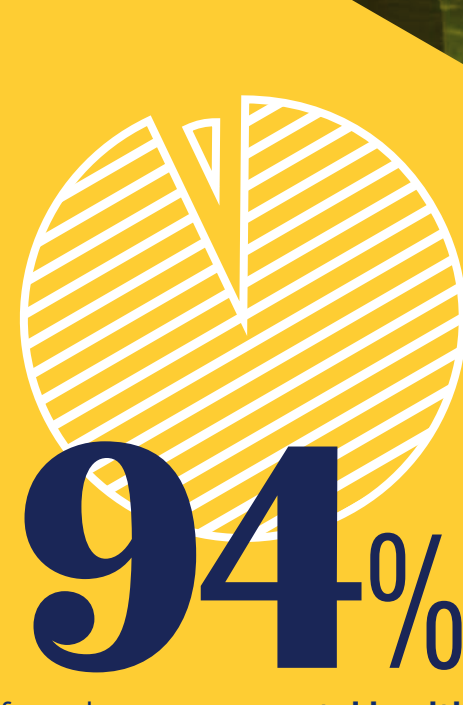
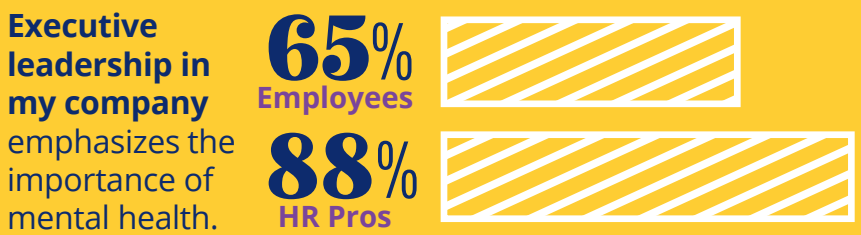


Financial health

- 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.



95% of CEOs agree.

90% of HR Pros agree.

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.



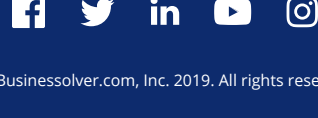
Want more insights on how empathy can impact your organization?

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



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