

# How your employees' financial wellness affects your business

Results from Manulife Financial Wellness Index 2016

## WHAT OUR HEALTH AND WEALTH RESEARCH TOLD US

### 2014

Poor financial wellness affects employees' emotional, mental and physical health – lowering their engagement and productivity at work.

### 2015

Financial stress has an alarming effect on overall well-being. The best approach is to help employees manage their health and wealth together.



## WHAT IS FINANCIAL WELLNESS?



It is a key element of a person's overall physical and emotional wellness. It's an indication of how an individual manages their financial life – from budgeting and managing debt to investing, retirement planning and being financially prepared for emergencies and the impact these have on mental and physical health.

## Our research continues ... Here's how Canadians are doing in 2016

**34%**  
financially well  
(vs. 2015, 28%)



**26%**  
financially OK

**40%**  
financially unwell

## Poor financial wellness can lead to poor health

Financially unwell Canadians are **less likely to engage regularly in any healthy activities.**

Financially unwell Canadians are **more likely to experience financial stressors.**



### EAT FRUITS AND VEGETABLES

**64%** Financially unwell      **79%** Financially well



### STRESS MANAGING MONEY

**81%** Financially unwell      **40%** Financially well



### EXERCISE

**45%** Financially unwell      **68%** Financially well



### WORRY ABOUT FINANCES

**88%** Financially unwell      **41%** Financially well

Only **51%** of the financially unwell say they are in good physical health.

**49%** of the financially unwell say they feel distracted at work due to money-related issues.

# This affects you as an employer



**60%** of the financially unprepared **delayed or didn't obtain various services** aimed to **improve their health** due to financial constraints.<sup>1</sup>



Financially unprepared employees are **16% less likely** to say they are **productive** on the job.<sup>2</sup>

## You can help employees bring their best to work



Help them feel **financially empowered** through education and financial support

**56%** of the financially unwell have little knowledge of investments.  
**Only 22%** of the financially unwell have a financial advisor to help them plan their financial future.



Help them feel **well-protected** in case of unplanned events

**Only 11%** of the financially unwell feel protected in case of unplanned events.  
 Canadians **with a group benefits plan** – including health, wellness, life and disability – are almost **2X more** likely to be **financially well**.



Encourage them to **plan and save** for retirement

**Only 1%** of the financially unwell save on a regular basis and are on track to reach their retirement goal.  
 Canadians **with a group retirement plan** are almost **2X more** likely to be retirement ready and financially well.

We can help you positively impact your employees' journey towards overall wellness.

Learn more about our health and wealth approach today, talk to your Manulife representative or visit [manulifehealthandwealth.ca](http://manulifehealthandwealth.ca)

<sup>1</sup>Manulife/Ipsos Reid Health and Wealth study conducted by Ipsos Reid, March 2015  
<sup>2</sup>Manulife/Ipsos Reid Health and Wealth – Wellness study conducted by Ipsos Reid, February 2014  
 Unless otherwise indicated, all data come from Manulife Financial Wellness Study – 2016 Index

