

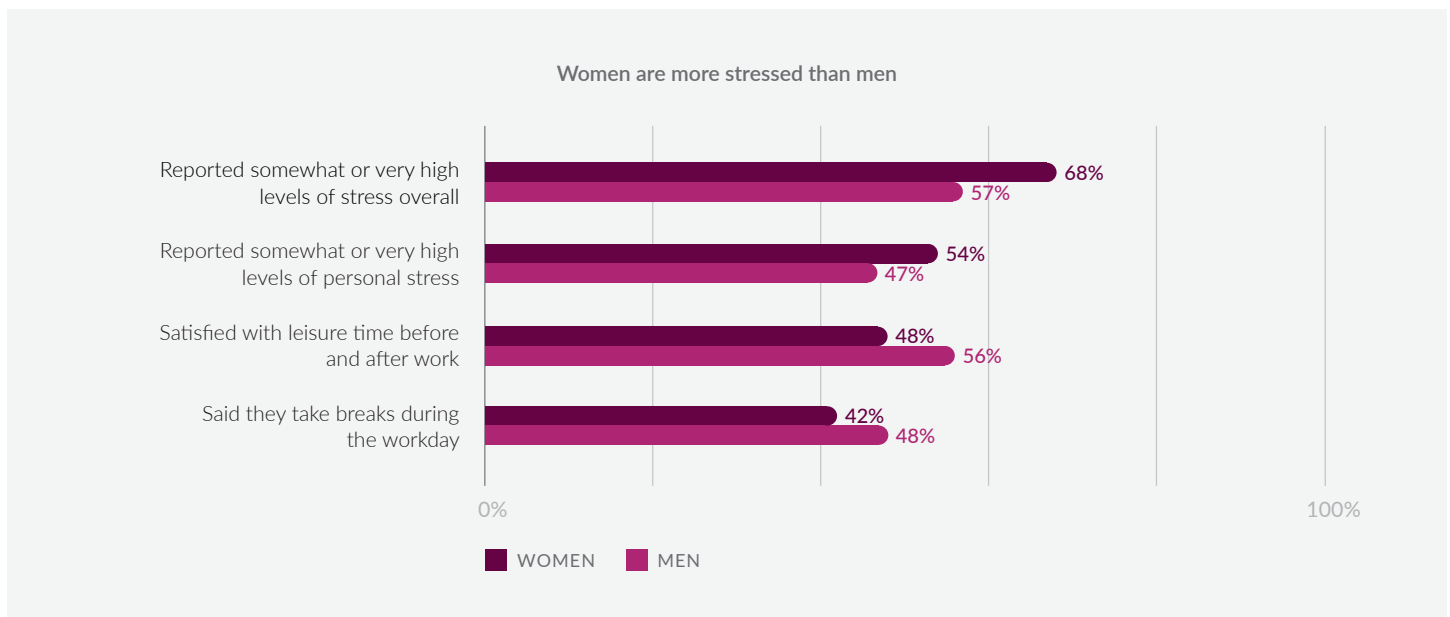
Employees Are More Stressed Than Ever

We surveyed 2,000 U.S.-based respondents from companies that had 5,000+ employees, asking them a variety of questions relating to holistic well-being.

What We Uncovered About Stress

Nearly 60% of U.S. adults say they experienced stress during a “lot of the day” prior, the highest percentage by country in the world. Unfortunately, that number is only expected to increase.

Stress comes in many forms—work, relationships, financial, caregiving, even pandemics. Our research notes significant differences in the stress levels of men and women along with members of specific generations.



Millennials are the most stressed-out generation

70%

report somewhat or very high levels of overall stress.

30%

said they have frequent headaches, feel depressed or are forgetful.

42%

are dissatisfied with their financial wellness.

Nearly

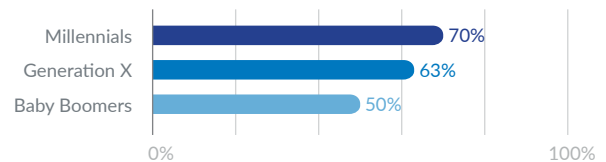
80%

of millennial caregivers are very to somewhat stressed.

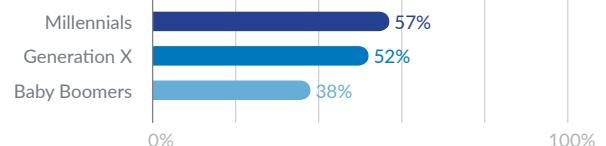
Stress by Generation

Those reporting somewhat or very high levels of stress:

Overall stress



Personal stress





Food for Thought

Evaluate your PTO policy.

Unum found that the number one overall desired benefit for employees is time off. Consider upping the amount of vacation days and add additional mental health days or floating holidays. Less stressed, more engaged employees could more than offset the extra time away.

Encourage engagement with well-being programs.

Our research indicates that reducing physical health risks such as smoking, poor diet and not getting enough exercise can have positive effects on mental health. Be sure to target your communications about these stress-busting tools to those that may need it most: Millennials and women.

Help employees navigate finances.

Offer financial well-being programs that help with budgeting, paying off debt and saving for retirement. Student loan debt is a particularly important concern for millennials and Gen Z employees. In fact, Gen Z employees identified student loan repayment benefits as the top desired perk from the Unum study mentioned above (the only generation to do so).

Allow time for well-being activities during the workday.

Don't force employees to squeeze stress-reduction activities into their already limited free time. Increase engagement by allowing 30 minutes or more each day to do something of their choice, such as exercising, meditating, reading a book or calling a friend. It's a great way for employees to take a mandated break.

Poll your employees.

Our results indicate caregiving, feeling out of touch, student loans and housing costs, and emotional well-being are the main stressors among millennials and women. It's important to know your populations and roll out options that will appeal to all employees.

Want to see more of the survey results? [Download the full white paper.](#)