



## SECTION 1.

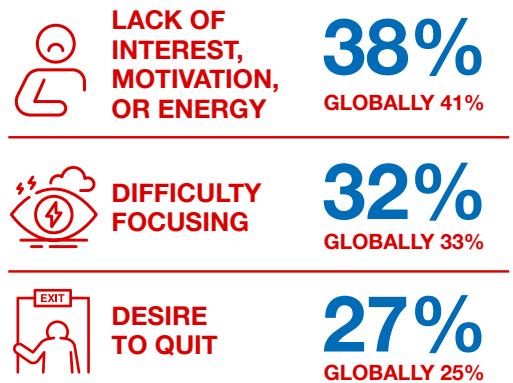
### THE STATE OF WORKPLACE MENTAL HEALTH



#### ISSUES EXPERIENCED IN THE PRIOR MONTH:



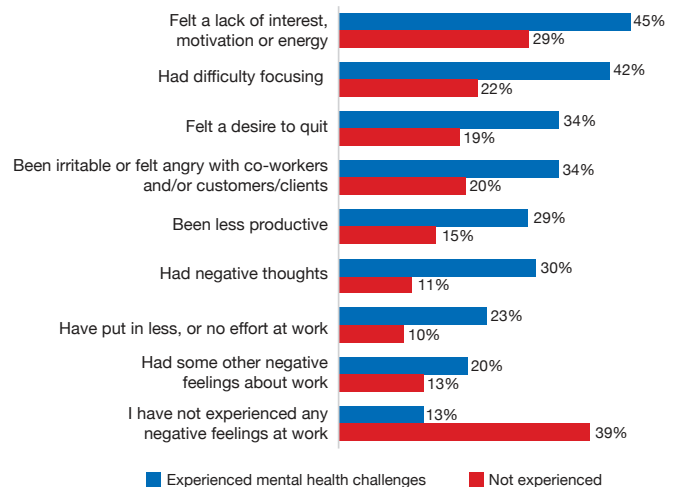
#### FEELINGS AT WORK IN THE PRIOR MONTH:



At 53%, US workers' experience of mental health issues is in line with levels found globally (52%), but the proportion concerned about their mental health is lower (59% compared with 68% globally). When asked whether they had felt negative emotions at work over the previous month, 87% of workers who have experienced mental health issues in the US said they had felt one or more (compared to 61% 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 29% amongst those not affected). Difficulty focusing came second (42% vs 22%). Worryingly, 29% considered their productivity was reduced (vs 15%), and a third felt angry or irritable towards co-workers or clients, or felt a desire to quit their job over the previous month (both 34% vs 20% and 19% respectively) – showing the extent to which mental health can influence behaviours and mindsets in the workplace.

#### Feelings at work



Extent manager is equipped to have supportive conversations on mental health



The proportion of employees affected by work-related stress reaches 62% amongst Gen Zs – higher than the global average of 59%.

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. Forty-seven percent of workers in the US mention they 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 62% amongst Gen Zs – higher than the global average of 59%. US Gen Zs are also more likely to have had difficulty focusing (44% in comparison to a 32% US overall average and 41% of Gen Zs globally).

In considering the impact of various work-related aspects on mental health, US workers consider these to support rather than undermine mental health, with numbers roughly in line with global averages. For example, 36% say the management style of their managers supports their mental wellbeing, equal to the global average, whereas 21% say it undermines their mental health.

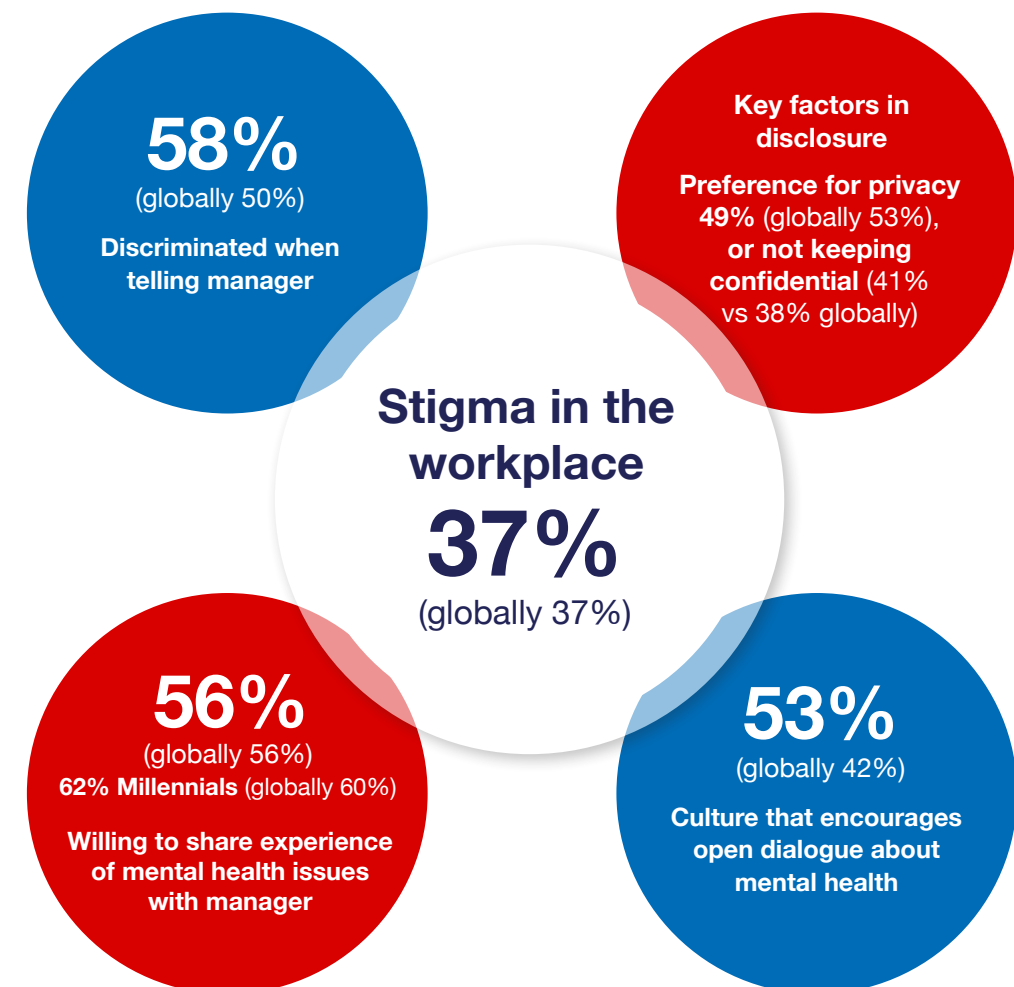
## SECTION 2.

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

In the US, stigma is still holding people back from sharing mental health issues at work: 37% of US respondents overall feel there is stigma in their workplace around mental health - the same as the global average. In those workplaces, 68% 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%).

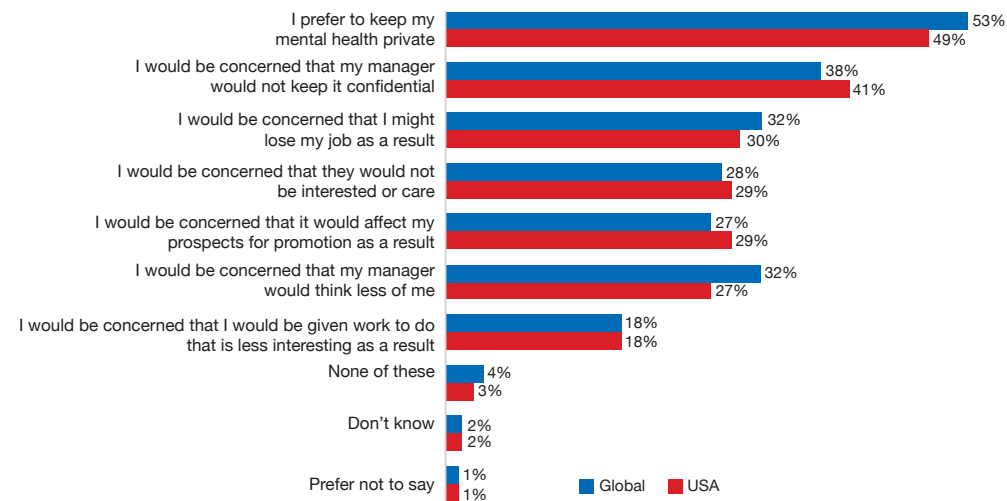
Among those affected by poor mental health in the US, 60% have told their managers about their issues, more than the global average of 53%, and an alarming 58% of those have been discriminated against as a result (50% globally). A third (33%) have had to take time off due to mental health challenges (vs 27% globally).

Fifty-six percent of workers in the US are willing to share mental health issues with their managers (identical to the global average) and 60% would be comfortable disclosing them as the reason for taking time off (61% globally).



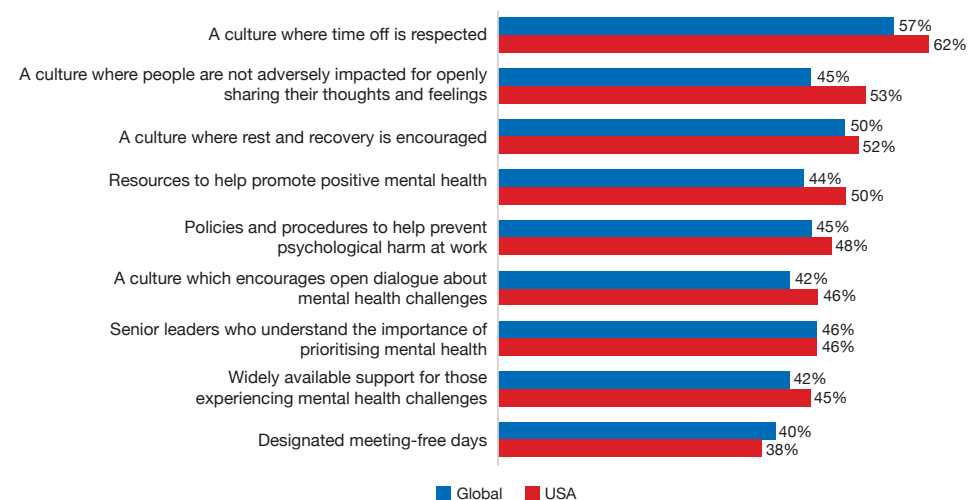
In terms of reasons for not disclosing mental health issues as the cause of people's absence, a preference for privacy (49%) comes first. But other reasons point to stigma: four in ten (41%) are concerned their mental health challenges would not being kept confidential, while three in ten (30%) would fear losing their job as a result. These numbers are consistently higher for women than men, and there are marked differences between workplace generations: for example, 53% of boomers have concerns around confidentiality, versus only 30% among Gen Zs.

### 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, US workers tend to be more positive than the global averages: 62% say they benefit from a culture where time off is respected (vs 57% globally), or where people are not adversely impacted when sharing their feelings (53% vs 45% globally). Fifty percent say they have resources to help promote positive mental health (vs 44%).

### Workplace culture and policies that are in place



## SECTION 3.

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

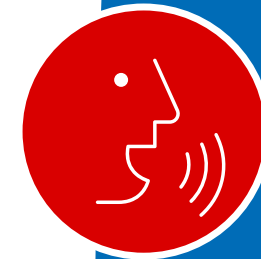
Sixty-nine percent of workers in the US feel that it's extremely or very important for employers to look after the mental health of their workforce, compared to 73% globally. But only 51% believe that supporting employee mental health is a top or high priority for their leaders (globally 56%), and only 46% consider they have senior leaders who understand the importance of prioritising mental health (also 46% globally). When asked whether the head of their organisation talks about mental health, four in ten workers (41%) answer positively, in line with the global average (40%).

Within organisations where leaders do not vocally address mental health, 48% of respondents think they should. This number is lower than the global average (59%).

Yet 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, 89% of workers feel their organisation cares about their mental wellbeing, whereas only 36% 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, 71% 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 be irritable with co-workers or customers (33% vs 24%), feel a lack of interest, motivation or energy (43% vs 35%), or feel a desire to quit (34% vs 23%).



**41%**

Heads of organisations speak out (globally 40%)



**48%**

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



### WHERE THE LEADER SPEAKS OUT:

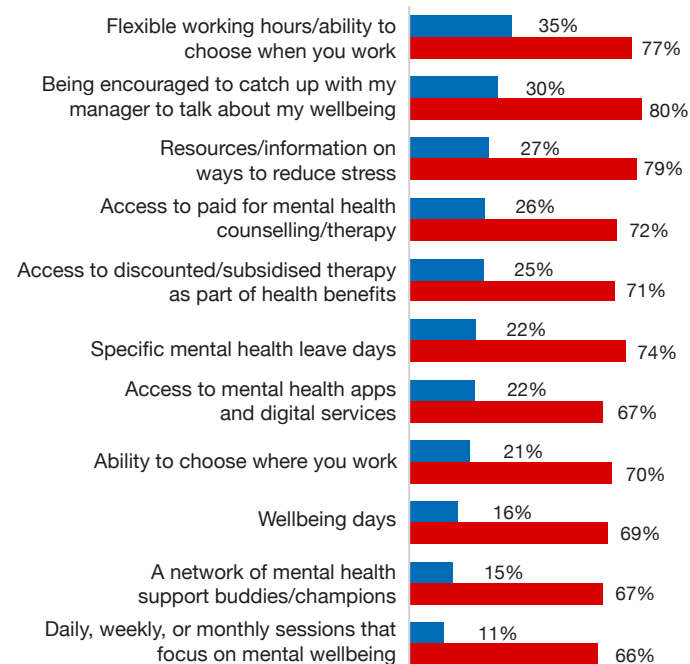
- The view of whether their "Employer cares about mental health" increases from **36% to 89%**
- Workers' desire to quit reduces from **34% to 23%**





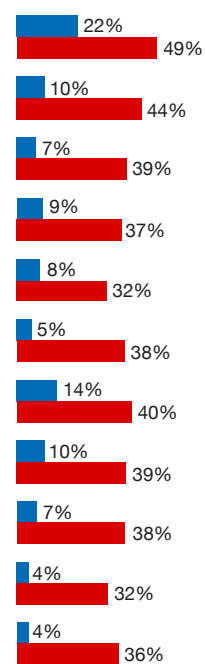
In organisations where the head of organisation speaks out, workers are more likely to report that support is available, and there is a greater tendency for that support to be used. For example, the provision of resources on ways to reduce stress rises from 27% to 79%, and the use of counselling or therapy support increases from 9% to 37%.

### Types of support available



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

### Types of support used



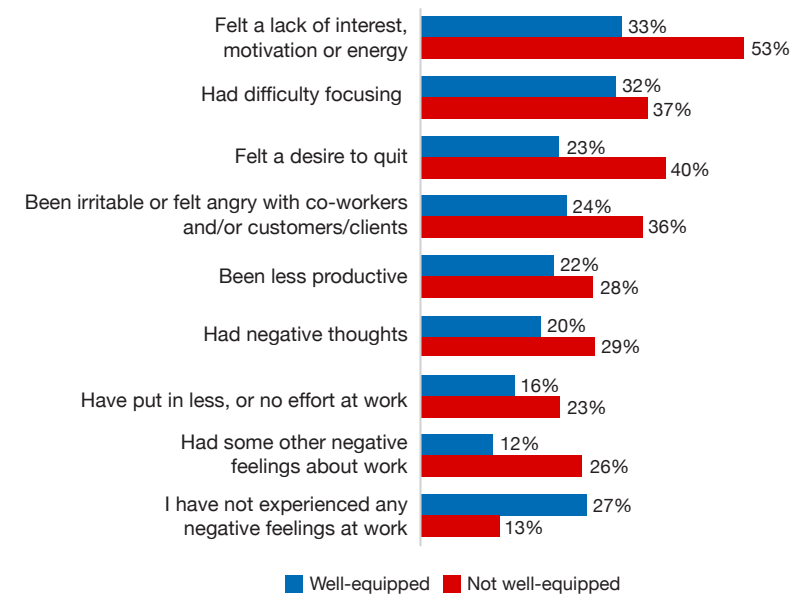
## SECTION 4.

### 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 the US 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, US workers who feel their manager is not equipped to have supportive mental health conversations report markedly worse experiences. Fifty-three percent felt low levels of motivation in the month preceding the survey (vs 33% in those whose manager is well equipped), 36% felt irritable or angry with colleagues or customers (vs 24%) and 40% felt a desire to quit (vs 23%).

#### Feelings at work



■ Well-equipped ■ Not well-equipped

Managers who haven't had training on holding mental health conversations report much lower levels of confidence in their ability to support people in their teams (60% vs 88% of those who have been trained). Similarly, only 59% of workers overall believe their manager is equipped to hold conversations that would help someone with mental health issues (vs 48% globally), although 66% of people surveyed in the US feel their manager would be supportive if they shared their mental health challenges with them (slightly above the global figure of 62%). Despite this, many employers are under-investing in their managers' skills on mental health, with only 51% of managers having had training on mental health conversations (globally 41%). Amongst those who have had training, 45% say this training was a 'one off' (globally 42%).

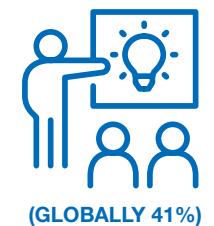
**59%**

OF MANAGERS ARE EQUIPPED FOR SUPPORTIVE CONVERSATIONS



**51%**

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 **53% TO 33%**

DESIRE TO QUIT REDUCED FROM **40% TO 23%**

## SECTION 5.

### WORKPLACE SUPPORT: EXPECTATIONS VERSUS REALITY

**69%**

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



**51%**

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



**59%**

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



**53%**

have access to resources on ways to reduce stress (globally 45%)



**22%**

use paid-for counselling where available (globally 18%)



**39%**

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. In the US, 69% of workers say it is important to them that their employer prioritises their mental health. However, only 51% perceive their employer to provide that support (globally, 56%). Encouragingly, in the US, a higher proportion of workers than seen globally feel that their employer provides mental health support: 59% versus 53%. Yet, most types of support are available for fewer than half of workers in the US, and the support is generally used by fewer than half of those for whom they are available.

Interestingly, when asked about what can make the most positive impact on them personally at work, only 36% of people mention employers looking after their mental health (43% globally) – ranking it fourth of the six aspects measured. However, higher-ranking aspects, such as ensuring the work environment is safe (48%), ensuring employees are comfortable speaking up about non-inclusive behaviours and ensuring employees can manage home and work lives effectively (both 37%) are all themselves conducive to mental wellbeing.

#### Types of support available

#### Types of support used

#### Not used but willing to

