

HEALTH WEALTH CAREER

INSIDE EMPLOYEES' MINDS™ A PATH TO FINANCIAL WELLNESS

Employers across the globe are recognizing the importance of financial wellness as a core pillar of total well-being — and so are employees!

Thriving employees:

- Are physically healthy and emotionally resilient
- Have strong social ties with family, friends and community
- Are engaged in their work
- Manage their finances



WHAT IS FINANCIAL WELLNESS?

Financial wellness measures a person's confidence to meet financial obligations and withstand short-term financial shocks.

THREE REASONS WHY YOU SHOULD CARE ABOUT FINANCIAL WELLNESS

60%
OF EMPLOYEES

feel **stressed** about their **financial situation**.

1/2
OF EMPLOYEES

feel employers **should offer a program** focused on giving financial advice.

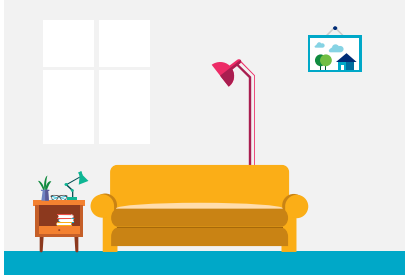
97%
OF EMPLOYEES

who participated in a financial education or advice program **found the program helpful**.

FINDINGS FROM THE MERCER'S FINANCIAL WELLNESS CANADIAN RESEARCH

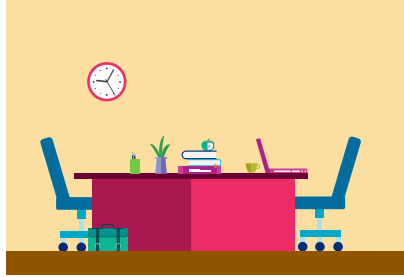
Mercer conducted a first-in-class financial wellness survey for Canada that gathered deep insights to better understand employees' decision-making and personal financial wellness situations.

HERE IS WHAT WE LEARNED...



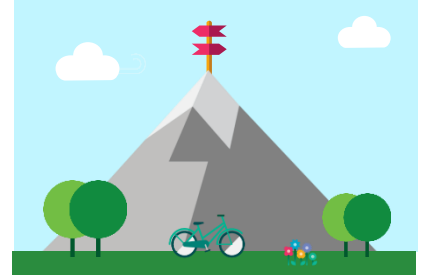
1. Financial difficulties can occur at any level of income

25% of individuals with household income over **\$100,000** struggle with financial wellness.



2. Information received at work can be easily dismissed

Individuals **rank** financial advice or guidance received from employers and work colleagues as **least trusted sources**.



3. Misalignment exists between actions and expectations

2 out of 3 individuals over age 50 have **no strategy** for managing and spending their **savings in retirement**.

TRENDS AFFECTING YOUR PEOPLE STRATEGY



30%
OF EMPLOYEES

rate “having a financial wellness program” as a **major factor** in selecting a new employer.



67%
OF WOMEN

are **stressed** about their **financial situation**. All things being equal, **women struggle more** than men with financial planning and are **more stressed about health, career and finance**.

CONSIDER TAKING THESE STEPS



1. **Educate** key stakeholders through a financial wellness session.



2. **Diagnose** financial wellness of employees.



3. **Integrate** findings as part of employee value proposition.



4. **Engage** employees to close the gap and promote awareness.

MAKE TOMORROW, TODAY

 **MERCER**