



Survey Results

May 2023

Mental Health & Stress Pulse Survey
Sourced: 3/21 - 4/11



About the Survey

Alliant's 2023 Mental Health & Stress Pulse Survey

Almost every employer today is concerned about employee mental and emotional health. Our clients tell us that their employees are more stressed than ever.

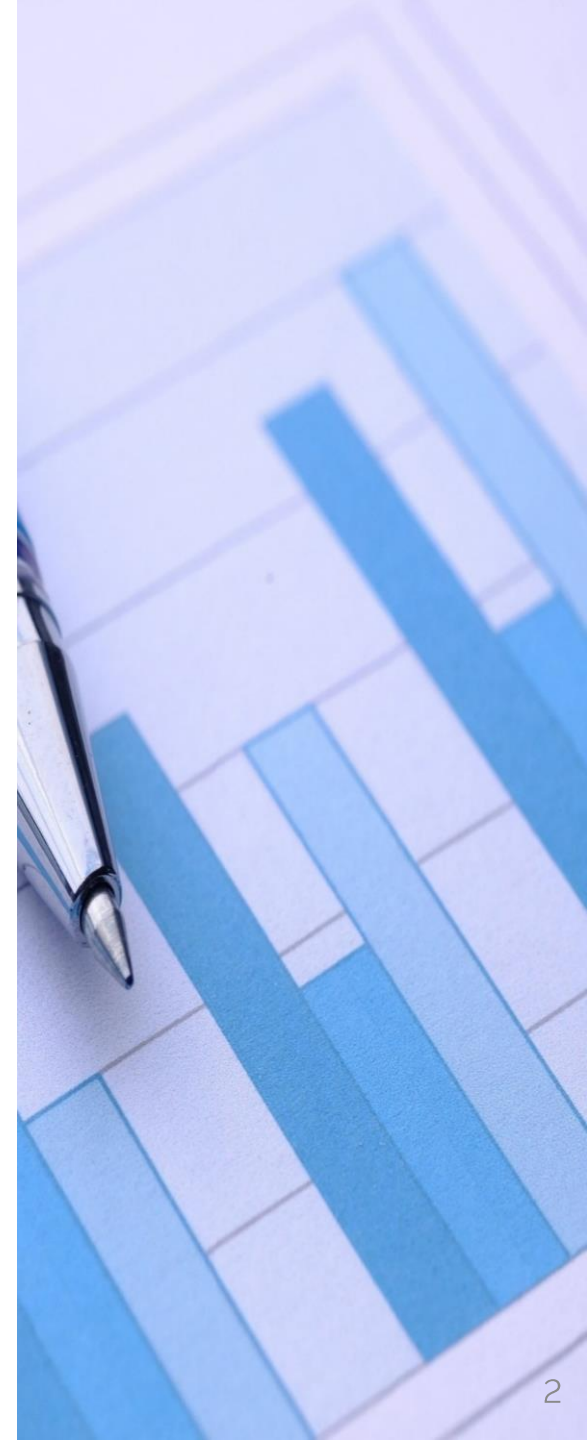
We know that stressed employees cost their employers nearly 50%¹ more in health care costs, lost productivity and absenteeism.

Further, stress at home can contribute to stress at work and yet family members at home may not be aware of the resources that many employers provide.

The Alliant 2023 Mental Health & Stress Pulse Survey was conducted from March 21st through April 11th to help our clients understand the actions their peers have taken during the pandemic and where they see future opportunities to make an impact on their employees' and their families' lives.

127 employers responded to the survey across multiple industries and employer sizes.

¹ National Institute for Occupational Safety and Health (NIOSH), Stress At Work Booklet. Publication No. 99-101.





Survey Highlights

THE PROBLEM

Employers indicated that employee stress over the past 3 years has led to...

- Reduced Engagement (71%)
- Decreased Morale (71%)
- Decreased Retention (61%)
- Decreased Productivity (55%)
- Worsened health (54%)

Results highlight both the talent management as well as economic considerations that employers are facing. Doing nothing is not sustainable.

WHAT EMPLOYERS ARE DOING TODAY

Employers have relied on hybrid working arrangements (88%) and wellbeing programs (64%), to address stress. Fifty-six percent of employers have implemented third party mental health programs.

WHAT RESPONDENTS PLAN FOR THE FUTURE

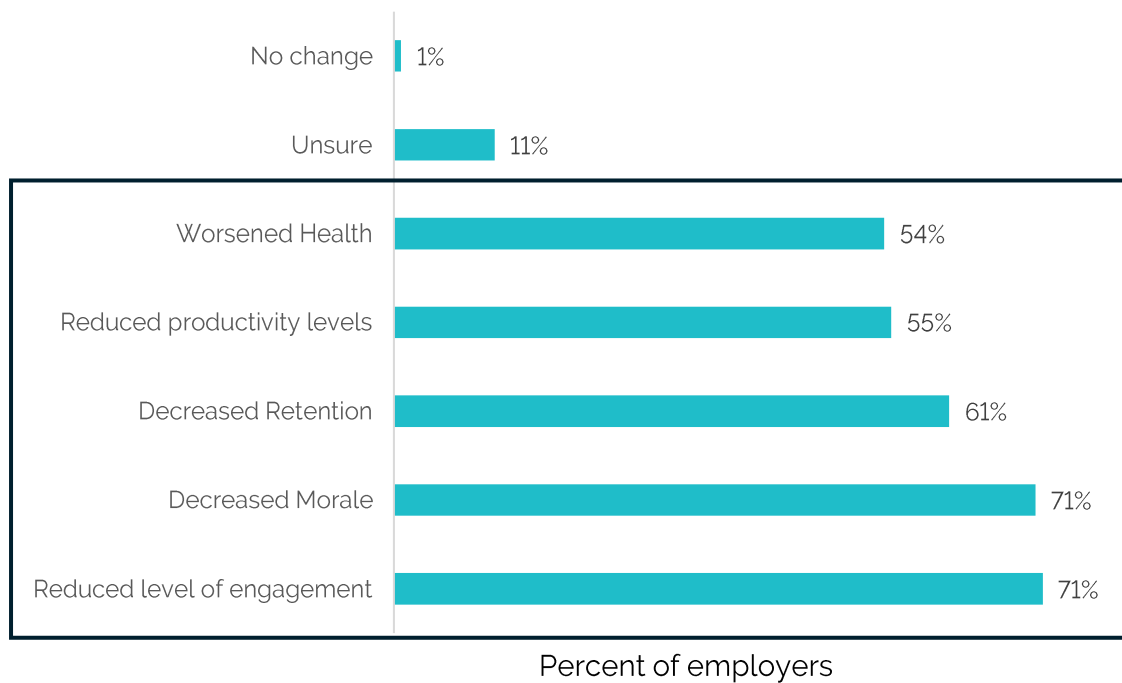
Over the next 3 years employers plan to focus efforts in these key areas:

1. Manager Stress Training
2. Communications and education targeting family members
3. Concierge programs



Employers report that impact of Stress on the workforce is significant

How do you think stress has impacted your workforce over the past three years?

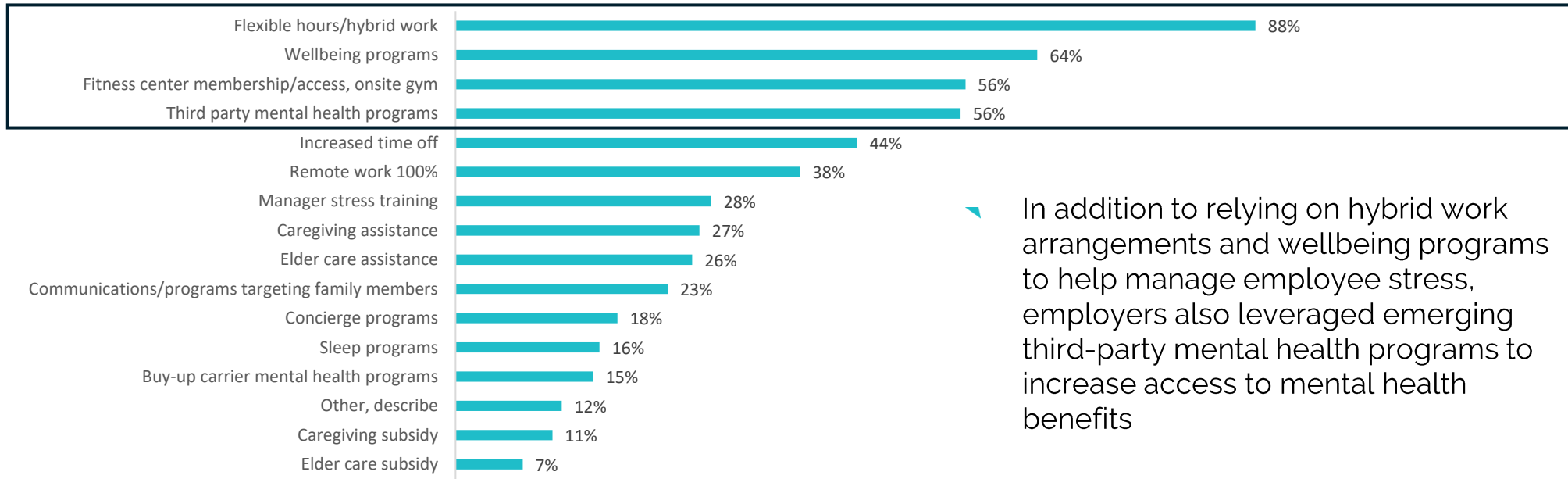


- Employers indicated stress had a significant impact on their employees and their business
 - Decreased morale and reduced level of engagement were the top concerns (71% of respondents identified)
 - More than 50% of employer respondents reported decreased retention, reduced productivity levels and worsened employee health



Third party mental health programs have been a popular choice for employers in addressing stress

What are the ways your organization has addressed stress in the workforce over the past three years?



➤ In addition to relying on hybrid work arrangements and wellbeing programs to help manage employee stress, employers also leveraged emerging third-party mental health programs to increase access to mental health benefits

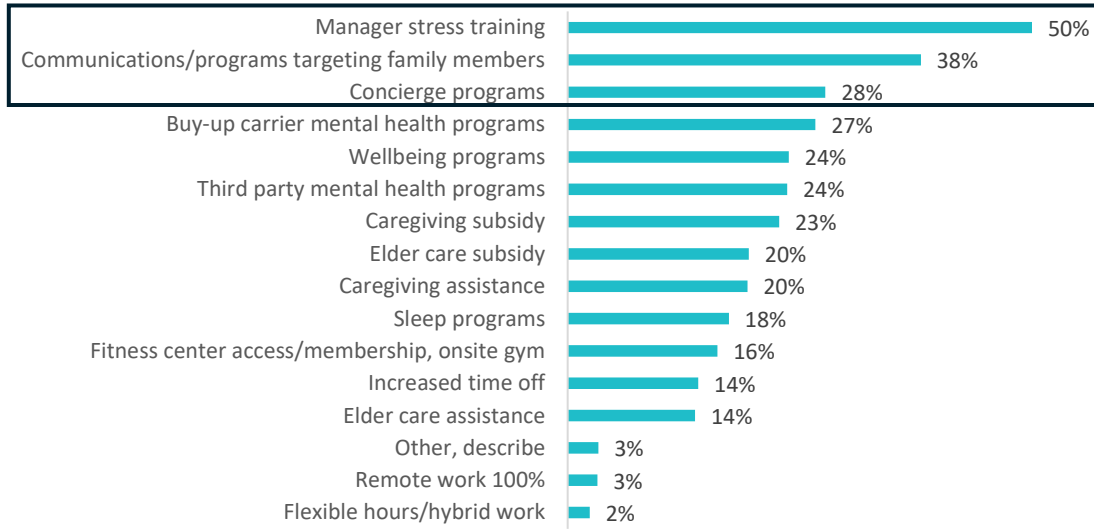
Percent of employers



Employers look to manager stress training, targeting family members in the future

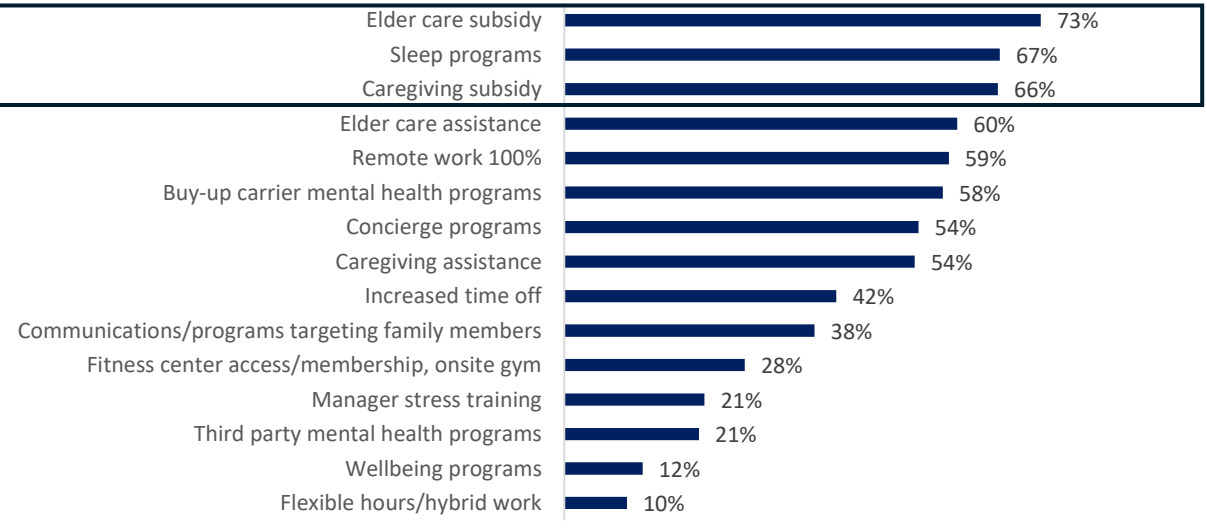
Which mental health solutions is your organization considering over the next three years?

Considering



Percent of employers

Not Considering



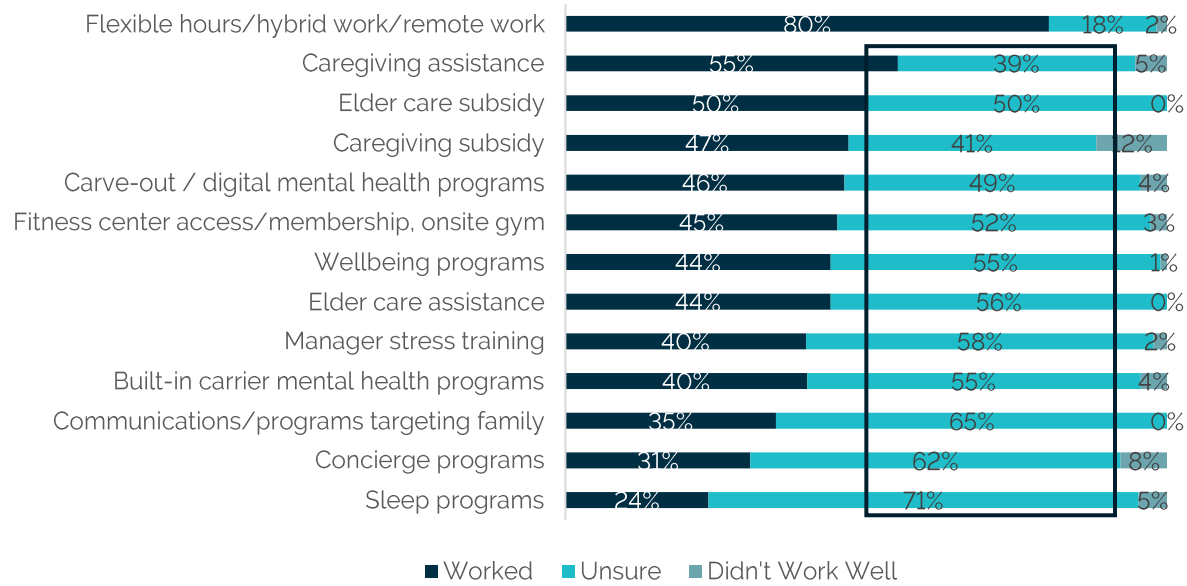
Percent of employers



Many employers are “unsure” of effectiveness of programs

What worked well in your efforts to help employees address stress?

Note: % based on responses from employers who adopted these programs; example, 80% of employers who adopted flexible hours/hybrid work/remote work believe these program worked



- While a majority of employers (77%, pages 5-6) have adopted or are considering **digital mental health programs**, respondents differ on their efficacy (46% worked, 49% unsure)
- Concierge programs** are the 3rd most popular future program consideration (28% employers considering adoption, page 7), and yet 70% of employers who have adopted them think they didn't work or were unsure if they worked



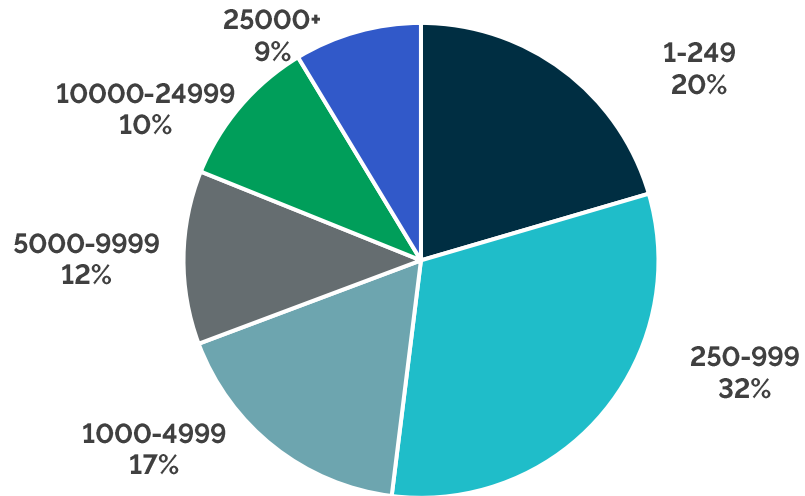
5 Ways to Address Stress

- 1. Provide Manager Training:** As the #1 tactic employers plan to implement over the next few years, employers understand the critical role the manager plays in helping reduce stigma and increase awareness and access to mental health care. A few resources employers can leverage: [2023 Mental Health Toolkit](#) produced by Mental Health America is a no-cost resource for communication campaigns, leadership trainings and other resources. [Surgeon General's Framework for Mental Health and Wellbeing](#) is centered on the worker's voice and equity and provides multiple strategic and tactical steps to reduce stigma and build supportive workplaces. [Mental Health First Aid](#) developed by the National Safety Council is highly successful at training leadership teams to better support mental health across an organization.
- 2. Outreach to Family Members:** Stress at home contributes to stress at work, and yet family members at home may not be aware of the resources that many employers provide. Take an inventory of your programs and communication materials to ensure they are inclusive in order to maximize impact. Promote resources to the home via mail, email, texts to increase the number of touchpoints throughout the year.
- 3. Support Caregivers:** 45% of employers have adopted or plan to adopt caregiving assistance programs in the next 3 years. 71% of those employers will consider some sort of caregiving subsidy. How are you supporting your employees with their caregiving needs?
- 4. Survey Employees:** Even though Concierge programs are the 3rd most popular future program consideration, 70% of employers who have adopted them think they didn't work or were unsure if they worked. Survey your employee population to identify the specific concierge programs that will help employees reduce stress.
- 5. Be Strategic with Vendors:** Third party mental health vendors that focus primarily on digital access have exploded in popularity in recent years. Our survey shows there is great variation in the (employer perception of) efficacy of these programs indicating employers need to be careful in their vendor selection and work closely with their chosen vendor to proactively measure success. Employers and vendors need to continue to work in partnership to address the most critical and pressing mental health needs while building overall stress management and resiliency skills for the entire workforce.

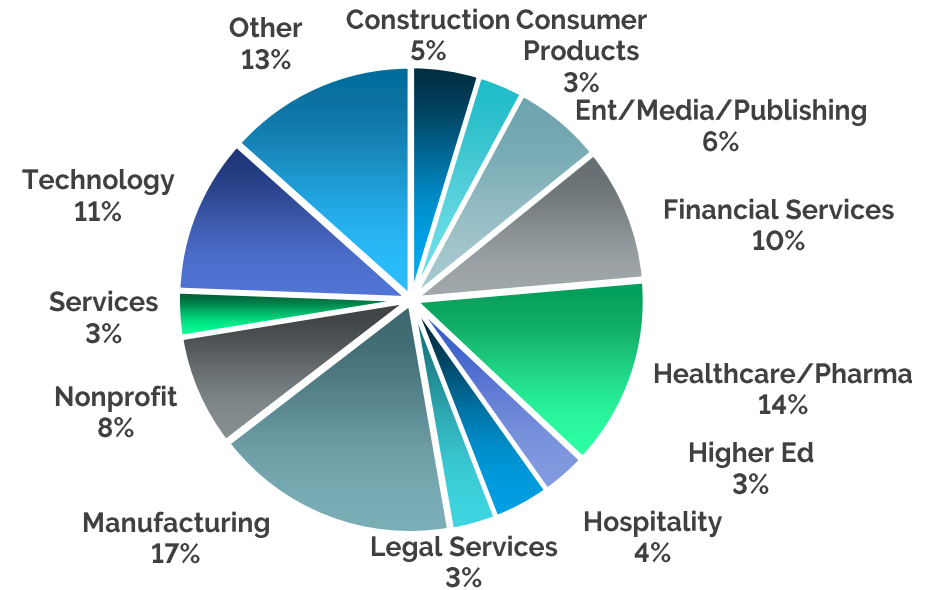


Participants

Number of Employees



Industry



- ▶ 127 employers responded to the survey
- ▶ 48% of participants were employers with 1,000+ employees; 52% of participants were employers with less than 1,000 employees
- ▶ Participating employers represent a broad spectrum of industries with top representation from Manufacturing, Healthcare/Pharma, Tech and Financial Services



**Is Creative Agility important to you?
It should be.**

At Alliant, we celebrate the collective intelligence of our people. We are constantly learning and growing with the industry, enabling us to challenge the status quo on how we deliver our products, services, and experiences to our partners. We call this mindset creative agility. It means that we are not only striving to find solutions today, but we're already looking ahead to solve tomorrow's challenges.