

FROM THE CREATORS OF FACING THE GIANTS

# FIREPROOF



## Marriage & Family Wellness: Corporate America's Business?

### EXECUTIVE SUMMARY

While traditionally the world of business and the world of marriage and family relationships have remained disconnected, it is clear they have a major impact on each other. Building marriage and family wellness improves a company's overall financial health, while ignoring these opportunities can decrease a company's profitability.

American trends in marriage and family life are changing rapidly. Over 90% of all Americans will marry at some point in their lives, yet almost 50% of these relationships end in dissolution, and cohabitation is quickly becoming the norm for couples of all ages.

Marriage, however, still confers certain unique benefits on participants. Based on a wealth of academic research, married people tend to have healthier lifestyles, live longer, have more satisfying sexual relationships, have more economic assets, and have children that tend to do better academically and emotionally.

Employees in failing relationships cost employers money. There are substantial productivity declines for workers in failing relationships. These workers often have serious health concerns: increased stress and anxiety, increased rates of depression, and increased rates of substance abuse. These workers directly cost companies in higher healthcare expenditures and indirectly through societal effects of broken families.

Conversely, employees in successful relationships increase profits for their employers. These workers are more stable, more committed to their employer, and are often considered more dependable and motivated. Employees in healthy relationships are also physically healthier, experiencing fewer chronic health problems like stress, anxiety, and depression, saving companies' money in overall health care expenditures.

When companies invest in the physical and relational wellness of their workers, returns on investment can range between \$1.50 and \$6.85 for every dollar spent on these types of programs.

Relationships are no longer only the realm of clergy, counselors, and EAPs (Employee Assistance Programs).

Companies wanting to increase their profitability will do well to realize that business takes place in the boardroom and the family room. It is in every company's best financial interest to understand how marriage and family wellness affect their business and to invest in the promotion of relational wellness.

A Marriage CoMission Research Report in Partnership with Life Innovations.  
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