

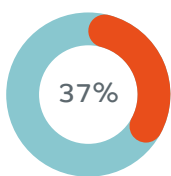
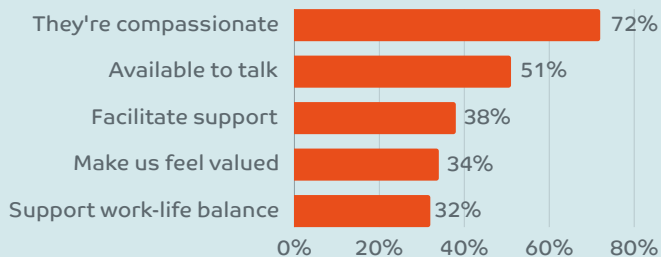
How managers impact wellbeing

Consistent wellbeing support from managers across your business can help improve HR and business outcomes, as well as increasing uptake of the initiatives and resources you've invested in.

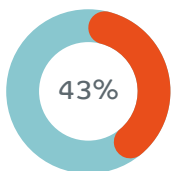
Compassion and understanding are the most important manager qualities according to UK workers.

Almost half (46%) of people who'd like more support from their manager say these are the qualities they could improve.

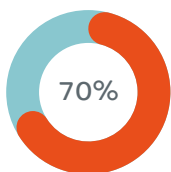
How does your manager support you? (Of those who said their manager is there for wellbeing support)



Management style is the second most common reason for stress-related absence (37%), above non-work factors such as relationship or family issues.



Lack of line manager skills and confidence to support wellbeing is the top challenge for businesses in supporting employee health (43%).



Over two-thirds (70%) of managers say organisational obstacles prevent them from fully supporting their team's wellbeing.



Research shows mental health training for line managers is associated with:



Improved recruitment and retention



Lower long-term mental health sickness absence

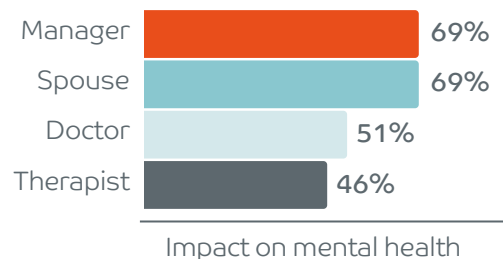


Improved service for customers



Better business outcomes and performance

Managers have as much impact on employee mental health as a partner or spouse.



Sources:

- [Westfield Health Workplace Wellbeing Survey 2024](#)
- [UKG Workforce Institute: Managers and Mental Health](#)
- [CIPD Health and Wellbeing at Work report](#)
- [Study: The relationship between line manager training in mental health and organisational outcomes](#)