The impact of financial wellness
Exploring the connection
Financial wellness and employee health

O B C F R S J I L H E N
X F T H T I Y N R A J U
L M N O K O J C W P Q M
M I O N T Q I L S P A O
A U S H E A L T H Y R E
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N I O C A X T Z A L K I
M T Y U G C Z Y T W L A
C R S H E T I P A I S
X P R O D U C T I V E Q
What is financial wellness?

Financial Wellness

- Debt Management
- Investing
- Retirement planning
- Financial stress
- Financial protection
- Budgeting
Continuing research

- **2010**: Debt freedom goal but struggle with managing debt
- **2014**: Link between health and wealth
- **2015**: Financial wellness connected to productivity
- **2016**: 40% of Canadians financially unwell
Financial health of Canadians

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

40% financially unwell

26% financially ok

Source: Manulife Financial Wellness Index 2016
aspects of health

Financial

Mental

Physical
Prevalence and impact
Workplace burden of mental disorders

1 in 5
Canadians are affected

Mental disorders cost the Canadian economy $51 billion per year

Depression doubles the amount of absenteeism

An average of over 27 workdays per year are lost per depressed employee

Struggling with depression while on the job reduces productivity by an estimated 12.5%

30% of short and long-term disability claims are for mental health

Source: Lim, Jacobs, Ohinmaa, Schopflocher & Dewa, 2008; Wang, Simon & Kessler, 2003; Wang, Beck, Berglund et al., 2004; Mental Health Commission of Canada; Lepine & Briley, 2011
Poor financial wellness impacts physical health

The financially un**well**

- **45%** Exercise on a regular basis
- **64%** Eat fruits and vegetables

Leading to…

- **51%** In good physical health (vs. 71% for the financially well)

Source: Manulife Financial Wellness Index 2016
Continuing research

2010
Debt freedom goal but struggle with managing debt

2014
Link between health and wealth

2015
Financial wellness connected to productivity

2016
40% of Canadians financially unwell

2017
Emotional barriers to financial wellness
on stage
behind the curtain
Barriers to financial health
Counsellors told us

Financial challenges part of life issues

1/2 time and only 1/3 of those people make connection

46% of counsellors feel it’s difficult for people to reveal issues

Source: Emotional Barriers to financial wellness – 2017 study by Manulife/Homewood
It’s very personal, sometimes more personal than sex. When I ask clients if they want to talk about money they are not very open.

People with financial issues won’t share their worries. They get stuck with them and think about them at night, they think about it when they wake up.

Source: Emotional Barriers to financial wellness – 2017 study by Manulife/Homewood
Insight from our research

Feel recovery will take longer due to financial issues

52%

Of the financially unwell say they feel distracted at work due to money-related issues

49%

Believe financial stress affects work and productivity

93%

Source: Manulife Financial Wellness Index 2016
Helping employees become financially well

They are not alone
It’s okay
They can still get there
How does it affect you as an employer?
What is financial wellness?
Help at the fingertips

Based on your answers, here is a personalized action plan to help you improve your financial wellness:

**Your score**
85 of 100
You're on your way to good financial health. Your personalized action plan will help you get there.

**User average**
62 of 100

**Your score breakdown**

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<thead>
<tr>
<th>Budgeting activities</th>
<th>Retirement planning</th>
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Financial Wellness Sponsor Reporting

Your employees’ financial priorities

- Gain a better understanding of financial situation
- Save for a new home
- Plan for healthcare costs
- Save for kids’ educations
- Minimize income tax
- Pay off debt
- Protect family in the event of illness or death
- Create an emergency fund
- Save for short-term needs (car, vacation)
- Plan for retirement
- Ensure savings are invested wisely
Emerging solutions - best practices

- Commit to Workplace Wellness along the health continuum
- Leadership commitment
- Understand your data
- Involve your plan members
- Communicate tools & resources
- Continuous improvement is essential

Source: The Sanofi Canada Healthcare Survey, 2017
Thank you