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money money money



Better money
conversations for
better wellbeing
at work.

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A CONVERSATION WE CAN'T AFFORD TO AVOID

MONEY JUST WALKED IN...

What would you say to it?



Money walks into work with us —
the invisible load is real.

20hrs

lost per employee per month
due to money worries

44%

don't have an
emergency fund

SOURCE RICH IN CONTEXT REPORT 2024

41%

worry about money
from pay to pay

WORKFORCE PRODUCTIVITY (MERCER)

45%

have felt ill or stressed
due to money concerns

46%

of employees worried about
finances

have no financial plan

SOURCE RETIREMENT COMMISSION and Mercer Global Workforce
report

23%

of employers investing in financial wellbeing



Money doesn't clock out when
work begins.

COGNITIVE BANDWIDTH

SCARCITY CHANGES THE BRAIN.

How will I pay this? What can wait?
When is payday? What if something goes wrong?

29%

struggle to concentrate
due to financial stress

55%

say mental health problems
have reduced achievement

SOURCE MONEY AND MENTAL HEALTH POLICY INSTITUTE



WE DON'T ALL EXPERIENCE MONEY THE SAME WAY

80%

NZ WOMEN
rate their financial wellbeing as low

25%

less in women's their KiwiSaver

51%

NZ MEN
feel financially uncomfortable

INCOME

CARE RESPONSIBILITIES

ASSETS

RETIREMENT SECURITY

ADVICE ACCESS

RISK TOLERANCE

FINANCIAL ABUSE

GENDERED FINANCIAL LIVES

FINANCIAL HEALTH IS WHERE MENTAL HEALTH WAS.

We don't leave our mental health at home.
We don't leave our financial lives at home either.

YOUR JOB ISN'T TO FIX PEOPLE'S
MONEY.

01 MAKE IT SAFE TO TALK.

02 KNOW THE SUPPORT.

03 DON'T MAKE ASSUMPTIONS.

04 CONNECT PEOPLE TO HELP.

WHAT ARE YOUR PEOPLE CARRYING?

01 STRESS FROM PAY TO PAY

02 HIDDEN FINANCIAL FEARS

03 GENDERED FINANCIAL
PRESSURES

04 MENTAL HEALTH IMPACTS OF
SCARCITY

**Create room for safer, open conversations.
Then connect people to support.**

THANK YOU / QUESTIONS

LET'S CREATE SAFER CONVERSATIONS ABOUT MONEY.

What would you say now?

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