

# Financial & Mental Wellbeing Amidst COVID-19

## Research Source Deck

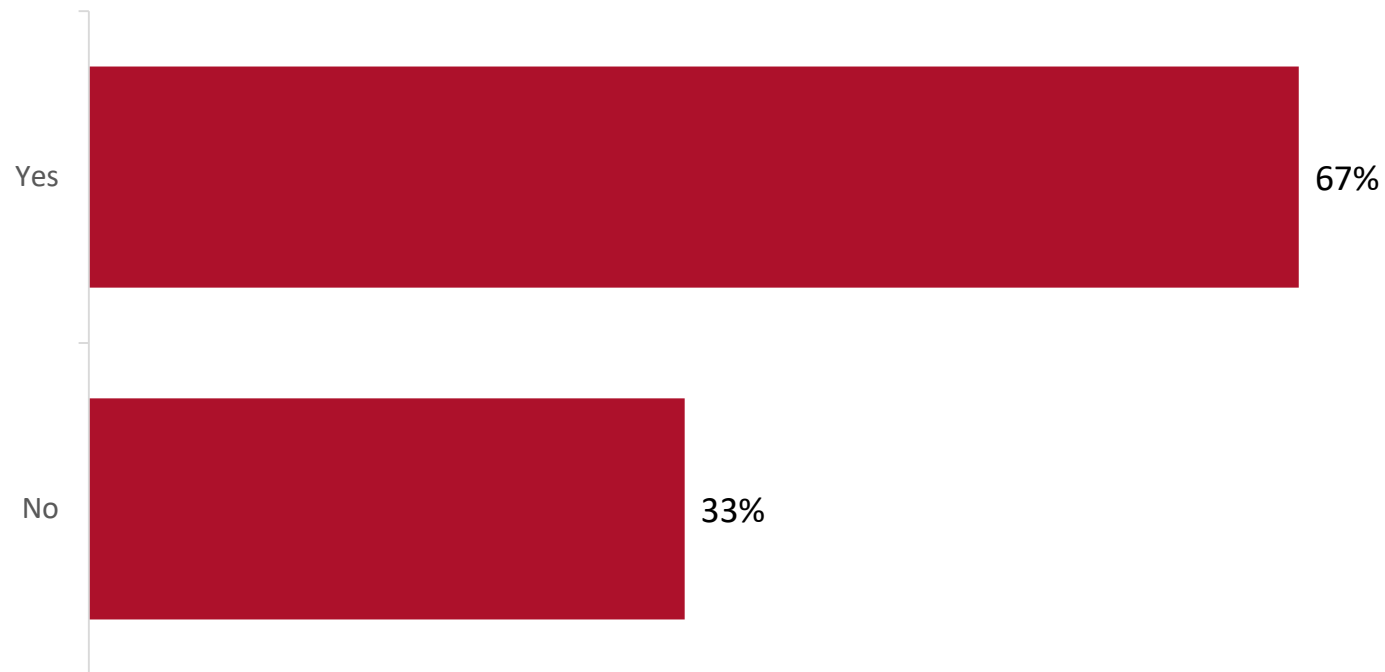
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# Two-thirds of employees say they've experienced physical symptoms of stress in the past month

**In the past month, have you experienced physical symptoms of stress? Physical signs of stress can include dizziness, headaches, indigestion/upset stomach, change in appetite, muscle tension, problems sleeping, racing heart, weight gain or loss, restlessness, etc.**

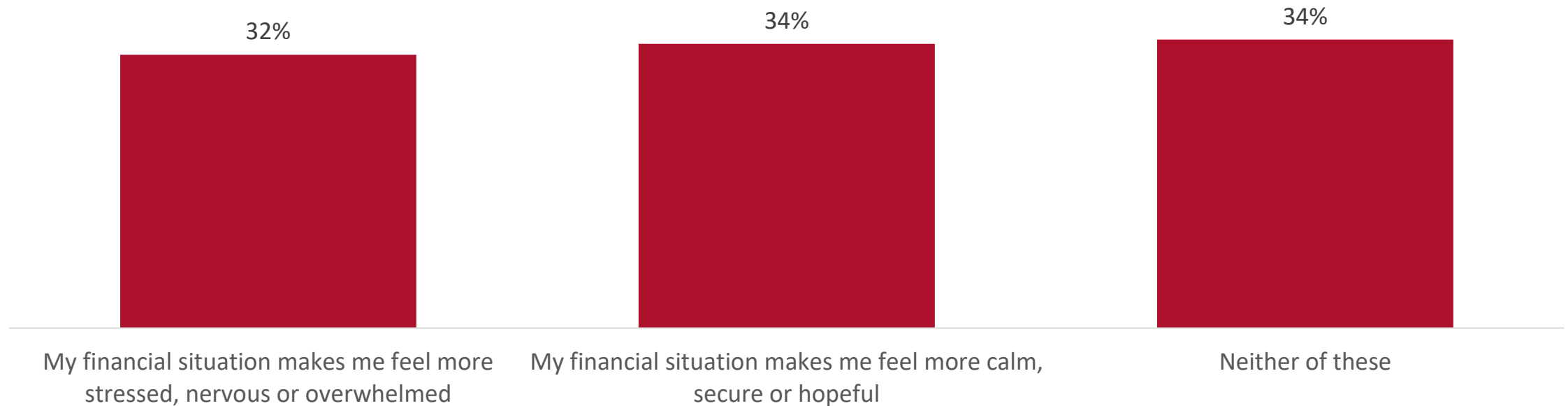
*Among employed US adults (February 2021)*



# Finances impact the mental health of nearly two-thirds of employees, and 32% say their financial situation makes them feel more stressed

**Thinking about your financial situation, which of the following best describes you?**

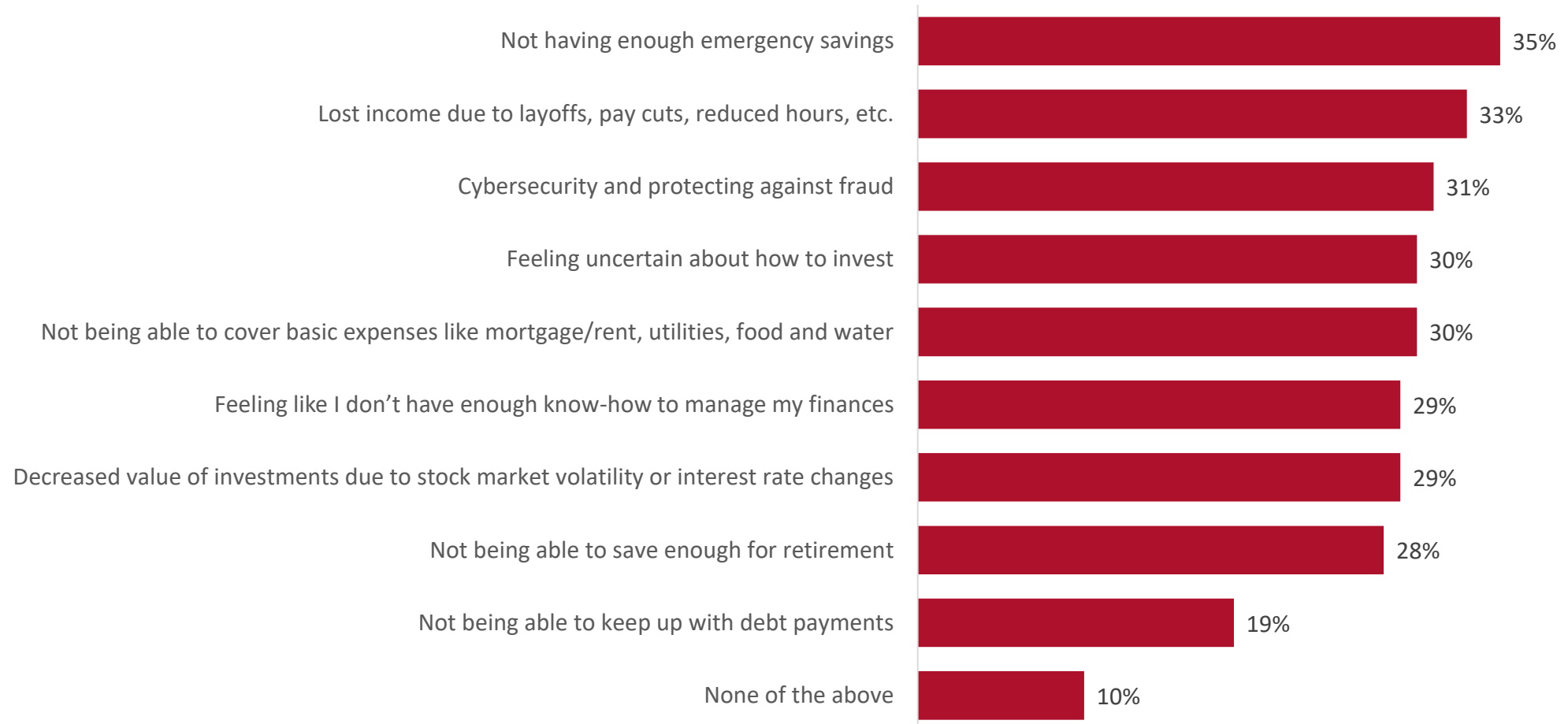
*Among full-time employed US adults (January 2021)*



# In July 2020, employees shared their financial concerns

## Which of the following are you more concerned about as a result of the COVID-19 crisis?

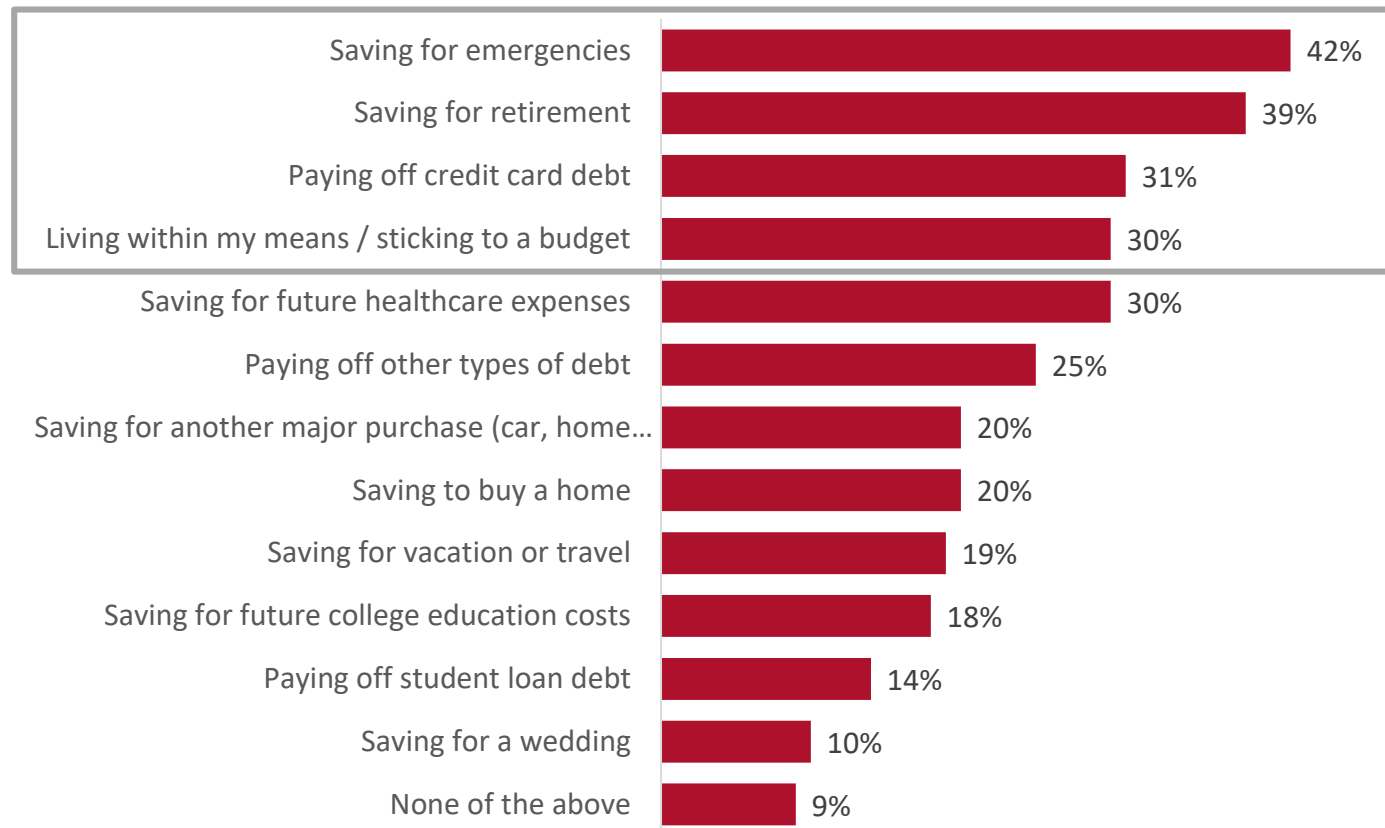
*Among employed US adults; respondents could select multiple responses (July 2020)*



# Saving for retirement & emergencies, reducing credit card debt, and sticking to a budget became more important amidst COVID-19

## Which of the following financial goals have become more important as a result of the COVID-19 crisis?

Among employed US adults; respondents could select multiple responses (July 2020)



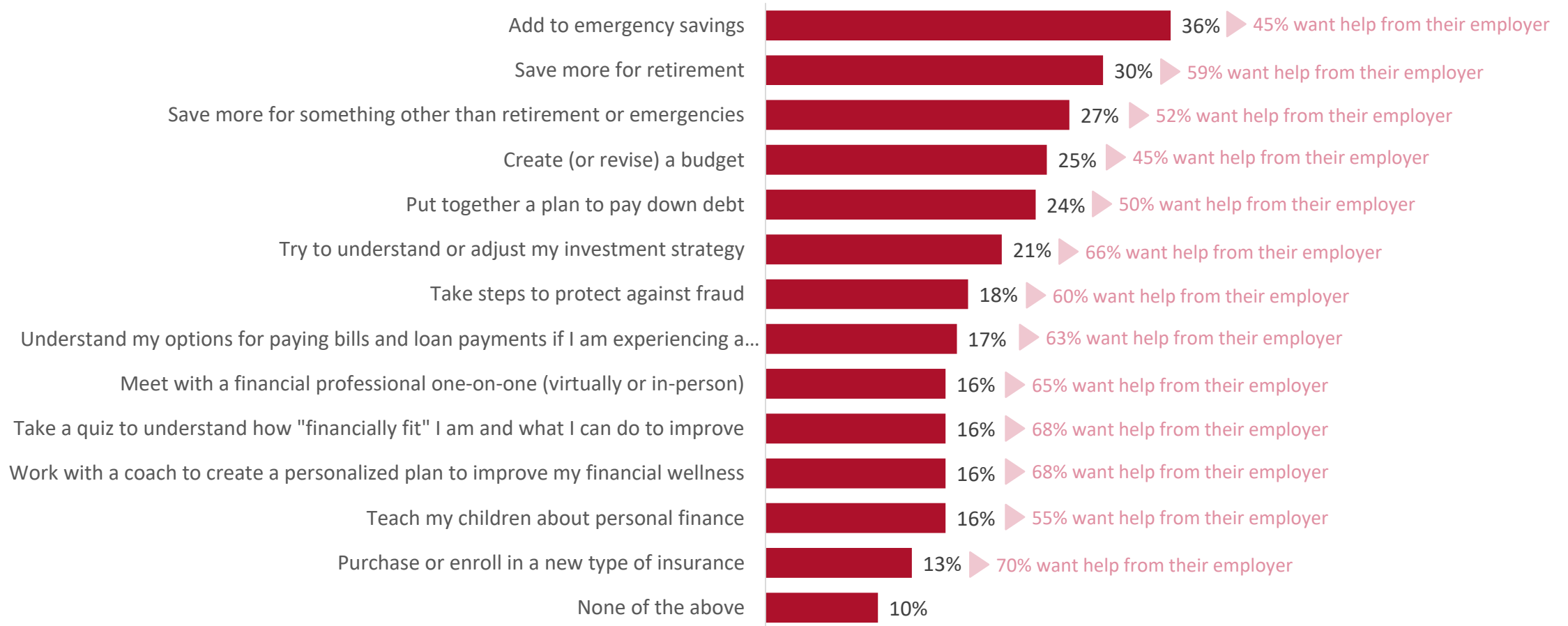
### Top 5 actions taken in the past 6 months (as of Feb 2021)

- 25% created or revised their budget
- 24% saved more for retirement
- 24% made a plan to pay down debt
- 23% added to emergency savings
- 22% saved more for something other than retirement or emergencies

# 90% want to improve their finances in the next 3 months

## Which, if any, actions would you like to take during the next 3 months?

Among employed US adults; respondents could select multiple responses (February 2021)



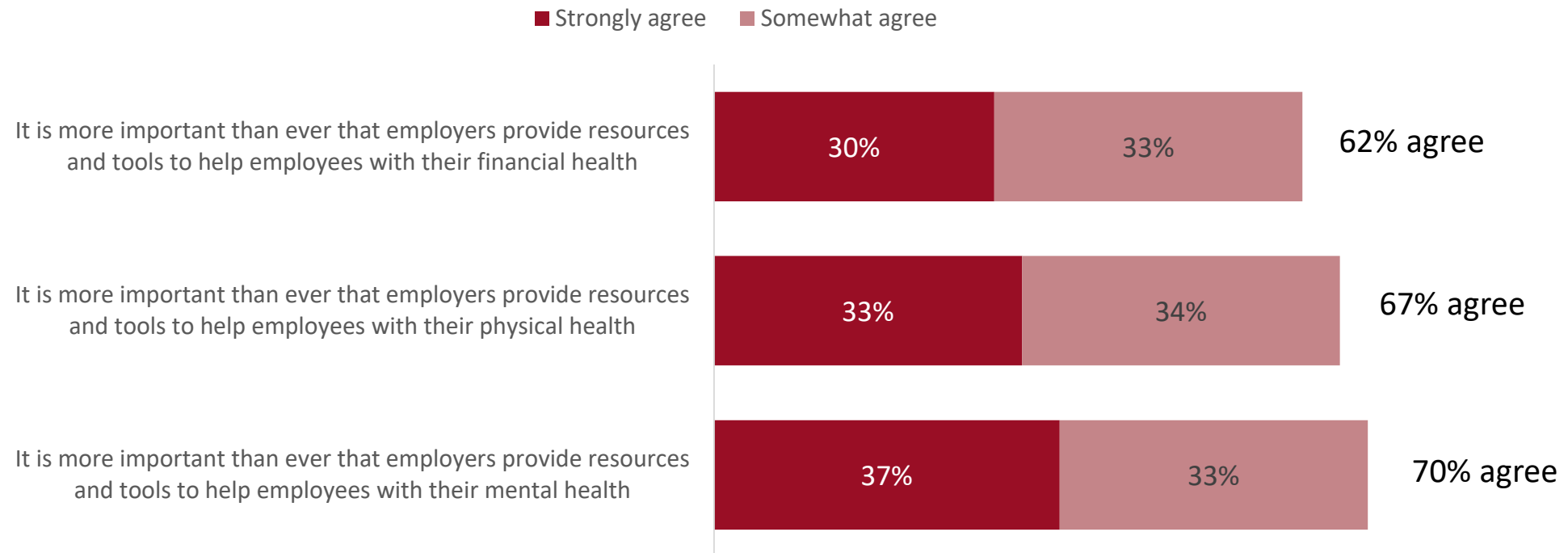
Note: Only those who said they would like to take each action were asked whether they would want help from their employer. The question was: "Imagine your employer offered education and tools to help you take each of these actions. Would you find that helpful, or would you prefer to get information elsewhere?"

Source: Lincoln Financial, Monthly Consumer Sentiment Tracker, February 2021

# Most employees say it is more important than ever that employers help employees with their mental, physical, and financial wellbeing

Please rate the extent to which you agree or disagree with the following statements

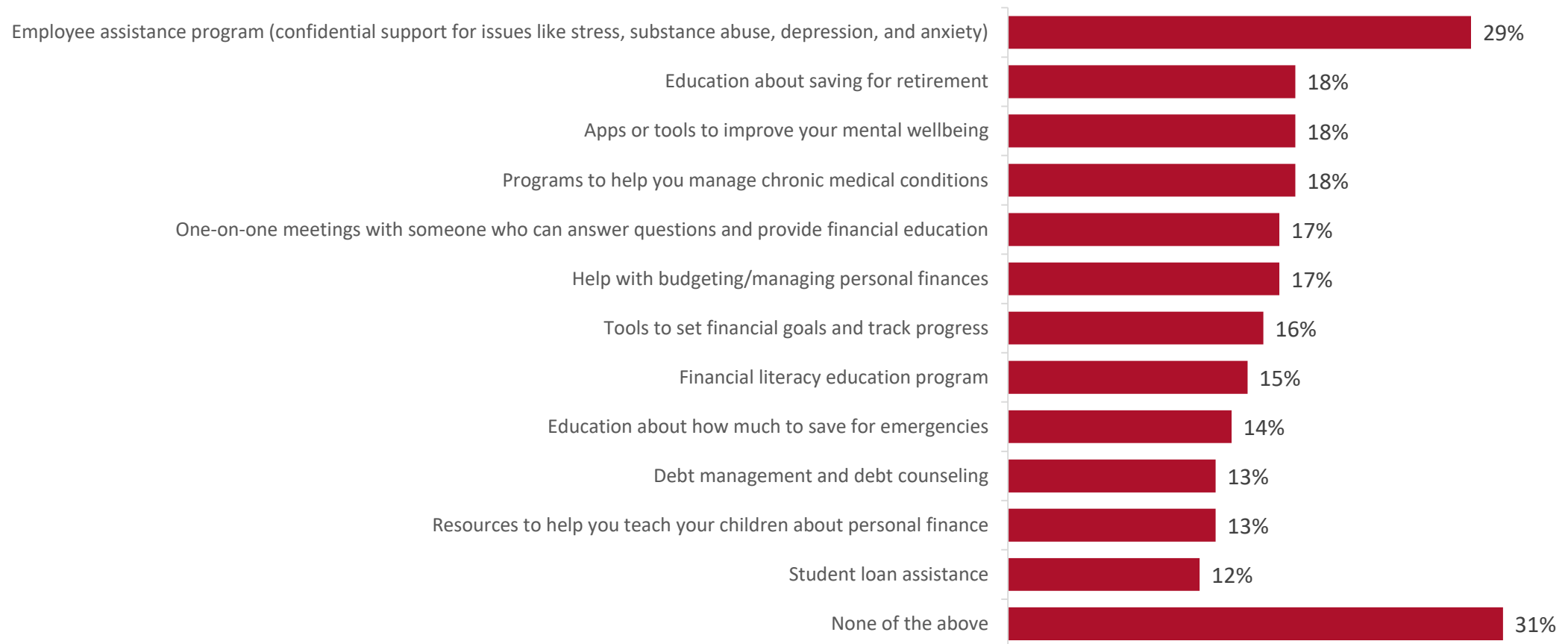
Among employed US adults (February 2021)



# But nearly 1 in 3 employees say that their employer does not offer any of the listed programs/tools to address holistic wellness

## Does your employer offer any of the following to employees?

Among employed US adults; respondents could select multiple responses (February 2021)



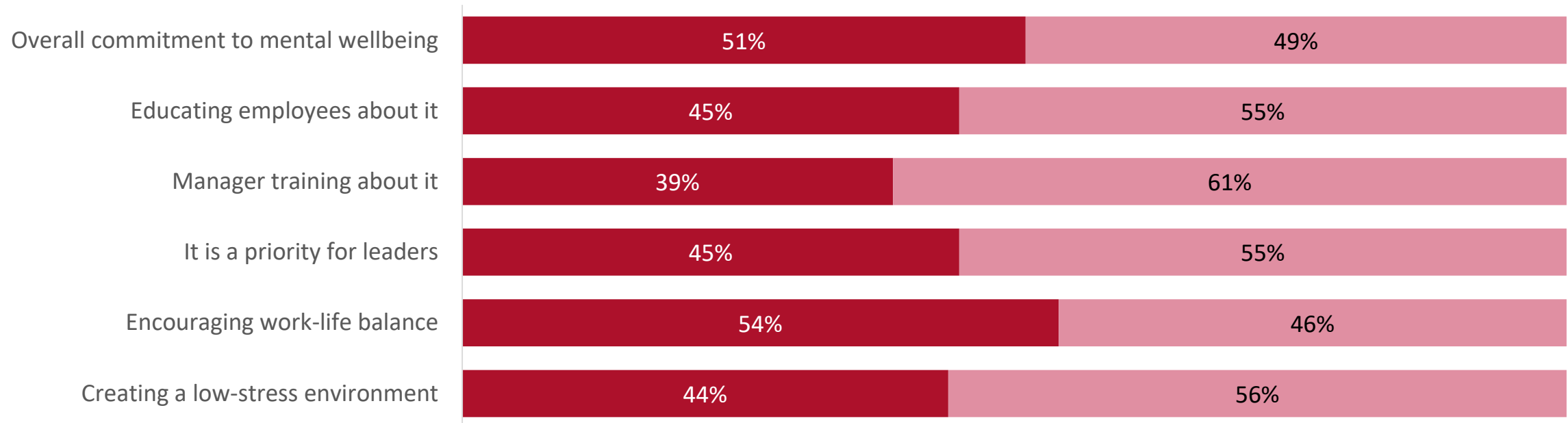


# Nearly half of employees say their current employer is not doing a good job of demonstrating overall commitment to mental wellbeing

**Thinking about the company you currently work for, do you feel they are doing a good job of the following when it comes to mental wellbeing and the happiness of employees?**

*Among full-time employed US adults (January 2021)*

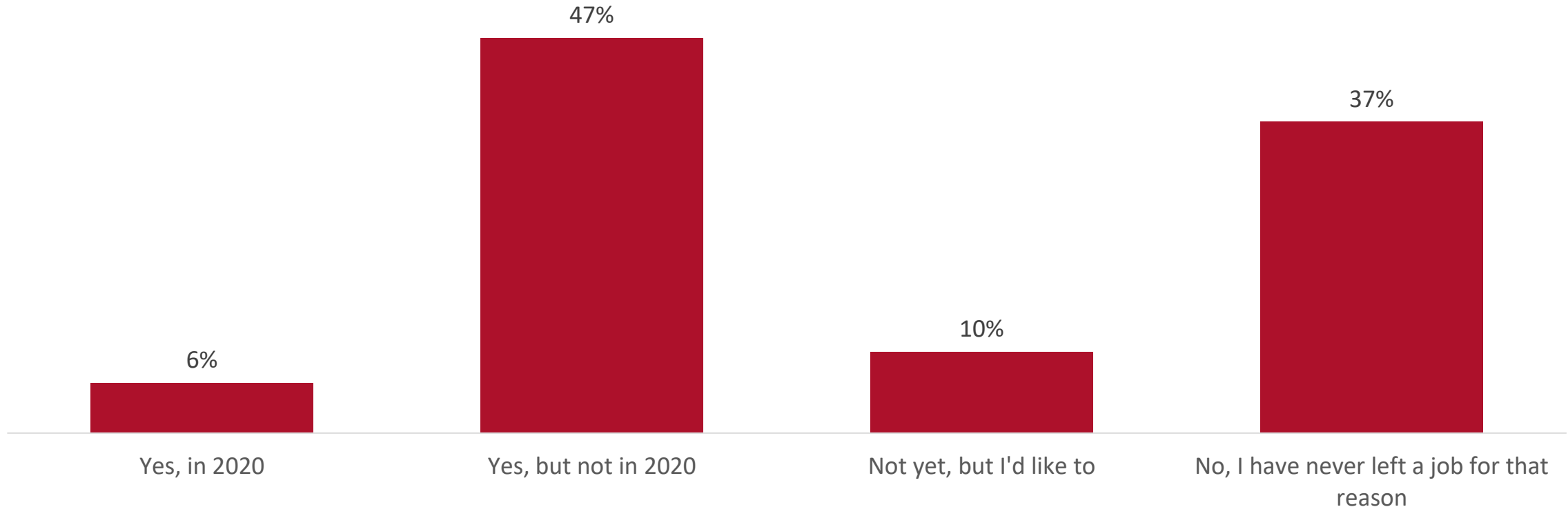
■ Yes ■ No



# More than half of employees have left a job because it wasn't good for their mental wellbeing and an additional 10% would like to

**Have you ever left a job because you felt the job was not good for your mental wellbeing?**

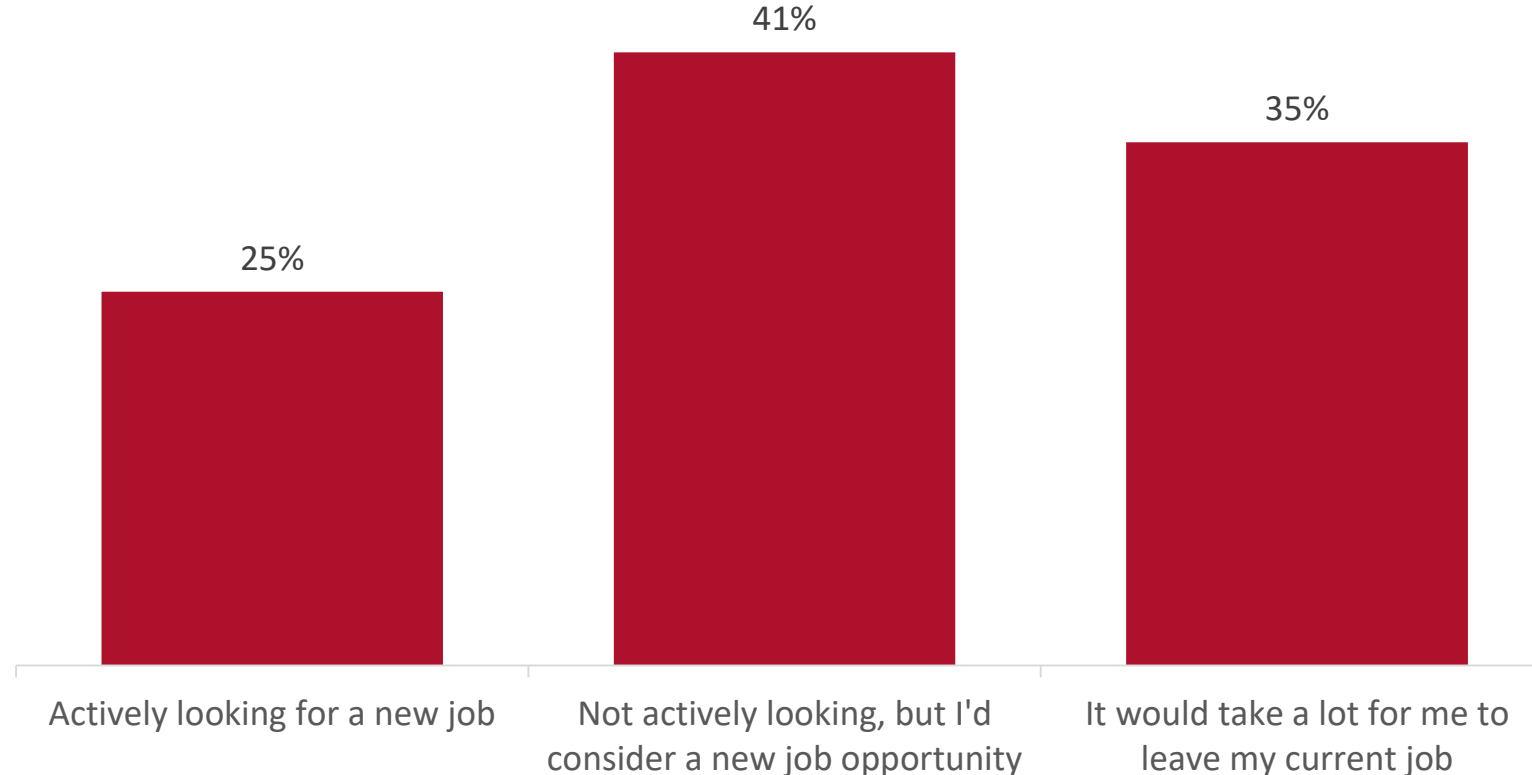
*Among full-time employed US adults (January 2021)*



# Today, nearly two-thirds are open to new job opportunities, including 25% who are actively looking

## Which of the following best describes you?

*Among employed US adults (February 2021)*



# When considering a new job, many employees find mental health more valuable than a 10% higher paycheck

## % of people who would choose each mental wellbeing benefit over a 10% higher salary

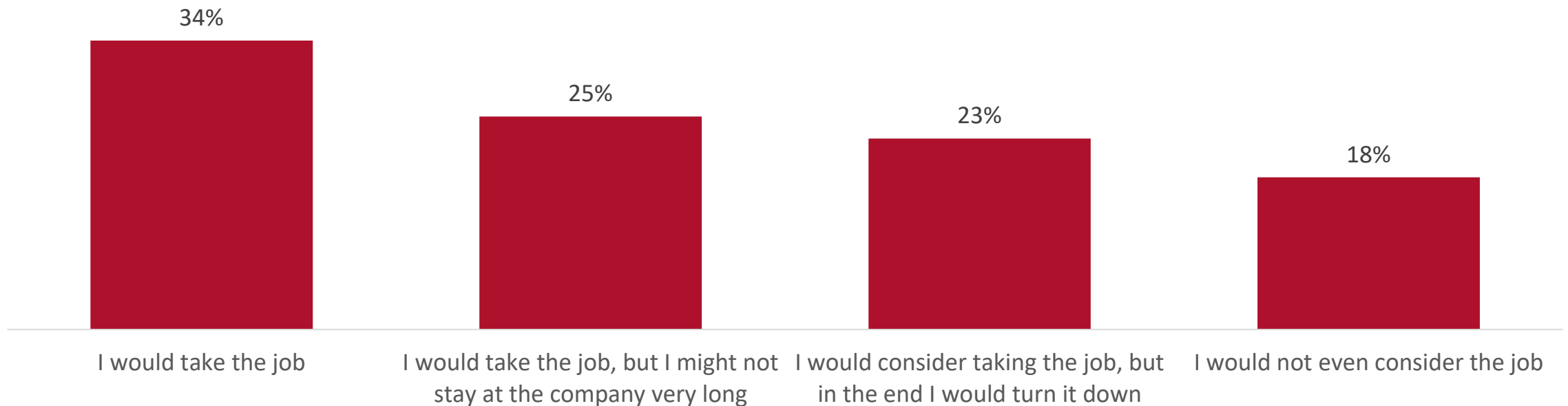
*Among full-time employed US adults (January 2021)*



# 41% would turn down their dream job if the company didn't support positive mental health

**What would you do if you were offered your dream job but you weren't sure if the job would be good for you from a mental health perspective (i.e. work-life balance, job-related stress, hours/schedule)?**

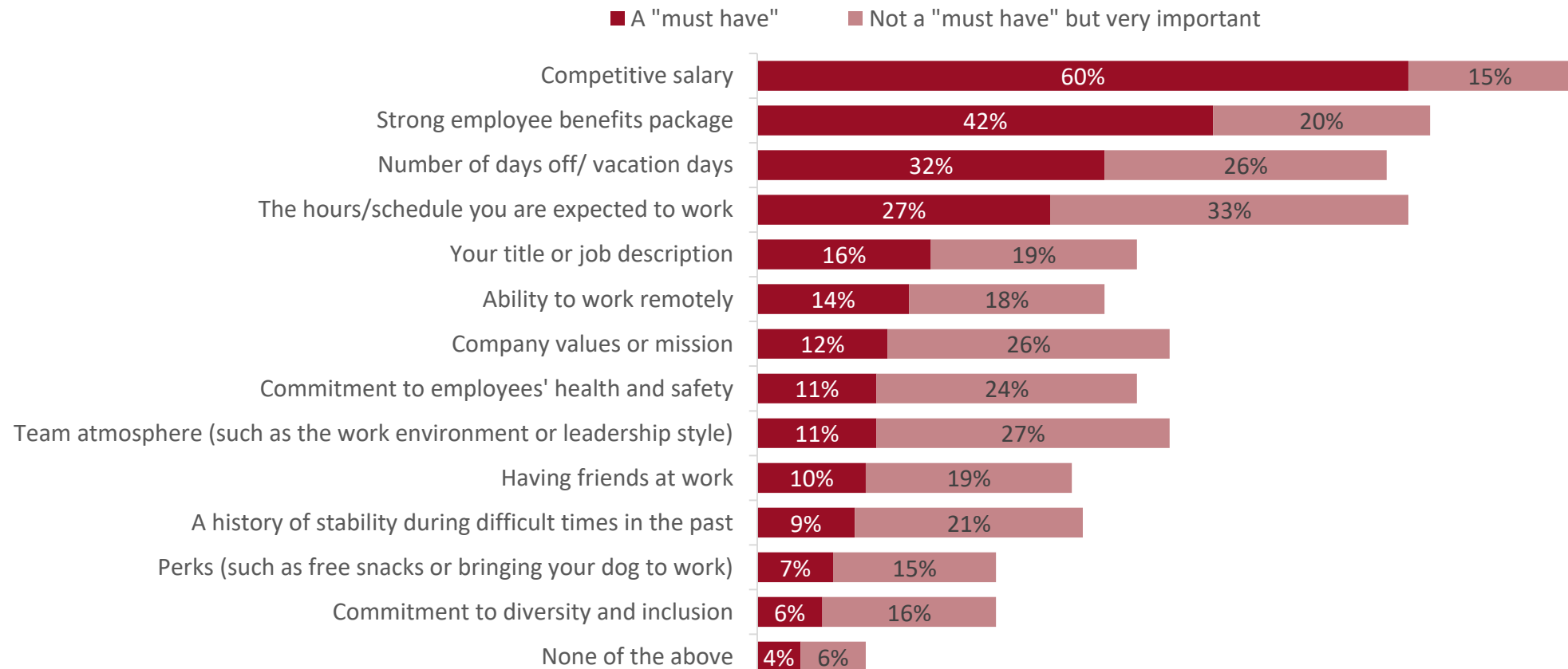
*Among full-time employed US adults (January 2021)*



# A competitive salary and a strong benefits package are most often considered as “must haves” for employees

**Thinking about potential employers, what do you consider “must haves”—that is, you would never consider working for an organization that does not meet your standards in these areas**

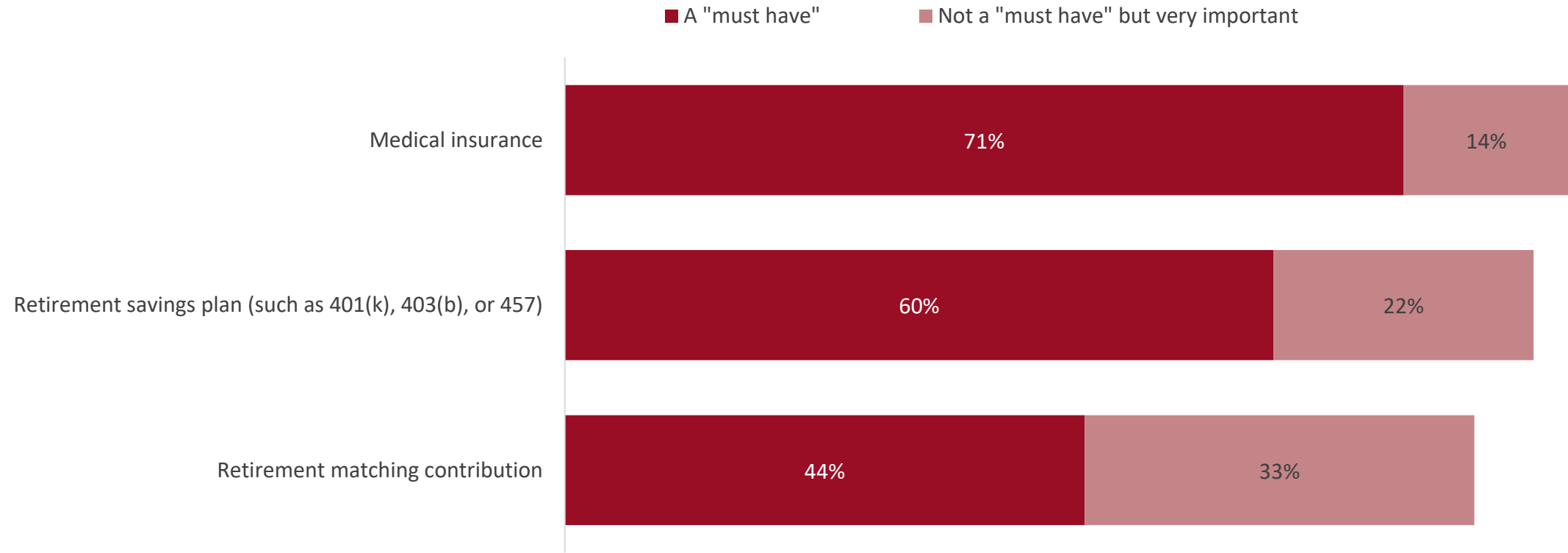
*Among employed US adults; respondents could select no more than 3 “must haves” (February 2021)*



# 82% consider a retirement savings plan a “must have” or very important, and 76% say the same about a matching contribution

**Thinking specifically about the following benefits an employer can offer, do you consider them "must haves?"**

*Among employed US adults (February 2021)*



# Methodology

## ***Lincoln Financial, Monthly Consumer Sentiment Tracker, February 2021***

The goal of this research is to gauge consumer sentiment on a variety of financial topics. Responses were gathered from 2/2/2021 – 2/15/2021 using the Qualtrics survey platform. Responses were collected from a total of 1051 U.S. Adults, including 455 who are full-time or part-time employed. The sample included quotas to be representative of the total U.S. adult population.

## ***Lincoln Financial, Monthly Consumer Sentiment Tracker, July 2020***

The goal of this research is to gauge consumer sentiment on financial topics related to the COVID-19. Responses were gathered from 7/1/2021 – 7/14/2021 using the Qualtrics survey platform. Responses were collected from a total of 1060 U.S. Adults, including 437 who are full-time employed and 277 who are employed but earning less as a result of COVID-19. The sample included quotas to be representative of the total U.S. adult population.

## ***U.S. Employee Perspectives on Mental Wellbeing in the Workplace, Lincoln Financial and CivicScience (2021)***

The goal of this research is to understand how recruitment and retention of talent is impacted by employers' commitment to mental wellbeing initiatives and work life balance. The research also measures how employed U.S. Adults feel their current employer is doing in each of these areas. Responses were gathered from 12/23/2020 – 1/4/2021 using the CivicScience market intelligence platform. The number of responses varied by question, with response counts ranging from 2,244 to 2,993. Data are weighted to represent the total employed U.S. adult population. If this study were a random survey, the margin of error would be within +/-4 percentage points at a confidence level of 95%.



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