

The Benefits of Promoting Wellness at Work

Retention • Performance • Employee Wellbeing • Financial

What is Stress?

Stress is a feeling of worry that we all experience when things get tough or challenging. A little bit of stress can help us meet deadlines, try new things, and grow. But too much stress, especially from hard or scary situations, can be harmful. It can cause us to feel frustrated, unhappy, and even sick, and affect how well we perform at our jobs.

How Stress Affects Workers

80% of employees feel stressed at work.

75% of workers say they are concerned about their emotional and mental health.

Excessive stress causes serious health problems, like heart disease, back pain, and depression, resulting in



120,000
deaths
per year.

How Stress Costs Companies Money



Lost Productivity

Employees who are stressed or sick don't work as efficiently, which means the company gets less done.



More Absences

Employees who are frequently sick miss work, causing disruptions and extra costs for the company.



Higher Healthcare Costs

Companies pay as much as \$190 billion in health insurance and medical bills each year because workers are sick more often.



High Turnover

When employees leave because they are unhappy or unhealthy, the company spends money on hiring and training new workers.

The Benefits of Workplace Wellness Programs

Investing in wellness programs has far-reaching benefits:



Increased Productivity

Healthy employees are more focused, which helps the company accomplish more.



Fewer Absences

Healthy employees miss less work, so the company runs smoothly.



Lower Healthcare Costs

Wellness programs promote a healthier lifestyle for workers, which reduces the amount of money companies spend on medical care and disability claims.



Reduced Turnover

Wellness programs improve employee satisfaction with the company, which reduces the company's spending on hiring and training new staff.



Better Employee Morale

When employees feel supported in their health and wellness goals, they experience greater job satisfaction and a sense of appreciation from the company.



Attracting Talent

Companies that offer wellness benefits are more appealing to job seekers, making it easier to attract top talent.

What You Can Do

By investing in wellness programs, companies can not only promote employee health but also save money, improve productivity, and create a better work environment. **Taking care of employees helps everyone succeed.**



Scan here or visit us online to learn more about supporting employee health and wellness programs.

traumainformedny.org

Information Provided by

- The American Institute of Stress
- Employee Benefit Research Institute
- Center for Workplace Mental Health
- National Institute for Occupational Safety and Health (NIOSH)
- Centers for Disease Control and Prevention (CDC)
- 2023 State of the American Workplace
- American Psychological Association (APA)
- Harvard Business Review
- JAMA Network Open