



## What You Don't Know About Employee Mental Health Could Cost You

**40%** of employees have experienced mental health, performance, or attitude problems at work since the COVID-19 pandemic began<sup>1</sup>

Employees in businesses with 2-99 revealed in the survey that they are suffering from:

Increased anxiety	31%
Decreased enthusiasm	24%
Decreased motivation	22%
Reduced focus	21%
Increased depression	20%
Decreased teamwork	16%

Despite these numbers, business leaders fail to see the extent of employee struggles.

Employers are:

More than **3x more likely** than employees **to believe employee motivation or focus has improved**

**2x as likely** to think company **teamwork is better**

Part of the disconnect between employee mental health struggles and employer awareness and support may be a lack of tracking.

The majority of employers have a way to measure employee productivity, but **only 26% have a way to measure employee mental health**

### The Business Cost of the Employer-Employee Disconnect

Despite not understanding the severity of the problem, employers do report a dramatic impact of workplace mental health issues on the bottom line.

Revenue is decreasing/will decrease	40%
Profitability is decreasing/will decrease	39%
Losing/will lose customers	30%
Morale is decreasing/will decrease	27%
Output has diminished/will diminish	26%
Competitiveness is decreasing/will decrease	20%

### What Would Help Employee Wellness?

According to employees, the most helpful mental health benefits are:

- The option to work from home
- Flexible schedule
- Regular check-ins
- Professional development plans
- Programs that offer referrals for behavioral health or substance use disorder
- Responsive and confidential communication on HR-related questions, transactions, issues, or incidents

Businesses planning new support programs in the coming year will provide:

- Employee-specific professional development plans
- The option to have a flexible schedule
- System for tracking employee progress and goals
- Health maintenance programs
- Programs that offer referrals for behavioral health or substance use disorder

**57%** of companies with 50 to 99 employees **are likely to offer an employee assistance program (EAP).**

### How It Will Pay Back



Sixty percent of people in the survey say that mental health benefits will factor into selection of their next job.



Eighty percent of employees between 18-39 will prioritize these benefits in a job search



Sixty-six percent of employees report feeling better about their employer after using a benefit

To learn more about tracking, addressing, and supporting employee mental health issues in the workplace, download Paychex's new 2021 State of Mental Health in the Workplace Report.

Learn how Paychex can help you improve mental health in your workplace, reduce costs, and increase productivity:  
**Paychex.com, sales@paychex.com, 800-322-7292**