

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.¹

A silent killer:

120,000

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

Mental well-being affects productivity:

61%

of workers report their productivity is affected by their mental health.³

Employee burnout, a serious problem in tech:

42%

of workers have left a job due to burnout.⁴



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.⁵

The cost of doing nothing:

\$105 billion

Untreated mental illness costs businesses \$105 billion annually.¹

2-5x

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



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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