



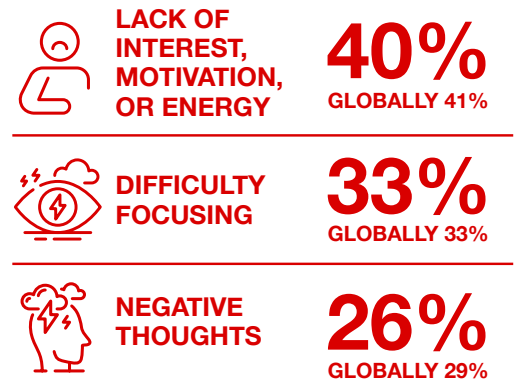
**SECTION 1.**  
**THE STATE OF WORKPLACE  
MENTAL HEALTH**



**ISSUES EXPERIENCED IN THE PRIOR MONTH:**



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



At 40%, Spanish workers' experience of mental health issues is lower than found globally (52%), but a higher proportion (76% compared with 68% globally) have concerns about their mental health. When asked whether they had felt negative emotions at work over the previous month, 90% of workers who have experienced mental health issues in Spain said they had felt one or more (compared to 66% 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 (45% vs 34% amongst those not affected). Difficulty focusing came second (45% vs 25%). Worryingly, 31% felt angry or irritable towards co-workers or clients (vs 23%) and 30% felt a desire to quit their job over the previous month (vs 15%) – showing the extent to which mental health can influence behaviours and mindsets in the workplace.

**Feelings at work**



Fifty-four percent of workers in Spain mention they experienced stress at work in the month before the survey.

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-four percent of workers in Spain mention they experienced stress at work in the month before the survey, with concerns about money ranked second of the seven issues measured (49%), increasing to 62% amongst Gen Zs.

Forty-one percent of Gen Z workers in Spain also mention experiencing difficult relationships with family or partner – higher than the global average of 29%. Spanish

Gen Zs are also more likely to have concerns about the health of a family member (42% in comparison to 35% of Gen Zs globally).

In considering the impact of various work-related aspects on mental health, significantly more people in Spain believe their workload undermines their mental health (41% vs 31% globally) than supports it (19% vs 28% globally). The most supportive aspects for workers in Spain are working remotely/from home (38%) and the working hours (34%).

## SECTION 2. STIGMA AND THE BARRIERS TO PSYCHOLOGICAL SAFETY AT WORK

In Spain, stigma is still holding people back from sharing mental health issues at work: only 31% of respondents (compared to a global average of 45%) feel that people would not be adversely impacted if they shared their thoughts and emotions in their place of work.

Forty-one percent of Spanish respondents overall feel there is stigma in their workplace around mental health (37% globally). In those workplaces, 34% 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%.)

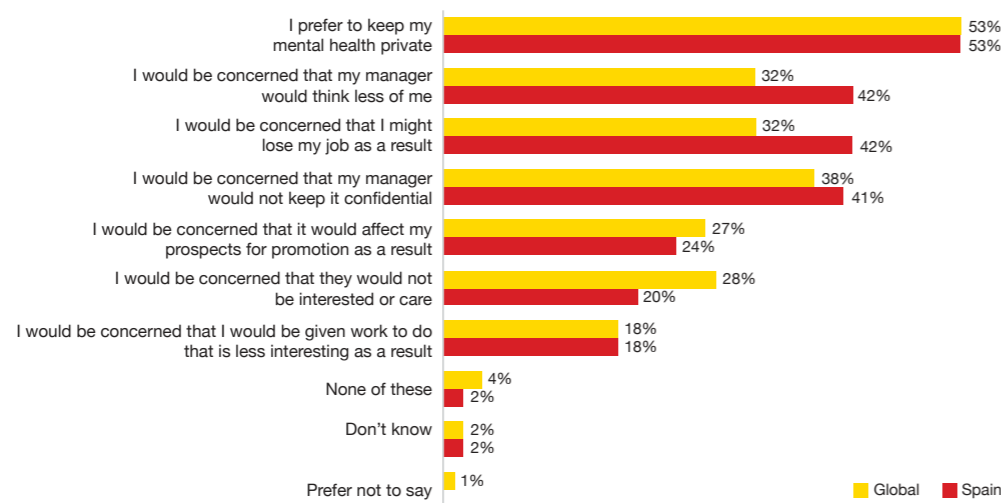
Among those affected by poor mental health in Spain, 36% have told their managers about their issues, lower than the global figure of 53%, though the figure of 36% of those having been discriminated against as a result is lower than the global figure of 50%. However, the proportion discriminated is markedly higher among those identifying as neurodivergent, at 65%.

Fifty percent of workers in Spain are willing to share mental health issues with their managers (just below the global average of 56%) and 56% would be comfortable disclosing them as the reason for taking time off (61% globally).



In terms of reasons for not disclosing mental health issues as the cause of people's absence, a preference for privacy (53%) come first. But other reasons point to stigma: four in ten feel that their manager would think less of them or that they might lose their job as a result (both 42%), and 41% are concerned that their manager would not keep their mental health challenges confidential (41%). These numbers are generally higher for men than women (e.g. 46% of men cite concern about losing their job, and 38% of women), and there are marked differences between workplace generations: for example, privacy is a much higher factor for Boomers (59%) than Gen Zs (35%).

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



When reflecting on the policies and cultural aspects that support mental health in their organisation, responses are lower than globally across all areas: only 26% say they have resources to help promote positive mental health (vs 44% globally), and 25% that they have policies and procedures to help prevent psychological harm at work (vs 45%).

### Workplace culture and policies that are in place



## SECTION 3.

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

Seventy percent of workers in Spain feel that it's extremely or very important for employers to look after the mental health of their workforce, compared to 73% globally. But only 44% believe that supporting employee mental health is a top or high priority for their leaders (globally 56%), and only 26% consider they have senior leaders who understand the importance of prioritising mental health (compared with 46% globally). When asked whether the head of their organisation talks about mental health less than two in ten workers (18%) answer positively, well below even the global average (40%).

Within organisations where leaders do not vocally address mental health, 61% of respondents think they should, in line with the global average (59%).

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, 81% of workers feel their organisation cares about their mental wellbeing, whereas only 25% 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, 81% of people are willing to disclose their issues to their managers, compared to 41% where they don't.

Crucially, whether senior leaders speak about mental health or not seems to impact workers feelings about their place of work: those in organisations where senior leaders do not speak up are more likely to feel a lack of interest, motivation or energy (44% vs 31%).



**18%**

Heads of organisations speak out (globally 40%)



**61%**

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 their "Employer cares about mental health" increases from 25% to 81%
- Workers' desire to quit reduces from 44% to 31%



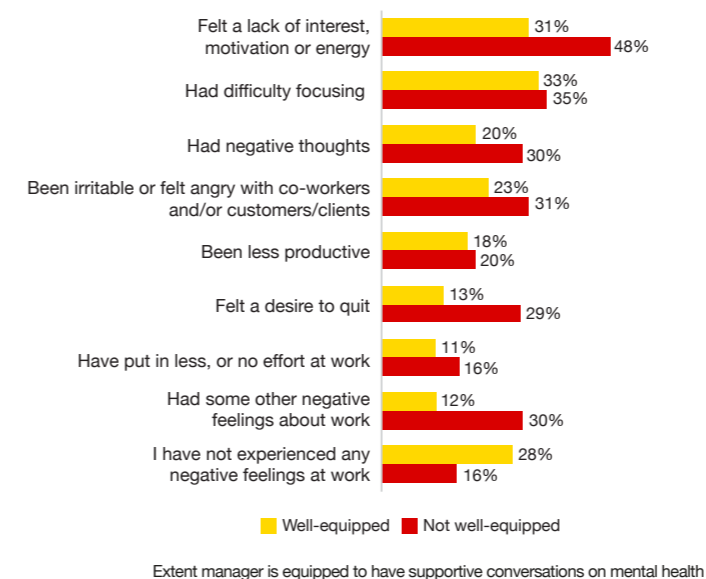
In organisations where the head of organisation speaks out, workers are more likely to report that support is available, and there is a greater tendency for that support to be used. For example, provision of wellbeing days rises from just 8% to 61%, and regular sessions that focus on mental wellbeing from 5% to 56%.

## 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. Employees in Spain who consider their direct manager well-equipped to hold conversations about mental health report even fewer negative feelings at work – including desire to quit – than when they have a senior leader who speaks about mental health.

Conversely, Spanish workers who feel their manager is not equipped to have supportive mental health conversations report markedly worse experiences. Forty-eight percent felt low levels of motivation in the month preceding the survey (vs 31% in those whose manager is well-equipped), 31% felt irritable or angry with colleagues or customers (vs 23%) and 29% report having felt a desire to quit (vs 13%).

### Feelings at work



**33%**

**OF MANAGERS ARE EQUIPPED FOR SUPPORTIVE CONVERSATIONS**



**29%**

**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**

**48% TO 31%**

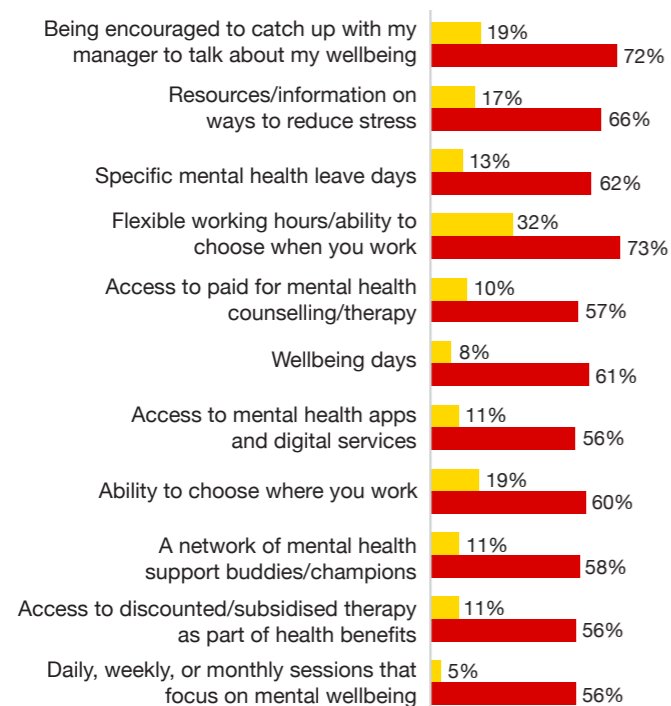
**DESIRE TO QUIT REDUCED FROM**

**29% TO 13%**

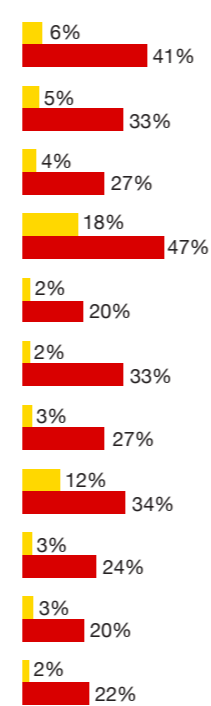
Managers who haven't had training report much lower levels of confidence in their ability to support people in their teams (60% vs 78% of those who have been trained). Similarly, only 33% believe their manager is equipped to hold conversations that would help someone with mental health issues (vs 48% globally), although 53% of workers overall feel their manager would be supportive if they shared their mental health challenges with them (globally 62%).

Despite this, many employers are under-investing in their managers' skills on mental health, with the Spanish figure of 29% having had training well below the global average of 41%. Even amongst those who have had training, 47% say this training was a 'one off' (globally 42%).

### Types of support available



### Types of support used



■ Head of organisation does not speak about mental health ■ Head of organisation does speak about mental health

## SECTION 5.

### WORKPLACE SUPPORT: EXPECTATIONS VERSUS REALITY

**70%**

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



**44%**

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



**32%**

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



**21%**

have access to mental health apps and digital services (globally 39%)



**7%**

use discounted/subsidised therapy where available (globally 19%)



**64%**

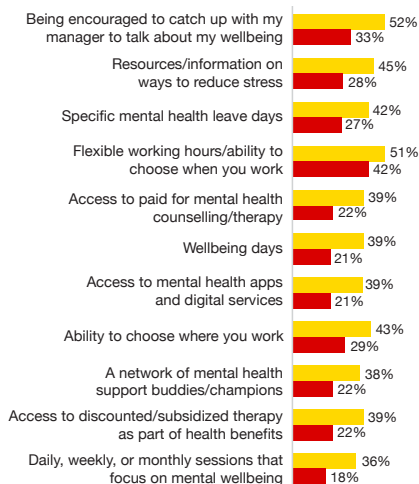
have not used mental health counselling/therapy but are willing to do so (globally 48%)



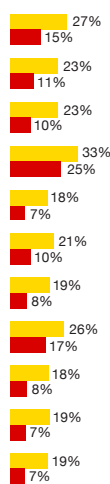
Whether mental health issues stem from work-related causes or not, it is clear that workers look to their employers to provide support. When asked about what can make the most positive impact on them personally at work, 43% of people mention employers looking after their mental health – ranking it behind ensuring that employees can manage work and home lives effectively (57%) and providing a safe working environment (47%), which themselves are both conducive to mental wellbeing.

Disappointingly, in Spain, less than one in three workers feel that their employer provides mental health support: 32% versus a global average of 53%. Most types of support are available for less than 30% of workers in Spain, and the support is generally used by less than half of those for whom they are available.

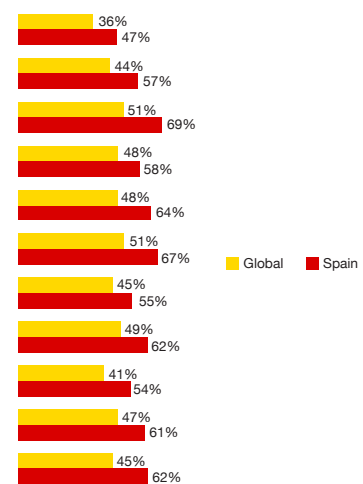
#### Types of support available



#### Types of support used



#### Not used but willing to



Global Spain