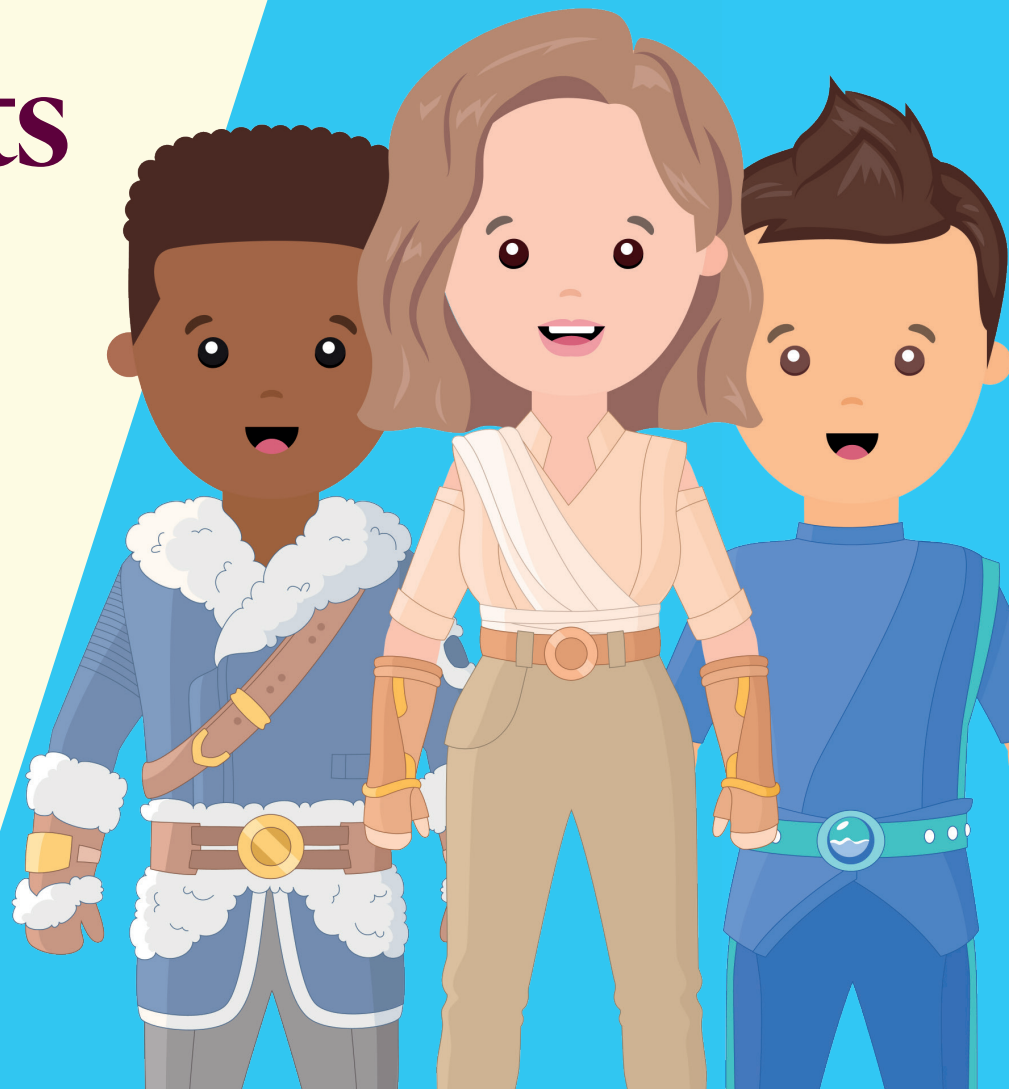


# A Look Inside Employee Mindsets During The 'Great Resignation'

November 2021



# How much influence do businesses really have on employee lifestyle?

**People are leaving their jobs in droves in what economists have dubbed the 'Great Resignation'.**

The pandemic has been a catalyst for work-life evolution, with hybrid working and mental and physical health awareness at the top of workers' agendas.

As business leaders scramble to address the chasm between employee expectations and their current business provisions, do they **understand the mindset** of employees today and what technology solutions are available to support and **retain their greatest asset?**

This YuLife-YouGov survey sheds light on the mindset of employees across the UK, and outlines the changing expectations that land the ball firmly in the business leader's court.

*The online survey, conducted by YouGov Plc between 9-10 November 2021, included a total sample size of 974 UK employees aged over 18. The figures have been weighted, and are representative of all UK adults (18+).*



The current landscape – what's driving the need for change?

# Nearly half of UK employees believe work life directly influences their lifestyle.

# 45%

of UK employees believe that their workplace/working life directly influences lifestyle decisions.

# 51%

disagree that their employer takes an interest in their lifestyle decisions.

# 62%

of UK employees believe that stress and burnout at work has increased in their workplace since the start of the pandemic.

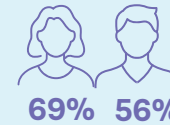
# 45%

of UK employees believe this stress will continue over 2022.

## Data dive.



**People believe their workplace influences their lifestyle choices.** Yet, 19% of UK employees think that their employers take an interest in their lifestyle decisions.



**Most people believe stress in work has increased – but women feel it more.** Of the 62% who believe work stress and burnout has increased since the pandemic, 69% are female employees and 56% men.



**Stress is expected to continue throughout next year** for nearly half of the working population – just 8% think workplace stress will decrease over the coming year.



**Just over a quarter (26%) of UK employees have not taken all of their allocated annual leave** since March 2020 and would like to have taken more time off.

Can businesses influence employee lifestyle?

# People want employers to play a more active role in incentivising healthy living.

70%

would **exercise more** if their employer introduced a new policy to incentivise them.

34%

believe partnerships with **healthy eating** providers, offering discounted lunches or vouchers for healthy foods, would be the most effective way to eat healthier.

31%

of UK employees would be more likely to make **healthier lifestyle decisions** if they saw their colleagues making similar changes.

66%

of UK employees would like their employers to dedicate a block of time, at least once a week, to **improve their health** and wellbeing.

40%

of UK employees believe that needing to work outside of regular working hours has a **negative impact** on their lifestyle decisions.

39%

with management responsibilities agree that their decisions **impact the lifestyle decisions** of their teams.



**The desire to change behaviour is there** – with **70%** believing an employer could provide that motivation.



**Rewards are one of the most popular incentives** – **21%** believe that if their employer rewarded them for exercising with vouchers from leading brands, they would be more motivated.



**Company culture plays a significant role in influencing employee lifestyle** – **31%** believe culture counts, which is more than double those who said it was unlikely to impact them (15%).



**Employees want time to improve their health** – **66%** want time to improve health and wellbeing, 15% would like this every day and 47% would like it to happen more than once a week.



**Working out of hours is negatively impacting many people's lifestyle decisions (40%)** – although still affected, younger employees (aged 18-24) were less impacted (30%).



**Gender has a role to play in manager perceptions of responsibility** – of the **39%** who believe their decisions impact a team's lifestyle, 42% are female, and 38% male.

# During the ‘Great Resignation’, businesses must take action to retain their greatest asset.

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*We know that a productive, healthy, positive workforce will ultimately lead to a successful business. The results of this survey highlight how imperative it is for business leaders to act now and prioritise and invest in the emotional, mental and physical health of their biggest asset.*

*There are many wellness programmes out there. **The real challenge is how to create engagement:** the motivation for employees to engage with what’s being offered.*

*Particularly during these times of hybrid working, there needs to be digital ways of engaging people that are fun, rewarding, and positive – to replace the office workplace that was once the hub of engagement.*

*Programmes like ours, using gamification, using digital tools, to actually boost productivity, happiness, and wellbeing are out there.*

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Sammy Rubin

Sammy is a founder and CEO of YuLife, the world’s first lifestyle insurance company that provides life insurance, wellbeing and rewards in one simple app.

# About YuLife.

YuLife is a tech-driven insurance company on a mission to **inspire life and turn financial products into a force for good.**

By harnessing the power of gamification and the latest behavioural science, YuLife insurance **rewards healthy living and puts everyday wellness within reach of everyone.**

Founded in 2016, YuLife is headquartered in London and backed by serial investors and VCs including Target Global, Creandum, MMC Ventures, Notion Capital, LocalGlobe, Latitude, Eurazio and Anthemis Exponential Ventures.

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