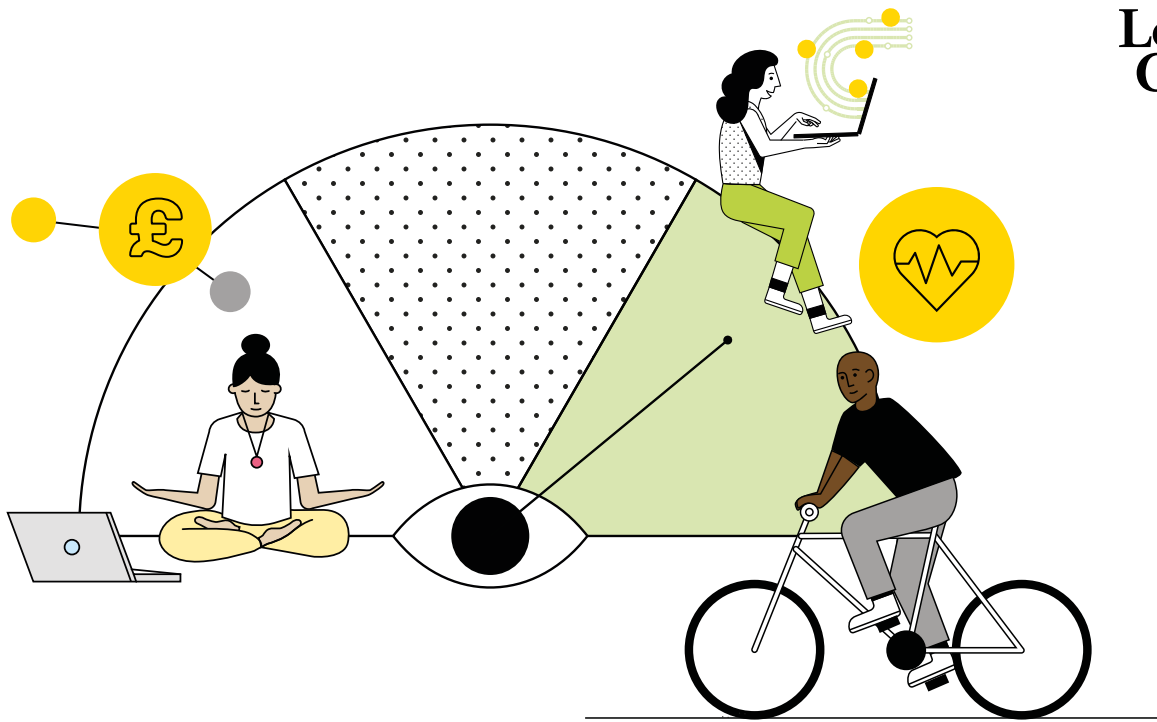


Be well. Get better. Be supported.



# What does wellbeing mean to SME's and their employees?

## The Legal & General Wellbeing at Work barometer

We asked more than 1,000 small business owners and SME employees what wellbeing means to them. The key insights and findings are summarised below and show why protecting employee wellbeing should be a priority.

Mental wellbeing underpins all aspects of physical, social, and financial health. With that in mind, our wellbeing support tools and interventions are designed to help employees:

### **Be well.**

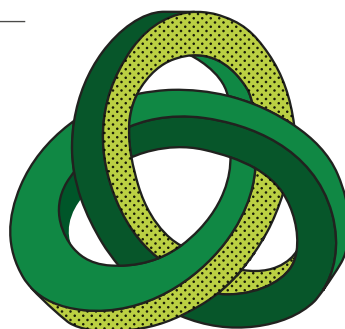
by actively managing their wellbeing

### **Get better.**

when accident or illness strikes

### **Be supported.**

when they need it most



We're here to help businesses maintain a healthy and productive workforce. And it's all underpinned by an approach that recognises mental wellbeing as the foundation of our overall wellbeing.

[Find out more about our wellbeing philosophy](#)

# The top stressors for SME employees

**Employees**  
say their  
stressors are:

**20%**  
Achieving work/life  
balance

**19%**  
Personal health

**19%**  
Finances

**Employer's**  
think employee  
stressors are:

**23%**  
Covid-19

**18%**  
Achieving work/life  
balance

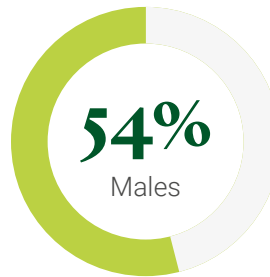
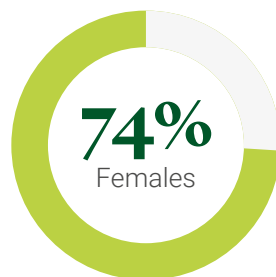
**18%**  
Finances

Identifying specific benefits and needs for employees and the business is crucial to creating an effective wellbeing programme.

## The meaning of "wellbeing"

Wellbeing can mean different things to different people, so we asked, "What does wellbeing mean to you?"

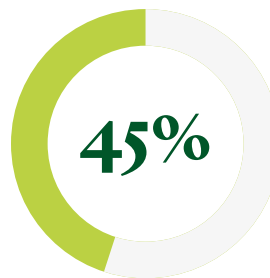
**Feeling mentally well**  
was the top answer from employees when asked about their wellbeing, across all age groups



**For organisations showing an open commitment to mental health and wellbeing:**



of people are **more likely to apply** to work there



of people see it as a **top priority in prospective employers**

**How employees feel employers can help their wellbeing**

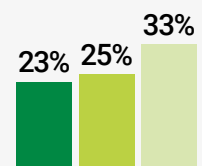
**30%** **Talk openly** about mental health and wellbeing support

**28%** **Lead** wellbeing practices from the top

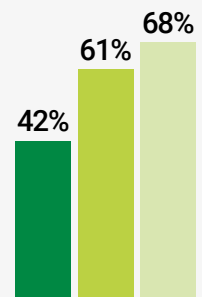
**27%** Line manager **support**

**Individual needs require individual benefits**

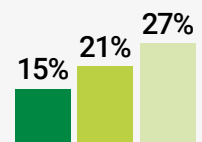
■ 18-34 year olds  
■ 35-54 year olds  
■ Over 55s



**Job security**



**Feeling physically well**



**Not being in debt**

The value of individual benefits will vary, depending on employees' personal needs, and shows that a one-size-fits-all approach isn't effective.

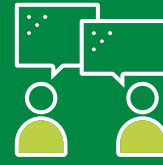
# Who is seen as responsible for a wellbeing strategy?



Board/CEO  
27%

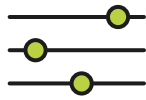


Line managers  
21%



Dedicated wellbeing team  
18%

## What would help integrate employee benefits with a wellbeing strategy?



Customised communication  
41%

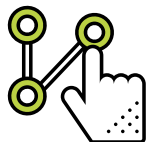


Departmental partnerships  
36%

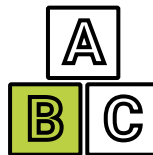


Line manager champions  
35%

## How employees think employers can better integrate wellbeing strategies



Joined-up thinking across departments  
40%



A simple, jargon-free strategy  
32%



A clearer understanding of the impact on the business and staff  
30%

## 8 in 10 businesses say a wellbeing strategy leads to business improvements across:



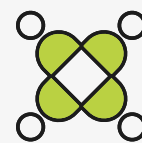
recruitment



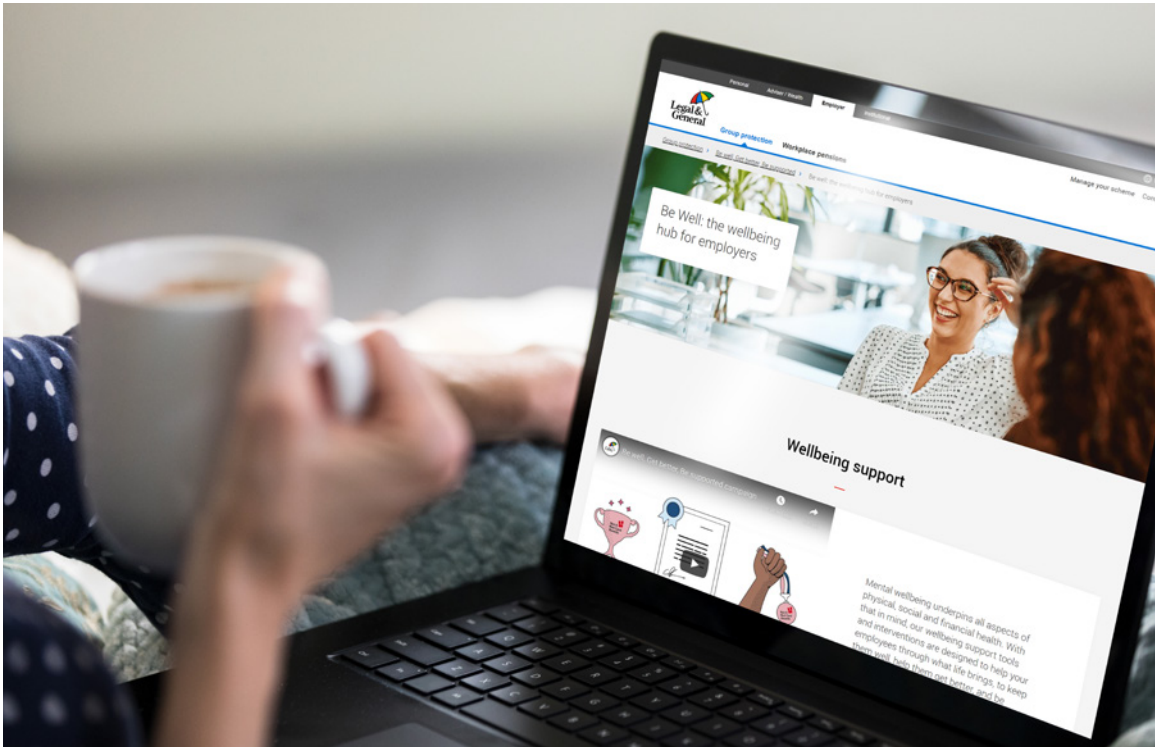
retention



productivity

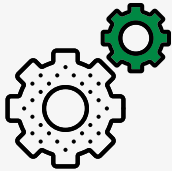


culture



## Visit our **Be well hub** for accessible and relevant wellbeing resources

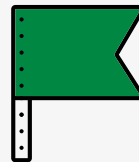
Available to all employers, our Be well hub gives you access to a range of wellbeing resources designed to help you and your employees actively manage wellbeing. Within our sections on physical, financial, social and mental health, you'll find:



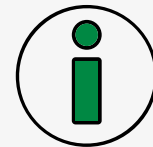
Tools to help you create or update your wellbeing policies



Practical ideas for quick wins and implementation



Free wellbeing resources that you can signpost your employees to



A reminder of the wellbeing services available to you within our Group Protection products

[Visit our Be well hub](#)

## Contact us

To find out more about how our Group Protection proposition can support the wellbeing of your business, please contact us to chat through your needs.

**Employers: [employer.services@landg.com](mailto:employer.services@landg.com)**

Source: Wellbeing at Work Barometer - Legal & General's research was conducted by Opinium among 1,055 employees (middle managers and below) in businesses with 10-249 employees and 1,011 senior managers in business with 10-249 employees, between 13-20 May 2021.

BH2513 10/21

