



MERCER HARMONISE™
YOUR HEALTH, YOUR WEALTH, YOUR FUTURE

WHY WORK HAS NEVER BEEN SUCH HARD WORK

Mercer research into
the causes and effects of
stress in the workplace

YOUR HEALTH
YOUR WEALTH
YOUR FUTURE

These days there are more work pressures on people at every level in every organisation. Workflows, targets, and time sheets can make it seem like every minute and every task is planned and measured. Outside of the workplace, the demands of modern life add to that stress.

Mercer recently commissioned a **Red C survey of over 1,500 employees** across UK and Ireland to find out how these pressures are affecting their lives and their work. The results confirmed what we all knew: life is tough. But the survey also told us why it's tough and suggested how things can be improved for employees and employers.



SO WHAT ARE PEOPLE WORRIED ABOUT?



The biggest worry for employees is **maintaining a healthy lifestyle** while holding down a job.



The next biggest worry is **saving for retirement** — not surprising when you consider the changes taking place in retirement provision.



Number three is **providing for family in the event of illness/death** and simply paying household bills.

WHO IS WORRIED?

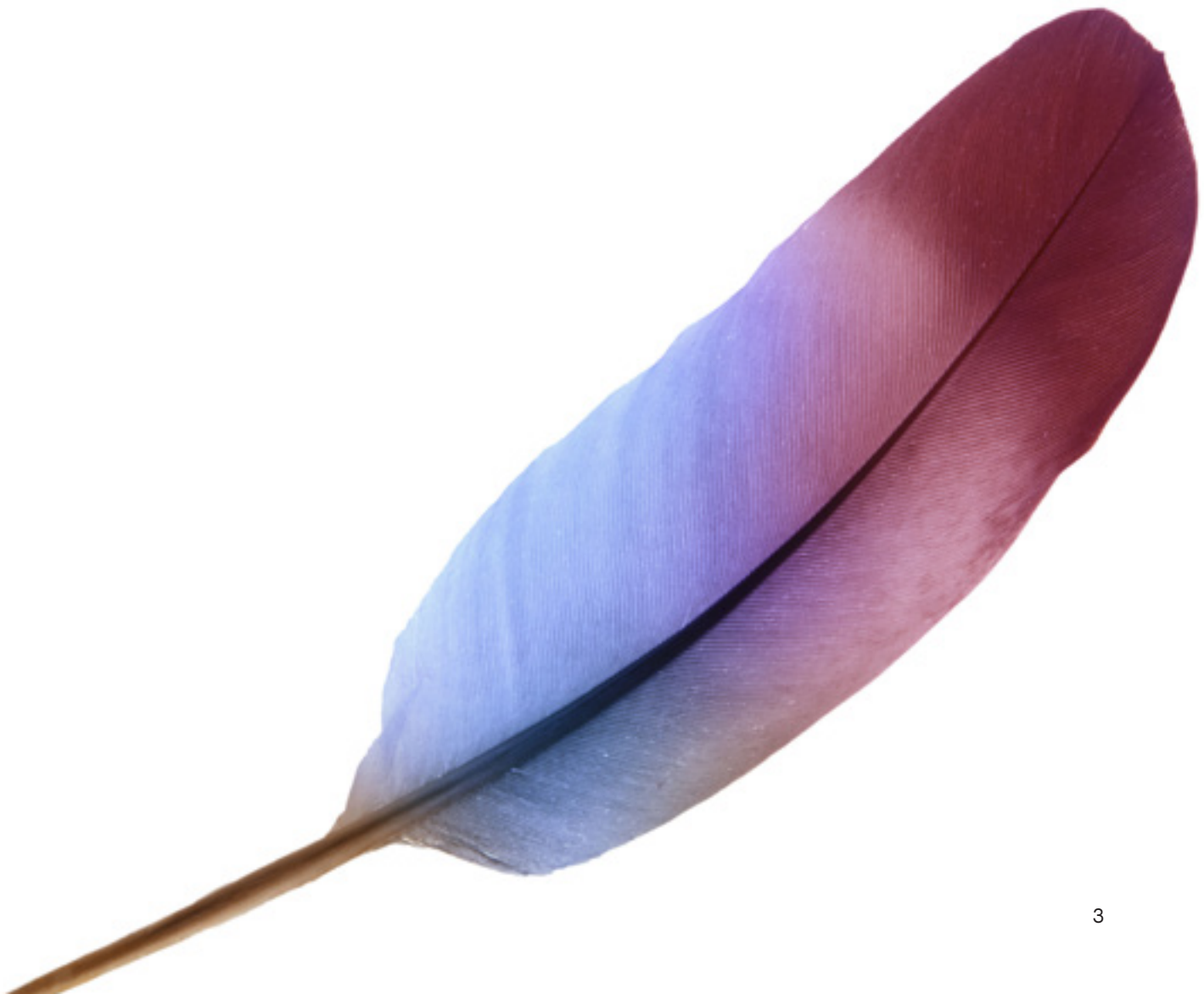
People from all walks of life. Perhaps unsurprisingly, we found people's concerns varied significantly depending on their stage of life. By far the most stressed overall are those with the most people relying on them — **established or mature families** — who are mainly concerned about immediate and long-term financial planning. In contrast, the **young and free** are the most worried about **maintaining a healthy lifestyle** while holding down a job and getting on the property ladder.

AND WHAT IS THAT STRESS DOING?

- Of those who said they had concerns (97% of the people we asked), 78% felt **increased personal stress**.
- 57% said they had **less motivation**.
- 51% felt they had **less energy**.
- 46% said stress was having some **impact on their overall health**.

OK, HOW DOES THAT AFFECT THEIR WORK?

- Of those who said they felt that worry was affecting their health in some way, 61% have **less concentration at work**.
- 56% felt **reduced job satisfaction**.
- 44% said they were **less productive** at work.



SO WHAT CAN I DO?

Our survey shows that across all life stages and ages, employees' personal worries are having a dramatic effect on how they operate at work. If 97% of the people in our survey have these concerns, how many of your employees do? And what impact is this having on your business right now?

Think about this: If your staff are worried, distracted, or not as healthy as they could be, then they are not as productive or engaged as they could be either. Think about what you can do to change that.

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