



Generational differences: How stressors impact employee mental health

In today's multi-generational workforce, prioritizing employee mental health is crucial not only for individual well-being but for fostering a productive, supportive and inclusive environment. Recent Voya research highlights how mental health impacts every stage of life and every generation. Learn some of the causes of stress and what employers can do to support and tailor resources to meet employees' needs.



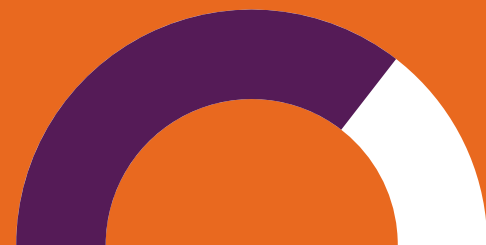
Seven in 10 millennial and Gen Z workers reported anxiety and/or nervousness often or sometimes having an impact on their mental health and well-being¹

79%

of millennials report that financial stress often or sometimes impacts their mental health and well-being¹



Similarly, 71% of U.S. employees reported that financial stress affects their mental well-being often or sometimes¹



56%

of Gen Z workers strongly or somewhat agree that they would be willing to take a job with a slightly lower salary for better mental health benefits and support¹



88% of U.S. workers strongly or somewhat agree employers can do a better job communicating information about specific mental health support and services covered under employee benefits programs¹

How employers can help

- ☒ Train teams and leaders on the importance of mental health
- ☒ Break the mental health stigma and offer accommodations at work
- ☒ Implement mental health awareness and education campaigns
- ☒ Encourage open discussions on mental health
- ☒ Evaluate and enhance current suite of benefits
- ☒ Offer employee assistance programs
- ☒ Communicate benefits offerings



Reach out to your Voya representative for more information on how you can support employees of all generations.

¹ Based on the results of a Voya Financial Consumer Insights & Research survey conducted January 17, 2024 – January 18, 2024, among 1,080 adults working full-time or part-time, aged 18+ in the U.S., featuring 203 Caregivers.

This information is provided by Voya for your education only. Neither Voya nor its representatives offer tax or legal advice. Please consult your tax or legal advisor before making a tax-related investment/insurance decision.

Products and services offered through the Voya® family of companies.

CN3835057_0926