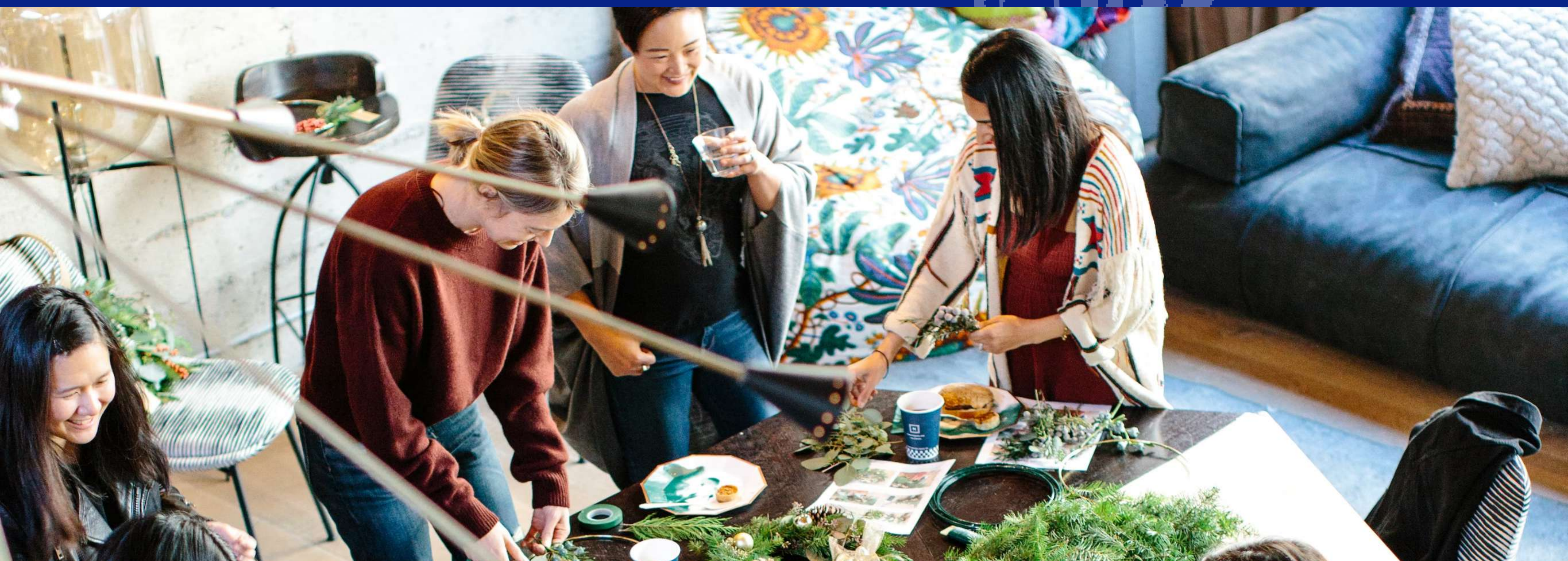


# Take Your Company's Mental Health Temperature



**nilo.health**

we care



We know that good employee mental health makes a massive difference for a company. Good employee mental health boosts productivity, performance, engagement and morale within a company. It leads to a strong and positive company culture, where innovation and creativity are common. Teams work collaboratively and cheerfully. And unsurprisingly, all of this makes a massive impact on your bottom line, leading to higher profits and greater opportunities for growth.

In contrast, poor mental health is dangerous both for your individual employees and the holistic health of your company. Poor employee mental health can manifest in many different and damaging ways:

- **Workplace stress** leads to a 50% increase in turnover<sup>1</sup>
- **Burnout** has been one of the top three reasons employees left their jobs<sup>2</sup> over the last three years
- 17 million annual **sick days**<sup>3</sup> are lost due to work stress, depression or anxiety
- Poor mental health leads to **disengagement**, which results in 37% higher absenteeism and 60% more errors<sup>4</sup>
- Organizations with **low employee engagement** scores experience 18% lower productivity, 16% lower profitability, 37% lower job growth, and 65% lower share price over time<sup>5</sup>
- Poor employee mental health is estimated to **cost** an average of **€2000 per employee, per year**<sup>6</sup>

Because the risks are so high, it's crucial to know whether your company is at risk. But how do you know? Mental health is difficult to measure, and while company culture is something you can feel, it's hard to report on.

## We've got **your back**.

Take our questionnaire on the next page to get an accurate reading of your company's mental health temperature. The questions are based on evidence-backed scientific surveys including the Perceived Stress Scale and Edmondson's psychological safety scale. Answer them yourself to the best of your ability to get a sense of how your company is.

<sup>1</sup> [The American Institute of Stress](#)

<sup>2</sup> [Why Are People Really Quitting Their Jobs? Burnout Tops the List, New Research Shows, Inc](#)

<sup>3</sup> [Annual work-related ill-health and injury statistics for 2021/22, Health and Safety Executive, UK](#)

<sup>4</sup> [Gallup](#)

<sup>5</sup> [Proof That Positive Work Cultures Are More Productive, Harvard Business Review](#)

<sup>6</sup> [World Health Organization, American Psychiatric Association, Mental Health Foundation UK, Swica 2022, Deloitte](#)







# Your results

To calculate your results, assign each of your answers with a score:

Not True | 0

Sometimes True | 1

True | 2

## Score 0-2

Congratulations, your workplace is well within the “stable” region! Give yourself a pat on the back... but remember that maintaining a stable employee mental health temperature requires continual attention and care.

## Score 3-10

Consider this your official warning sign: your company’s mental health temperature is rising. Employee mental health in your company is not doing well, and it’s likely it will continue to deteriorate. You need to act now to prevent a crisis further down the line and restore everyone to a productive and healthy basepoint.

## Score 11-20

Call a doctor! Your company’s mental health temperature has reached feverish levels and your company is likely already suffering from burnout, absenteeism, high turnover and more. You need to immediately work to improve your company’s psychological safety.

## What's next?

It’s wonderful that you took the time to take your company’s mental health temperature. Even if the results were concerning, you’ve already taken a great first step in paying attention to employee mental health. Now, you can work to make sure employee mental health improves or maintains its stability at your company.

Employee mental health support is one of the best ways to bring and keep your company’s mental health temperature down! For example:

**96%** of nilo.health users report “**strong improvement**” in their mental health

**82%** of nilo.health users **with severe symptoms improve**

**85%** of our users use nilo.health **for preventative reasons**

**71%** of nilo.health users **struggling with stress improve**

Want to talk more about your company’s specific concerns?

→ [BOOK A DEMO](#)