



## SECTION 1.

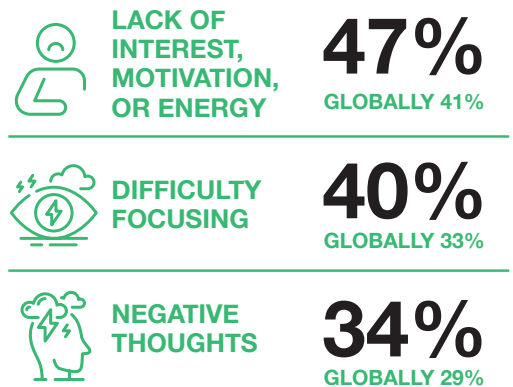
### THE STATE OF WORKPLACE MENTAL HEALTH



#### ISSUES EXPERIENCED IN THE PRIOR MONTH:



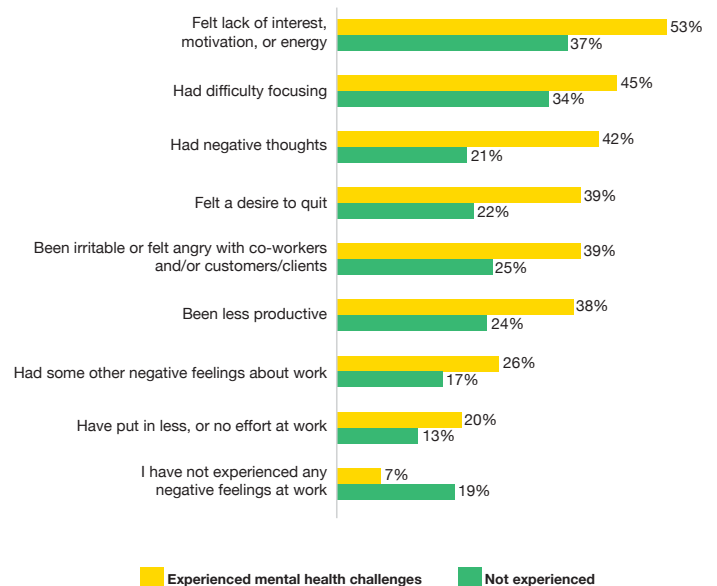
#### FEELINGS AT WORK IN THE PRIOR MONTH:



At 54%, Brazilian workers' experience of mental health issues is only slightly higher than found globally, but a significantly higher proportion (87% compared with 68% globally) have concerns about their mental health. When asked whether they had felt negative emotions at work over the previous month, 93% of workers who have experienced mental health issues in Brazil said they had felt one or more (compared to 81% of employees who have not experienced mental health issues).

A lack of interest, motivation or energy – symptoms often associated with burnout - was the most commonly experienced by those affected by mental health challenges (53% vs 37% amongst those not affected). Difficulty focusing came second (45% vs 34%). Worryingly, 38% considered their productivity was reduced (vs 24%), and nearly four in ten felt angry or irritable towards co-workers or clients, or felt a desire to quit their job over the previous month (both 39% vs 25% and 22% respectively) – showing the extent to which mental health can influence behaviours and mindsets in the workplace.

#### Feelings at work



**The proportion of employees affected by work-related stress reaches 61% amongst Gen Zs and 59% among millennials.**

While the reasons behind a person's mental health issues are often complex, the data shows that work-related causes could play a significant role. Fifty-seven percent of workers in Brazil mention they have experienced stress at work in the month before the survey – making it the highest-ranking issue of the seven issues measured behind concerns about money. The proportion of employees affected by work-related stress reaches 61% amongst Gen Zs and 59% among millennials.

Three in ten workers in Brazil also mention experiencing difficult relationships at work. Gen Zs also show a significant desire to quit (46% compared to 30% globally), and consider they have been less productive (44% against 31% globally).

In considering the impact of work aspects on mental health, more Brazilian employees indicate that workload supports (35%) rather undermines (28%) their mental health (the opposite is true globally). Similarly, working remotely/from home is supportive for 50% of respondents (41% globally).

## SECTION 2.

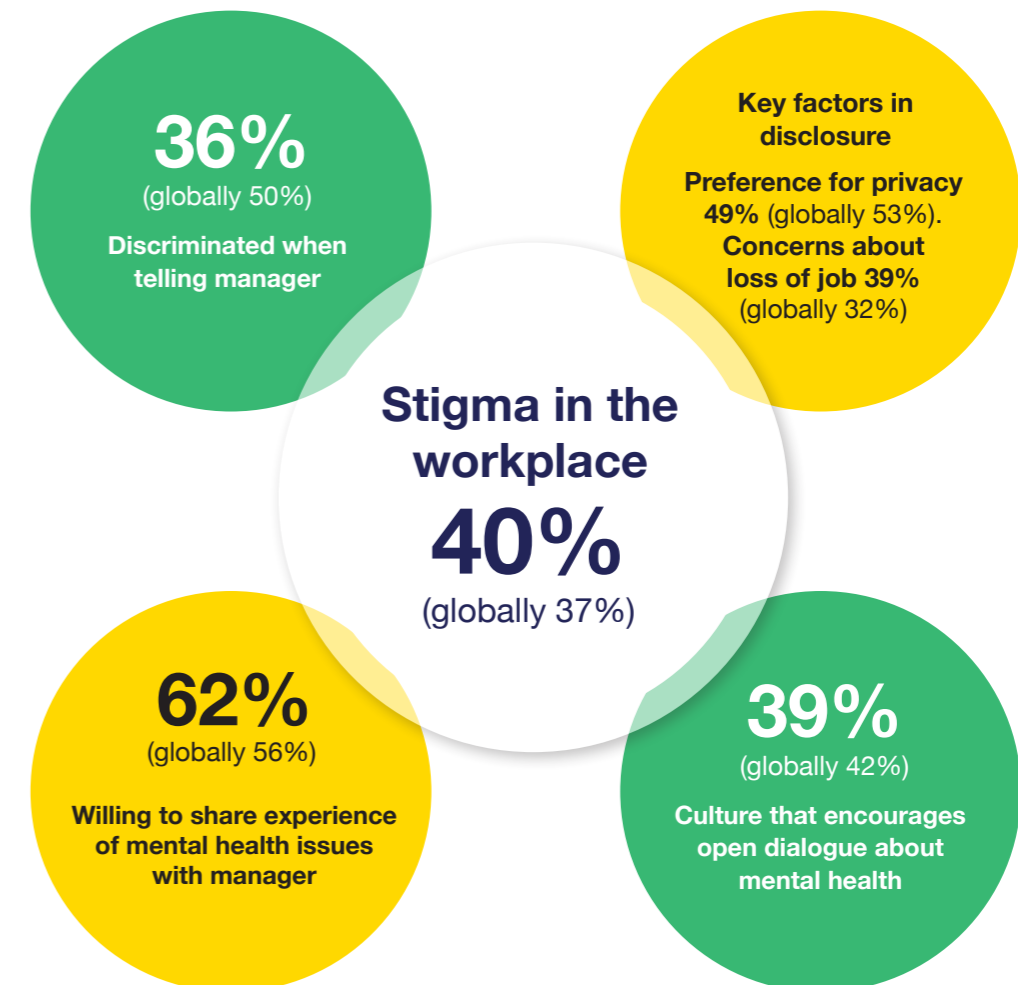
### STIGMA AND THE BARRIERS TO PSYCHOLOGICAL SAFETY AT WORK

Forty percent of Brazilian respondents overall feel there is stigma in their workplace around mental health (37% globally). In those workplaces, 58% of those affected by mental health challenges say they have felt stigma personally as a result of those issues (with the global proportion being 57%).

Among those affected by poor mental health in Brazil, 51% have told their managers about their issues, broadly in line with the global figure of 53%, and the 36% of those that have been discriminated against as a result,

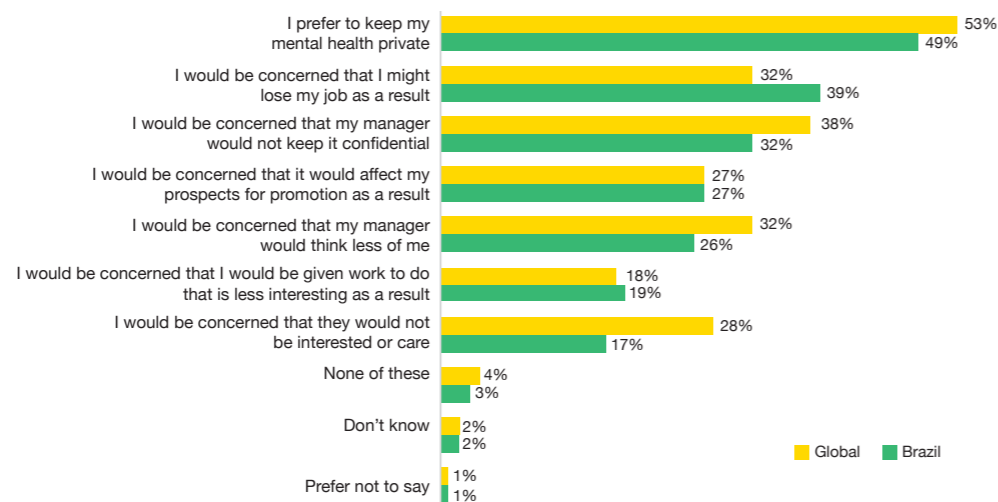
whilst troubling, is lower than the global figure of 50%. This proportion is markedly higher in under-represented groups (56% neurodivergent and 57% with a disability).

Workers in Brazil seem more willing to share mental health issues with their colleagues. Sixty-two percent say they would tell their line manager if they encountered mental health challenges (versus a global average of 56%) and 71% would be comfortable disclosing them as the reason for taking time off (vs 61% globally).



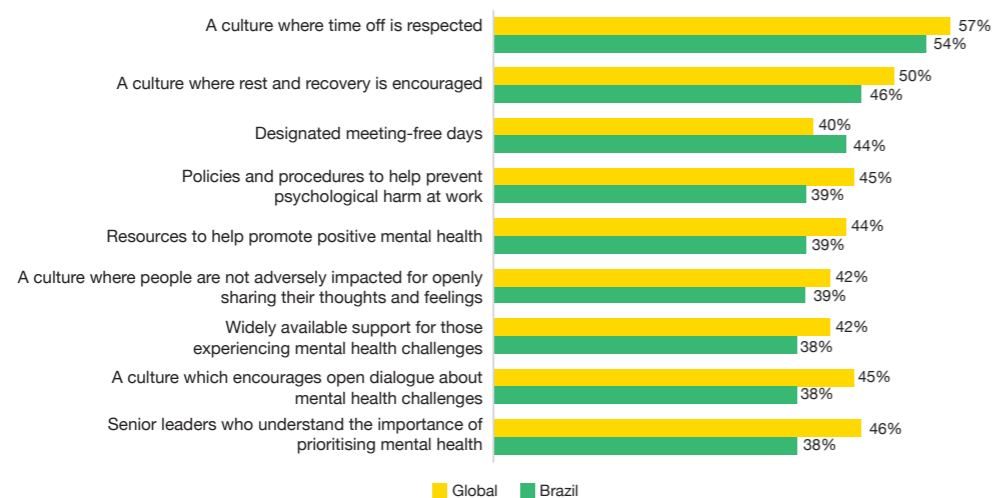
Strikingly, four in ten (39%) of workers in Brazil who say they wouldn't disclose issues to their managers cite concerns about losing their jobs – a higher proportion than the global average (32%).

### Reasons for not disclosing mental health as the reason for taking time off



In almost all respects responses for Brazil suggest a less positive workplace environment for mental health than globally. For example, only 39% agreed that there were policies and procedures to help prevent psychological harm, compared with 45% globally, and 39% that there were resources to help promote positive mental health (44% globally).

### Workplace culture and policies that are in place



## SECTION 3.

### SETTING THE TONE: THE IMPORTANT ROLE OF LEADERSHIP ON MENTAL HEALTH

Ninety-two percent of workers in Brazil feel that it's extremely or very important for employers to look after the mental health of their workforce, much higher than the global average of 73%. But only 58% believe that supporting employee mental health is a top or high priority for their leaders (56% globally), and only 38% consider they have senior leaders who understand the importance of prioritising mental health (globally 46%). When asked whether the head of their organisation talks about mental health, four in ten workers in Brazil (39%) answer positively, in line with the global average (40%).

Within organisations where leaders do not vocally address mental health, 79% of respondents think they should. This number is significantly higher than the global average (59%) and indicates the importance that workers in Brazil attach to their senior leaders showing visible ownership when it comes to supporting mental wellbeing.

The research shows a clear improvement in perceptions and attitudes to work when heads of organisations choose to speak about mental health: in organisations where they do speak, 80% of workers feel their organisation cares about their mental wellbeing, whereas only 24% do when their leaders do not address it.

A clear narrative from senior leaders on mental health also correlates with more people opening up about their own issues: where heads of organisations speak about mental health, 78% of people are willing to disclose their issues to their managers, compared to 47% where they don't.

Crucially, whether senior leaders speak about mental health or not seems to impact individual feelings and behaviours: those in organisations where senior leaders do not speak up are more likely to feel a lack of interest, motivation or energy (57% vs 37%), be irritable with clients or colleagues (39% vs 28%), or feel a desire to quit (35% vs 28%).



**39%**

Heads of organisations speak out (globally 40%)



**79%**

Would like their head of organisation to speak out, where they do not already (globally 59%)



### WHERE THE LEADER SPEAKS OUT:

- The view of whether "Employer cares about mental health" increases from 24% to 80%
- Workers' desire to quit reduces from 35% to 28%



In organisations where the head of organisation speaks out, workers are more likely to report that support is available, and there is a greater tendency for that support to be used. For example, provision of wellbeing days rises from 12% to 62%, and the use of discounted counselling or therapy support increases from 4% to 31%.

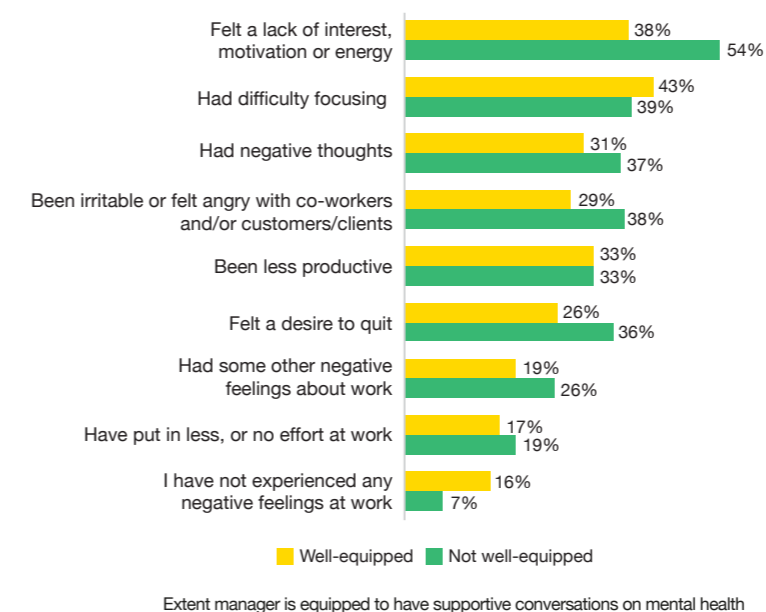
## SECTION 4.

### TRUST AND PROXIMITY: THE CRUCIAL ROLE OF LINE MANAGERS

Besides the instrumental role that senior leaders can play in speaking about mental health, the personal behaviours and attitudes of those with line management responsibilities are likely to be a key factor in supporting people's wellbeing. The impact on the desire of employees in Brazil to quit was greater when they considered their direct manager to be well-equipped to hold conversations - than when they have a senior leader who speaks about mental health.

Conversely, workers who feel their manager is not equipped to have supportive mental health conversations report markedly worse experiences. Fifty-four percent felt a lack of interest, motivation or energy in the month before the survey (vs 38% in those whose manager is well-equipped), 38% felt irritable or angry with colleagues or customers (vs 29%) and 36% report having felt a desire to quit (vs 26%).

#### Feelings at work



Managers who haven't had training on mental health conversations report much lower levels of confidence in their ability to support people in their teams (43% vs 71% of those who have been trained). Similarly, only 35% believe their manager is equipped to hold conversations that would help someone with mental health issues, though 61% of people surveyed in Brazil feel their manager would be supportive if they shared their mental health challenges with them (in line with the global figure of 62%).

Despite this, many employers are under-investing in their managers' skills on mental health, with the Brazil figure of 35% having had training below the global average of 41%. Even amongst those who have had training, 34% say this training was a 'one off' (globally 42%).

**35%**

OF MANAGERS ARE EQUIPPED FOR SUPPORTIVE CONVERSATIONS



**35%**

OF MANAGERS HAVE HAD TRAINING ON MENTAL HEALTH CONVERSATIONS



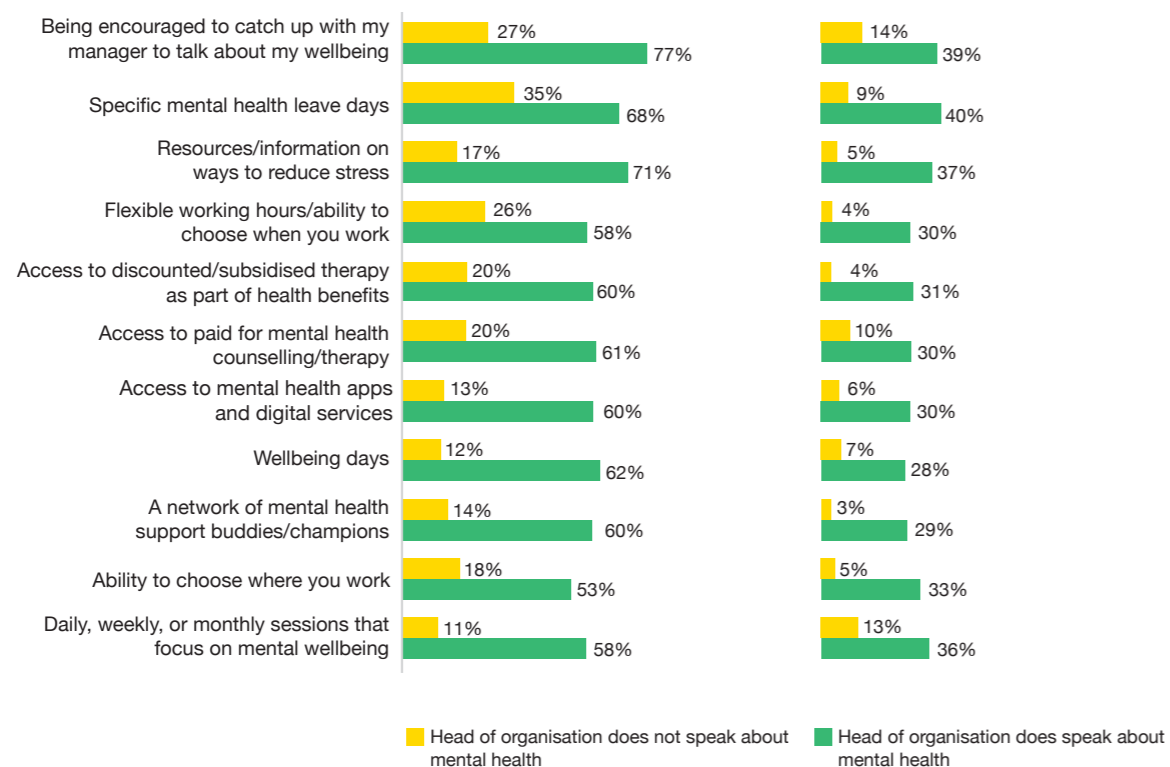
#### WHERE THE MANAGER IS WELL-EQUIPPED TO HAVE THOSE CONVERSATIONS:

FEELINGS OF LACK OF INTEREST, MOTIVATION OR ENERGY REDUCED FROM **54% TO 38%**

DESIRE TO QUIT REDUCED FROM **36% TO 26%**

#### Types of support available

#### Types of support used



## SECTION 5.

### WORKPLACE SUPPORT: EXPECTATIONS VERSUS REALITY

92%

employees consider it important that workplace mental health is prioritised (globally 73%)



58%

perceive mental health to be a priority for their employer (globally 56%)



50%

say their employer provides mental health support (globally 53%)



51%

have access to specific mental health leave days (globally 42%)



16%

use mental health digital apps (globally 19%)



65%

have not used regular sessions focusing on mental wellbeing but are willing to do so (globally 45%)



Whether mental health issues stem from work-related causes or not, it is clear that workers look to their employers to provide support. When asked about what can make the most positive impact on them personally at work, 52% of people mention employers looking after their mental health – ranking it highest of the seven aspects measured, above providing a safe working environment (48%) and ensuring the physical health of employee is looked after (39%), which themselves are both conducive to mental wellbeing.

However, in Brazil only 50% of workers agree that their employer provides mental health support for staff. Respondents from Brazil are less likely to have utilized the support available to them than globally, although they are more open to utilizing support, especially resources on ways to reduce stress, frequent sessions that focus on mental wellbeing, and flexibility around working hours and the ability to choose where you work.

#### Types of support available

#### Types of support used

#### Not used but willing to

