



The Business Case for Foundational Workplace Mental well-being

Unlock a positive return on investment

EXECUTIVE SUMMARY

The Problem: 26% of Australian workers experience burnout—employees overwhelmed by cognitive demands lack the mental capacity to fully engage with existing wellness programs (*Gallagher 2025 Workplace Index Report*).

The Solution: Build foundational mindfulness and stress-regulation skills first, unlocking the mental clarity needed for employees to benefit from financial literacy, leadership development, and other programs.

The ROI: Independent Australian analyses suggest well-designed mental health initiatives can deliver an average return of around \$2.30 for every \$1 invested,* by reducing absence, presenteeism and compensation costs, with mindfulness programs contributing through lower stress and improved focus.

Timeline: In some cases, results visible within 8 weeks; full ROI realised in 12 months.

<p>26% of Australian workers report burnout</p>	<p>5-10% Typical EAP uptake rate</p>	<p>\$3,656 Annual cost per distressed employee</p>
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Part 1: The crisis- A \$14 billion annual problem

Employee stress and burnout are no longer isolated wellbeing issues; they are core business risks that silently drain profitability. Australian workplaces lose an estimated \$14 billion annually through stress-related absenteeism, presenteeism, and turnover, with burnout affecting approximately 26% of workers in some sectors. This sustained drain erodes margins, undermines strategic execution, and increases the cost of attracting and retaining talent.

The fundamental flaw in current approaches

Traditional wellness programs such as EAPs, fitness subsidies and workshops often fail because they assume employees have the mental bandwidth to opt in and follow through. In reality, the most chronically stressed employees struggle to navigate sign-ups, prioritise non-urgent activities and sustain new behaviours, leading to underutilisation and wasted investment consistent with findings from Gallagher's 2025 Workplace Wellbeing Index.

EAP programs typically achieve only 5-8% uptake, with stigma, low awareness, and overwhelmed employees all contributing to underuse.

88%

of financially stressed employees say money concerns directly impact work performance.

< 30%

of Australian employees receive financial education from employers—despite 50% expressing strong interest.

The Cycle of Failure

Investment → Underutilisation → Disappointing ROI → Leadership skepticism



Part 2: The Solution—Mindfulness as a strategic enabler

Mindfulness-based interventions address the root barrier: lack of mental capacity. Mindfulness is not just a “nice-to-have” soft skill—it’s a core capability that regulates the nervous system, sharpens focus, and strengthens self-awareness, directly improving decision-making and interpersonal effectiveness across the organisation.

1. STABILISE Mindfulness training reduces acute stress response and increases emotional regulation.	2. CLARIFY With clearer thinking, employees can identify priorities and absorb new information.	3. AMPLIFY Employees can now benefit meaningfully from financial, leadership, and other development programs.
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This is not a replacement for existing wellness initiatives; it is what enables them to be effective.

Part 3: The proof - How companies are generating significant returns

The ROI data supporting this approach is robust and verified across multiple sectors

FEATURED CASE STUDY: AETNA

Aetna is a large US health insurance and health-benefits company, now owned by CVS Health.

Aetna introduced structured mindfulness programme for employees in partnership with specialist providers. Starting with a controlled pilot and strong measurement, the program showed rapid reductions in stress and sleep problems.

- 13,000+ employees (25% of workforce) participated.
- 28% reduction in stress and 20% better sleep
- 62 extra productive minutes per employee per week (~\$3,000 value per person annually).
- Overall ROI estimated at around 11:1.

Aetna now treats mindfulness as a core enabler of wellbeing, performance and culture—not a peripheral wellness perk.

Australian Case Study snapshot

Study	Results
Cricket Australia	\$14K annual absenteeism savings, measurable improvements in stress, focus, and engagement within 8 weeks of an integrated mindfulness & wellness program.
AGL Energy	3:1 return on investment and 150% increase in utilisation when integrating EAP with training and onsite services. Focused on destigmatising support and making help accessible

Part 4: The Cost of Inaction vs. Strategic Investment

Example: 250-Person Organisation

To make the numbers tangible, the following is a hypothetical example using a mid-sized organisation with 250 employees. Your exact figures will differ, but this illustrates how burnout converts into significant financial loss—and how a targeted mindfulness investment can help to shift the equation.

INDICATOR	DETAIL
Workforce & burnout	250 employees; 26% (≈65) affected
Total hidden cost	\$1.06M per year (presenteeism and absenteeism)
Investment snapshot	\$18K-\$20K mindfulness investment vs \$1.06M hidden cost

An \$18,000 mindfulness pilot that recovers even a modest share of ~\$1M in burnout costs represents a clear, low-risk return for a 250-person organisation.

Mindfulness is not a replacement, it's an enabler.

By building mindful skills and psychological safety and making support easy to access, foundational mindfulness programs amplify the value of everything you already invest in: EAP, mental-health support, leadership development, and well-being initiatives.

In-person delivery drives impact. Live guidance and accountability ensure mindfulness is sustained and embedded, not abandoned like self-guided apps.

Approach	Stand-Alone Limitation	With Mindfulness Foundation
EAP	Crisis-focused; 5–10% utilisation due to stigma and lack of awareness	Employees with mental clarity recognise when they need support and engage proactively
Financial literacy	Employees too stressed to absorb information or make deliberate decisions	Reduced anxiety enables employees to focus on learning and apply financial concepts effectively
Fitness programs	Doesn't address underlying stress; easily deprioritised when burnout is high	Employees have energy and motivation to participate; mindfulness complements physical wellness
Mindfulness	Addresses root cause of disengagement	Multiplier effect on ALL other wellness initiatives



Part 5: Program Options - A clear, low risk path forward

Program	Duration	Best For	Key Outcomes
Intensive Workshop	Half-day or Full-day	Kickoff events, team building, immediate ROI demonstration	Stress reduction techniques, team resilience, engagement boost
4-6 Week Cohort	1-2 sessions/week, 45-60 min each	Sustained behavior change, departmental rollout, high-risk populations	Significant reductions in presenteeism/absenteeism, improved engagement
Ongoing Weekly	Regular sessions	Long-term culture change, continuous employee access	Sustained productivity gains, reduced turnover, wellness normalisation

Your well-being investment

Use a 20-minute strategy call to run your numbers through an Australian-benchmark burnout calculator. I can help you identify a tailored, low-risk mindfulness pilot for your organisation.

- **Fewer sick days** - Your team shows up more often and takes fewer unplanned absences
- **Better productivity** - When they're here, they're fully present, focused, and doing their best work
- **People stay longer** - Fewer good people leave, which means less time and energy spent on hiring and training replacements
- **More engaged teams** - Employees care more about their work, try harder, and deliver better results for your organisation

Your next step:

Schedule a 20-minute strategy consultation to quantify your organisation's potential savings and design a low-risk program.

Why acting now makes financial sense

- Burnout is costing your organisation thousands per employee in lost productivity, sick days, and turnover.
- We'll calculate your exact numbers and design a low-risk pilot tailored to your organisation.

In your consultation, we will

- Estimate your current burnout costs using your headcount and industry data
- Model potential ROI scenarios based on program depth
- Recommend a tailored pilot with clear success metrics
- Show how to integrate with your existing wellbeing programs

BOOK YOUR 20-Minute CONSULTATION TODAY

Choose a time this week to review your burnout costs and design a focused, low-risk pilot.

Email: info@rejuvenationproject.com
Phone: 0452 139 558

QUICK ANSWERS

Who should attend? HR, People & Culture and Finance leaders responsible for well-being and performance.

Is there a cost? No cost for the initial 20-minute strategy consultation and calculations.

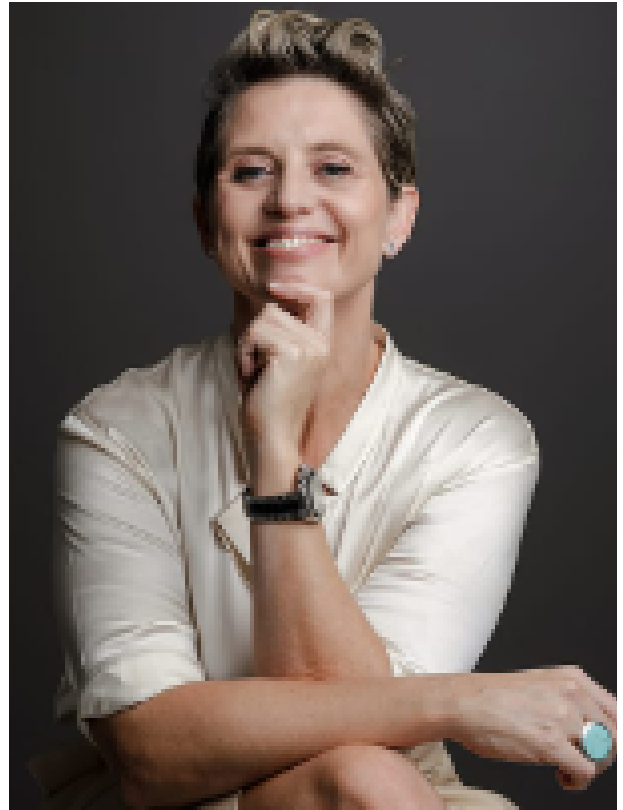
What do we need? Your headcount, and current well-being initiatives.



ABOUT FOUNDER ANGIE WOOD

From corporate leader to certified mindfulness teacher, I help individuals and teams cultivate inner calm and practical resilience. Having led in corporate environments, I understand workplace stress intimately and bring both compassion and actionable solutions.

Through evidence-based programs and guided meditations, I support people in developing greater focus, balance, and sustainable positive change.



"Angie has a calm and reassuring approach to meditation and her immediate ability to connect with me put me at ease."

**J. Sneesby
November 2024**

"Such a beautiful and grounding meditation session. Angie's calm presence and guidance made it easy to truly relax and reconnect."

**S. Halsberdat
October 2025**

References and verified Sources

- #Figure based on Australian workplace mental health ROI analyses (e.g., PwC & beyondblue, 2014) and reflects typical returns from evidence-based mental health programs, not guaranteed outcomes for any single program.
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Absenteeism

- Based on Australian benchmarks linking improved psychosocial safety and manager capability to reduced stress-related absence (Safe Work Australia; Comcare).

Presenteeism

- Derived from studies showing 10–25% productivity recovery when burnout and cognitive overload are addressed (Beyond Blue; PwC; Deloitte).

Staff retention

- Informed by evidence that burnout drives voluntary turnover, with replacement costs at 1–1.5× salary (ABS; PwC; Deloitte).

Employee engagement

- Correlation from meta-analyses linking higher engagement to improved productivity, safety and profitability (Gallup). Indicates association, not causation.