



The impact of financial wellness



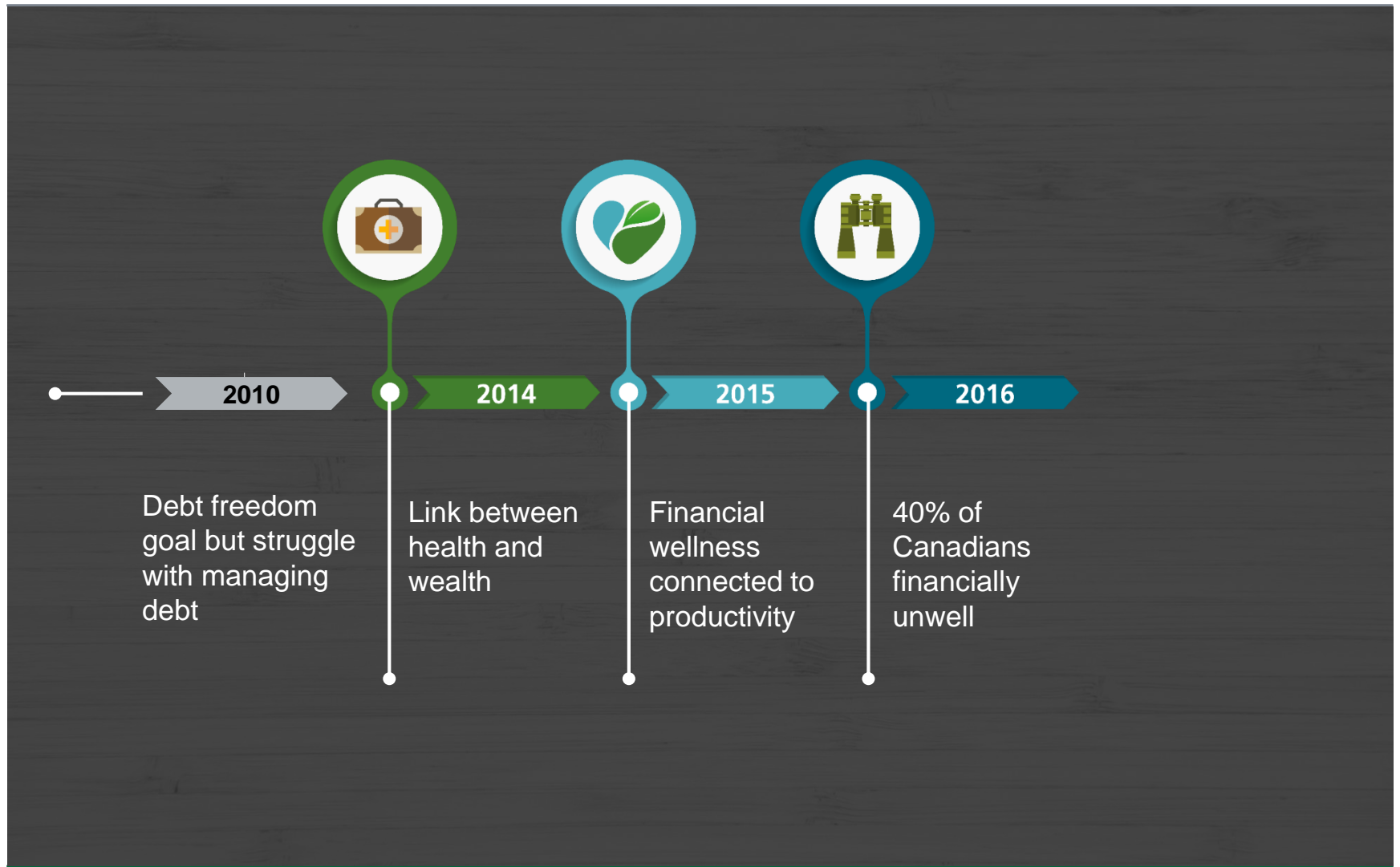
Exploring the connection Financial wellness and employee health

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
R	T	I	O	N	M	I	B	V	C	X	U
T	A	F	X	G	Q	A	R	V	C	Z	O
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	H	I	P	A	I	S
X	P	R	O	D	U	C	T	I	V	E	Q

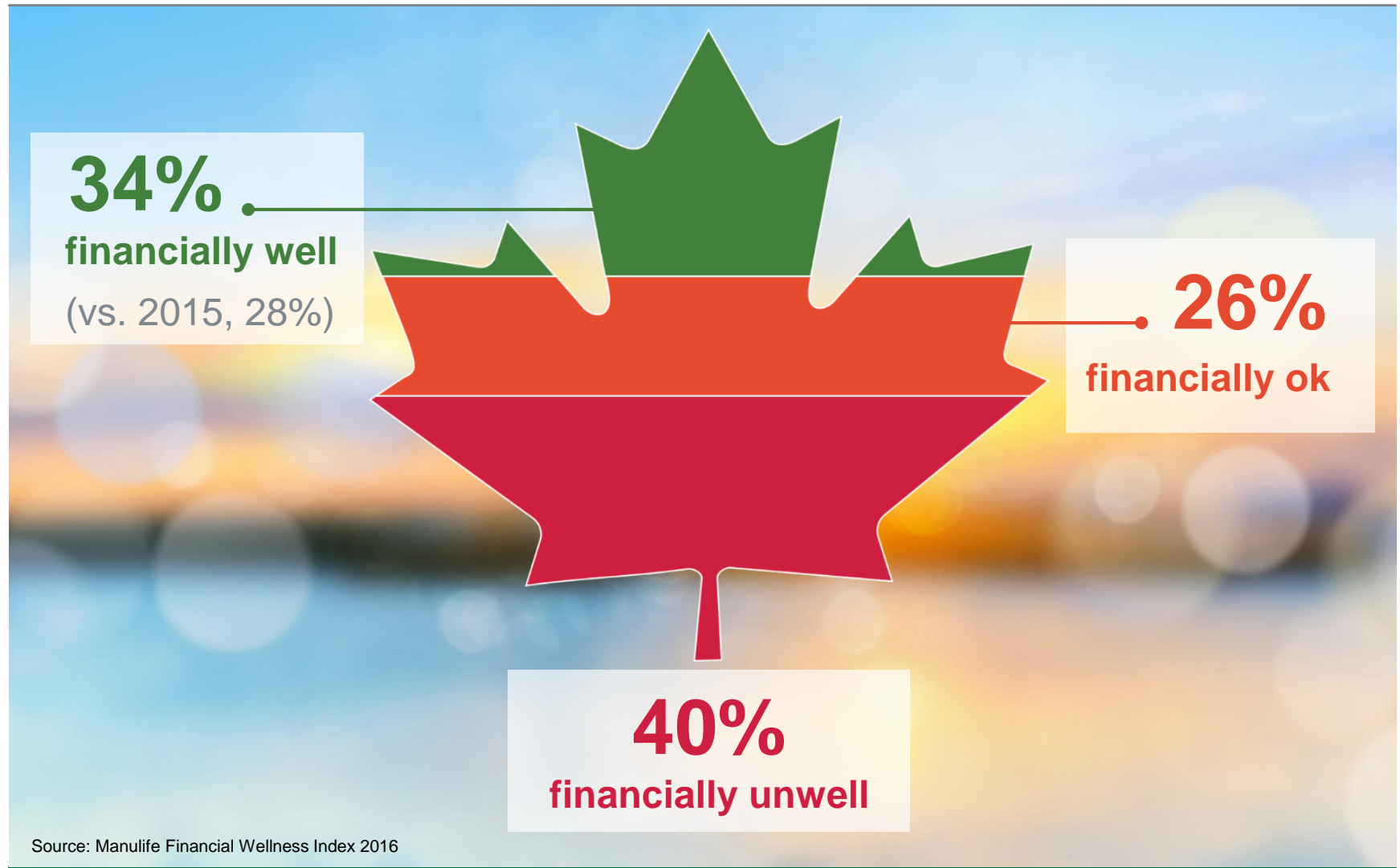
What is financial wellness?

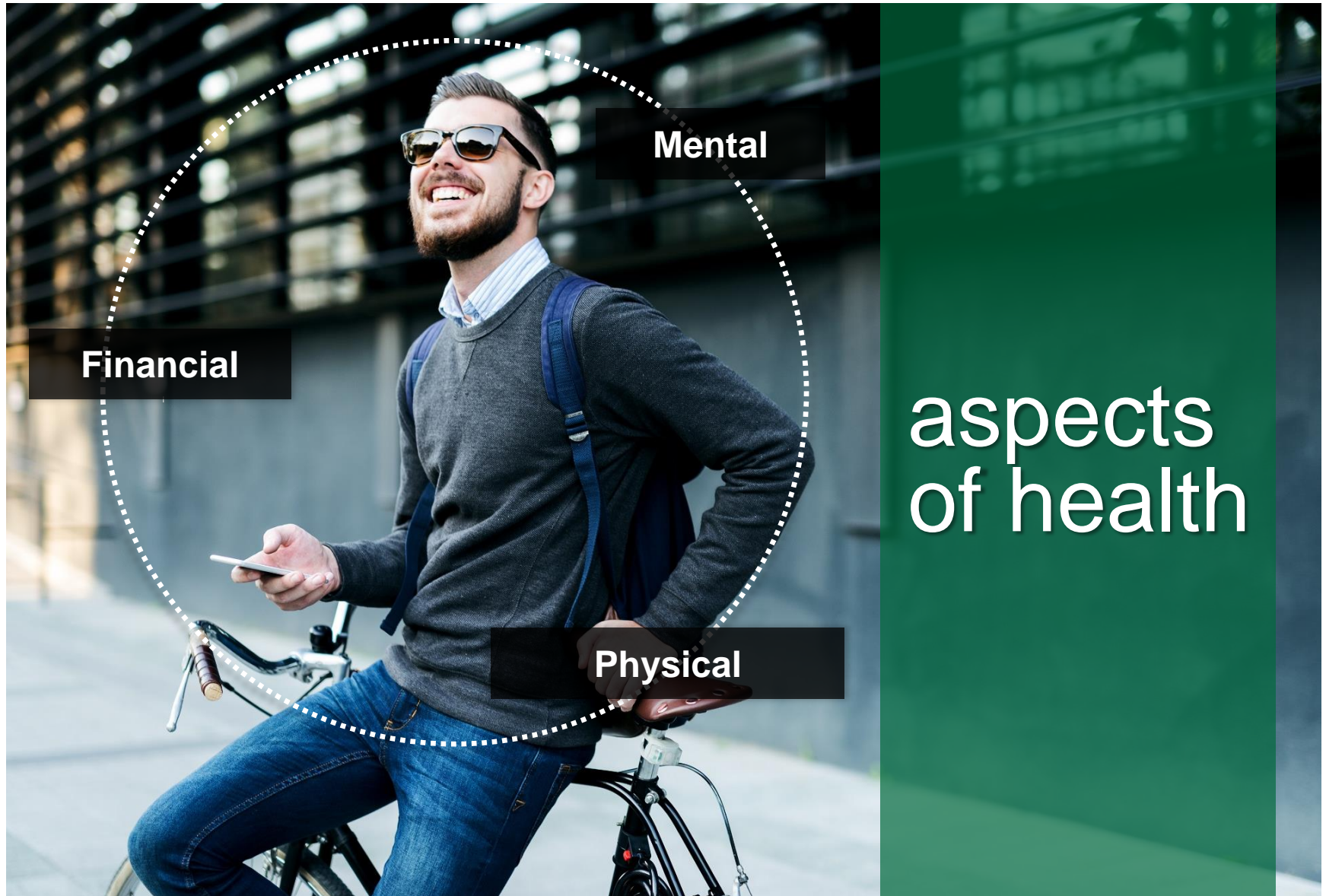


Continuing research



Financial health of Canadians





aspects
of health

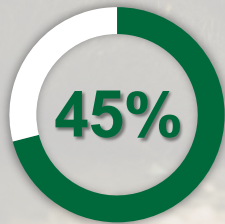
Prevalence and impact Workplace burden of mental disorders



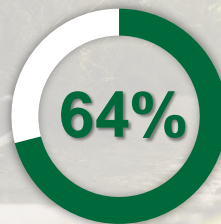
Poor financial wellness impacts physical health



The financially unwell

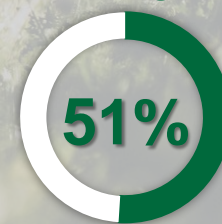


Exercise on a regular basis



Eat fruits and vegetables

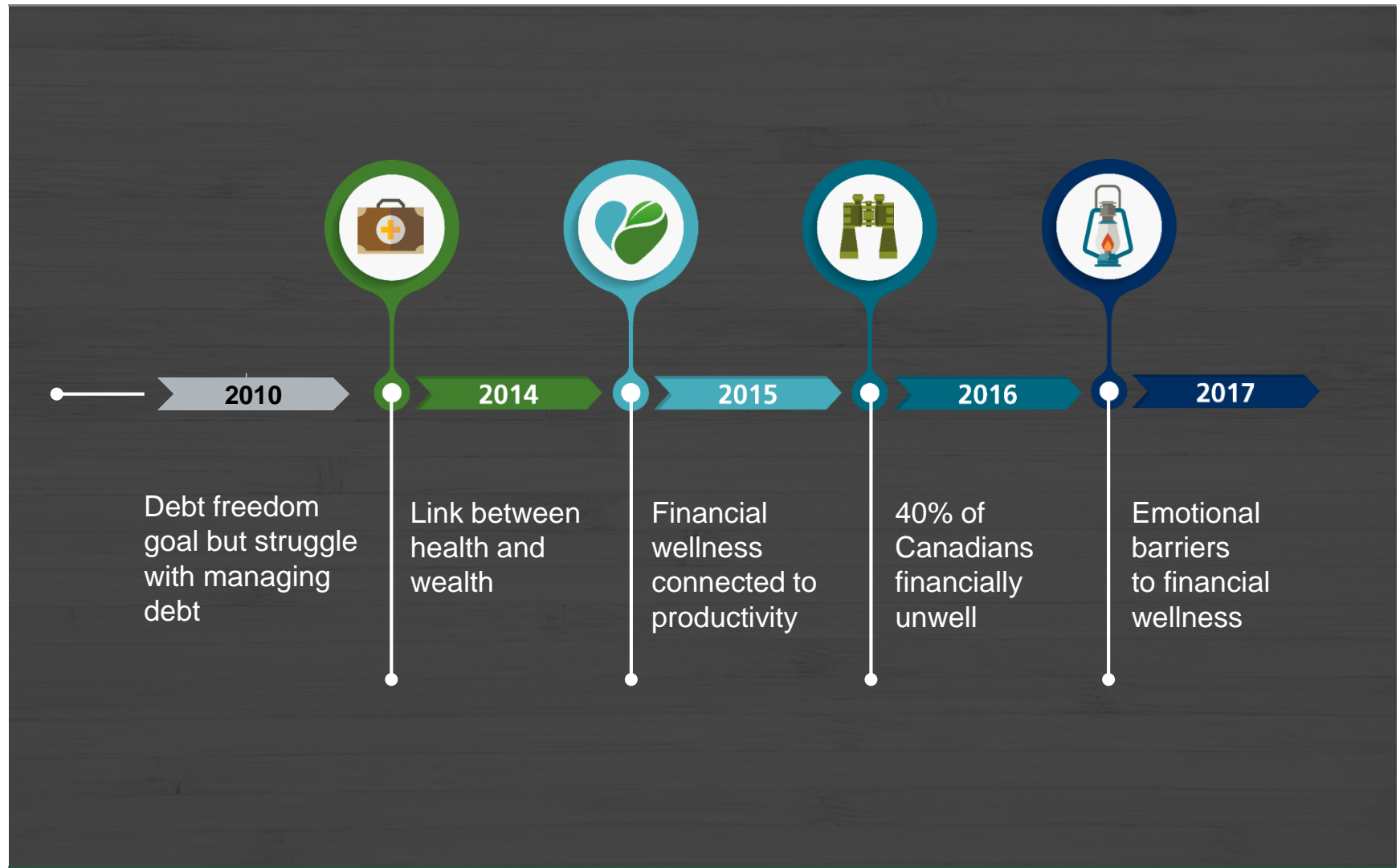
Leading to...



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

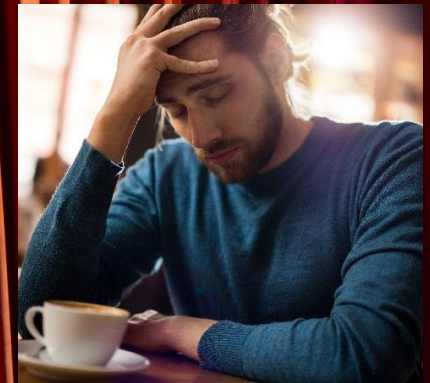
Source: Manulife Financial Wellness Index 2016

Continuing research



on stage





behind the curtain

A close-up photograph of a brick wall. The bricks are reddish-brown with a textured surface. The mortar joints are a lighter, greyish-tan color. A dark red banner is overlaid horizontally across the middle of the image, containing the text "Barriers to financial health" in white, sans-serif font.

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



What counsellors hear

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



Helping employees become financially well

A man and a woman are sitting on a brown sofa in a bright, modern living room. They are both smiling and looking at a tablet computer held by the woman. The man is wearing a blue and white checkered shirt, and the woman is wearing a white cardigan over a pink top. In the foreground, there is a coffee table with a laptop, a white mug, and some papers. The background features large windows with white frames and light-colored curtains.

They are not alone
It's okay
They can still get there

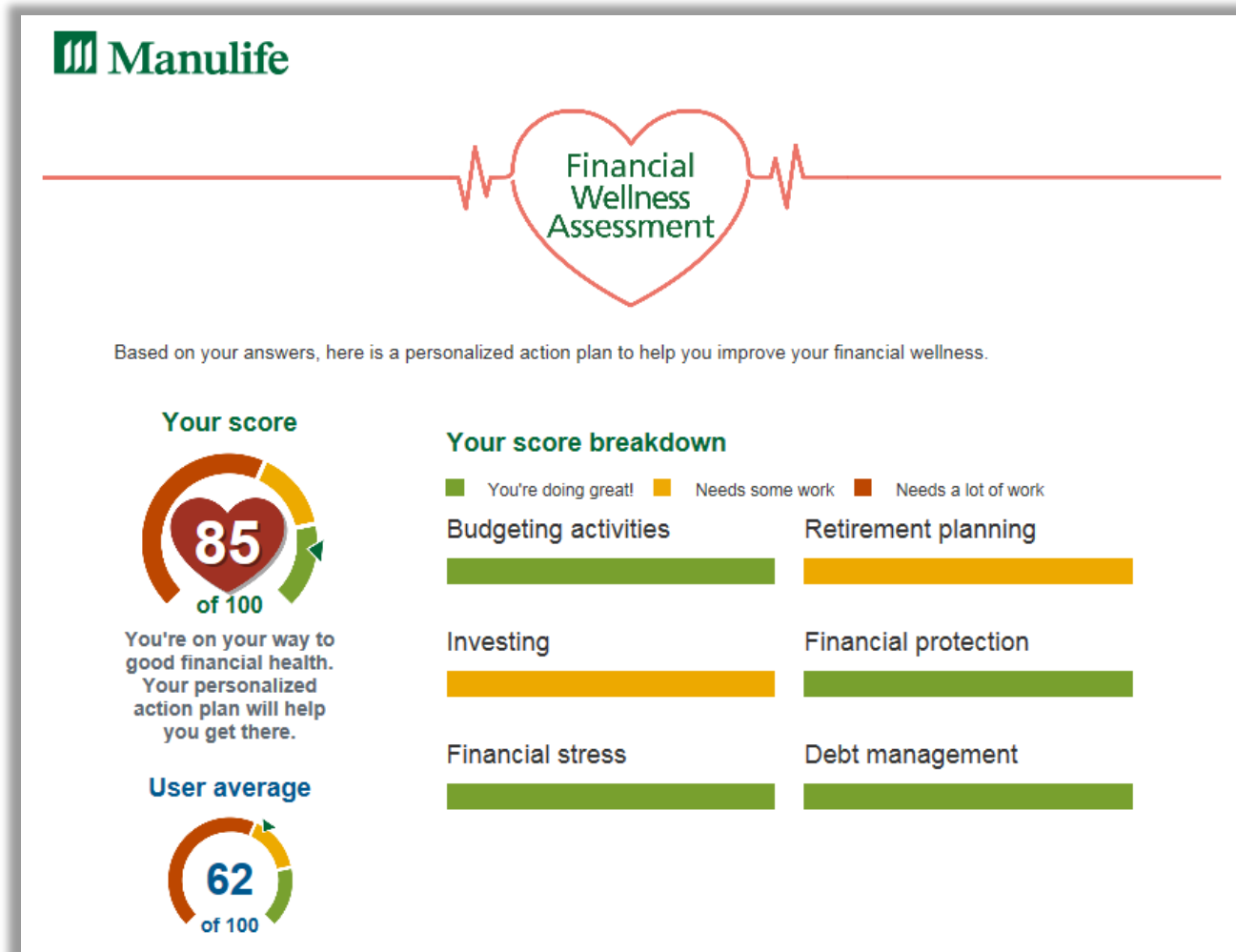
How does it affect you as an employer?



What is financial wellness?



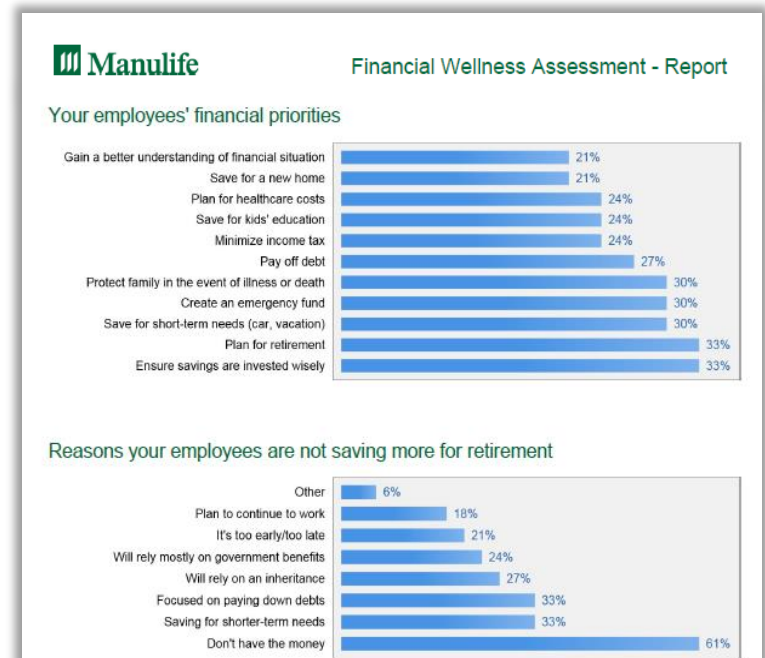
Help at the fingertips



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 of 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

