

# Mental Well-Being in High-Tech

## Barriers, benefits and best practices



### The effects of mental well-being issues on business

Lost workdays:

**35M** 

workdays are lost annually due to mental illness.<sup>1</sup>

A silent killer:

**120,000**

deaths attributed to work-related stress, the most common mental well-being issue each year.<sup>2</sup>

Mental well-being affects productivity:

**61%**

of workers report their productivity is affected by their mental health.<sup>3</sup>

Employee burnout, a serious problem in tech:

**42%**

of workers have left a job due to burnout.<sup>4</sup>



### The cost of mental well-being issues for businesses

Turnover is expensive:

**\$680 billion**

U.S. employers expected to pay \$680 billion in 2020 in turnover costs.<sup>5</sup>

The cost of doing nothing:

**\$105 billion**

Untreated mental illness costs businesses \$105 billion annually.<sup>1</sup>

**2-5x**

an employee's annual wage is spent on average to replace the employee because of burnout or stress.<sup>6</sup>



Aetna has long recognized the unique challenges of mental well-being care, so we have mental well-being advocates who are trained to assess a member's needs and help them identify appropriate clinical treatments.

- Ashley Karpinski, MA LPC-S, Aetna Behavioral Health



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