



# Why financial wellness matters in the workplace

The Quick-Start Guide to prioritizing mental wellbeing for your team





**Feeling secure in our finances affects every aspect of our life.**

When employees feel financially secure and informed, stress goes down, and productivity goes up.

Financial wellbeing programs do more than support employees—**they boost morale, engagement, and loyalty and reduce turnover and absenteeism.**

Prioritizing financial health goes well beyond paychecks; it's about creating a supportive finance education environment where everyone can thrive.

**Seventy percent of employees state that financial wellness programs decrease stress levels and result in increased loyalty towards their employer.**

—[John Hancock](#)

# Questions for L&D Leaders

- ▶ How well do our current programs address the specific financial challenges our employees face, such as debt management, retirement planning, or savings goals?
- ▶ Are we offering accessible resources and ongoing education that empower employees to improve their financial wellness over time?
- ▶ To what extent have we engaged leadership in supporting financial wellness, and how visible is their support to our employees?

## 5 employee financial wellness statistics to share with your leadership team



**Sixty percent of full-time employees are stressed about their finances**, a higher percentage than during the pandemic.

— PwC



**Seventy-six percent of C-suite and HR leaders** report financial stress.

— BrightPlan



**Only 40% of workers feel confident about saving** enough for retirement.

— Betterment



**Forty-four percent of employees report that inflation has had a severe impact** on their financial situation over the past year.

— PwC

## Financial wellness survey questions for employees

- How knowledgeable do you feel about financial management topics like budgeting, saving, and investing?
- Would you be interested in financial education programs if offered by the company?
- Do you feel you have enough information and resources to make informed decisions about retirement savings?
- How well do you understand the financial benefits offered by our company (such as health savings accounts, insurance plans, etc.)?
- Do you feel your compensation is fair and competitive within the industry?
- Does financial stress affect your performance or concentration at work?
- Would financial wellness resources provided by the company help reduce your stress?
- Are you currently managing any form of debt (e.g., student loans, credit cards, mortgage)?
- Do you have adequate resources and knowledge to effectively manage and reduce your debt?
- Do you have an emergency fund for unexpected expenses? Would you be interested in learning more about how to build and manage an emergency fund?
- Do you have specific financial goals for the next 1-5 years?
- What suggestions do you have for improving financial wellness support in our company?

# Steps to support employee financial wellbeing

- ❑ **Step 1: Understand employee needs:** Start with a survey to identify your team's specific financial challenges, like debt management, retirement planning, or saving habits. This helps you tailor your support.
- ❑ **Step 2: Build a well-rounded program:** Use your findings to create a program that offers resources like financial education workshops, one-on-one advising, and access to planning tools.
- ❑ **Step 3: Spread the word:** Develop a communication plan to boost awareness and engagement. Use emails, quarterly meetings, and other channels to reach everyone.
- ❑ **Step 4: Get leadership onboard:** Secure support from senior leaders to champion the program. Leadership backing can make a big difference in credibility and participation.
- ❑ **Step 5: Keep the education ongoing:** Financial wellbeing isn't a one-time event. Offer continuous resources like [OpenSesame's online training courses](#), newsletters with financial tips, [OpenSesame's zero-based budgeting sheet](#), and workshops on topics like budgeting, retirement, and investing.
- ❑ **Step 6: Monitor and adapt:** Regularly check in on the program's impact with feedback, participation rates, and other metrics to keep improving and evolving it over time.

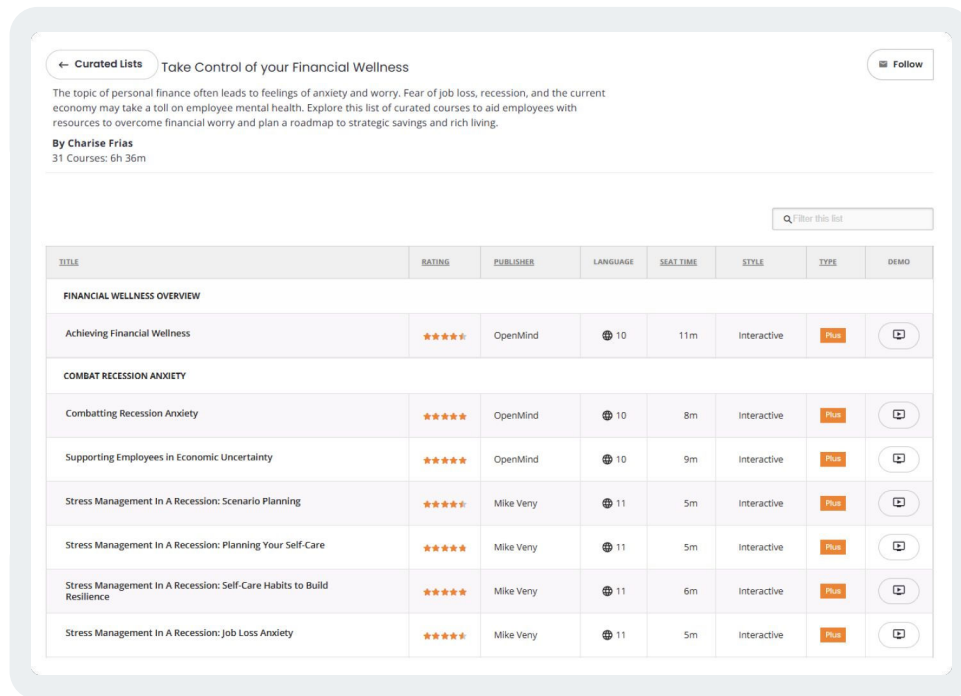
# All this and ongoing support for your team with OpenSesame

Have questions about this guide or our resources? Want to collaborate with the curation team on a custom Wellness training plan using the OpenSesame catalog?

**We're here for you! Reach out to your Customer Success Manager today!**

## Here's our curated list of 29 OpenSesame Select courses to support your team

### Take Control of Your Financial Wellness



← Curated Lists Take Control of your Financial Wellness Follow

The topic of personal finance often leads to feelings of anxiety and worry. Fear of job loss, recession, and the current economy may take a toll on employee mental health. Explore this list of curated courses to aid employees with resources to overcome financial worry and plan a roadmap to strategic savings and rich living.

By Charise Frias  
31 Courses: 6h 36m

Filter this list

TITLE	RATING	PUBLISHER	LANGUAGE	SEAT TIME	STYLE	TYPE	DEMO
<b>FINANCIAL WELLNESS OVERVIEW</b>							
Achieving Financial Wellness	★★★★★	OpenMind	🌐 10	11m	Interactive	Plus	📺
<b>COMBAT RECESSION ANXIETY</b>							
Combatting Recession Anxiety	★★★★★	OpenMind	🌐 10	8m	Interactive	Plus	📺
Supporting Employees in Economic Uncertainty	★★★★★	OpenMind	🌐 10	9m	Interactive	Plus	📺
Stress Management In A Recession: Scenario Planning	★★★★★	Mike Verry	🌐 11	5m	Interactive	Plus	📺
Stress Management In A Recession: Planning Your Self-Care	★★★★★	Mike Verry	🌐 11	5m	Interactive	Plus	📺
Stress Management In A Recession: Self-Care Habits to Build Resilience	★★★★★	Mike Verry	🌐 11	6m	Interactive	Plus	📺
Stress Management In A Recession: Job Loss Anxiety	★★★★★	Mike Verry	🌐 11	5m	Interactive	Plus	📺



**OpenSesame<sup>®</sup>**

For more information visit [www.opensesame.com](http://www.opensesame.com)