

Executive Summary *of*

Marriage and Family Wellness: Corporate America's Business?

by Drs. David Olson and Matthew Turvey

"You can't expect people to do well in their business if they've got problems at home."

Truett Cathy - founder of Chick-fil-A

Investing in the marriages and families of your employees increases the profitability of your organization. Home and work are linked. Job satisfaction and home satisfaction go hand in hand. When employees succeed at home, they are more effective at work.

According to Olson and Turvey, "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...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."

Through extensive research, Olson and Turvey discovered many corporate benefits of marriage and family wellness:

- Happily married couples are more loyal and stable employees.
- Happily married couples are healthier.
- Relationship skills transfer from home to the office.
- Prevention programs are a great investment.
- Happily married couples increase company profits.

Organizational leaders have much to offer the marriages and families of their employees. Here are a few ways leaders can begin investing in a marriage and family wellness program:

- Offer monthly seminars addressing topics including but not limited to communication, conflict resolution, quality time, margin, and parenting.
- Offer weekly relationship newsletters.
- Make available relationship coaching, counseling and crisis hotlines.
- Conduct onsite marriage intensives for employees.
- Offer online relationship assessment tools for spouses and parents.

A marriage wellness program develops more loyal and stable employees because "business and marriage have similar goals." Both desire to build long term relationships based on loyalty. Both seek to provide trustworthy services and practices that make partners happy. Both succeed with a team mentality.

For further information, read the entire Marriage and Family Wellness: Corporate America's Business? here: <http://www.healthymarriageinfo.org/download.aspx?id=2662>