



MENTAL HEALTH IN THE WORKPLACE

INTRODUCTION

Mental health is essential to overall well-being, yet it is often overlooked in the workplace. Today's high-stress work environments contribute to issues like anxiety, depression, and burnout, which not only impact individuals but also reduce productivity, morale, and retention.

Addressing mental health at work is crucial for creating a resilient and engaged workforce. This data sheet provides key statistics and insights for employers to support mental well-being. By fostering a supportive culture and offering mental health resources, organizations can reduce absenteeism and improve productivity.

PREVALENCE OF MENTAL HEALTH ISSUES

- 1 in 5 employees report experiencing mental health issues each year, such as anxiety, depression, or stress-related disorders.
- Approximately 40% of employees have reported that their job has contributed significantly to their mental health challenges.
- Young adults aged 18-29 are more likely to report mental health struggles at work, with over 60% experiencing some level of anxiety or stress.
- Employees aged 30-45 report a slightly lower prevalence, with about 1 in 4 experiencing mental health concerns, but often face issues related to burnout and work-life balance.
- Women are about 40% more likely than men to experience anxiety or depression in the workplace. Men, however, are more likely to report that work-related stress leads to substance use or other coping behaviors.

Need help with improving your mental health in the workplace? **BOOK NOW!**

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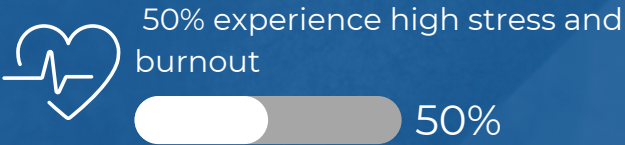
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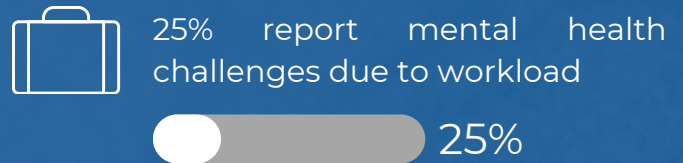


MENTAL HEALTH BY JOB ROLE

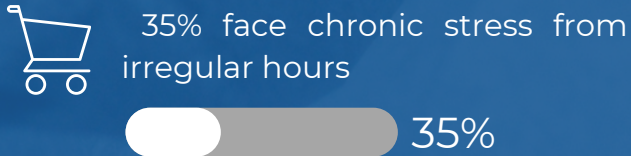
Healthcare and Social Workers:



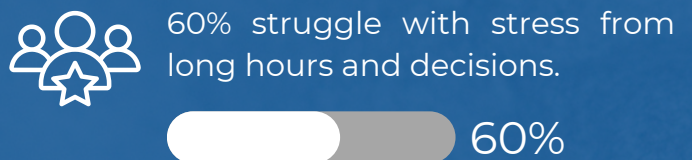
Corporate/Office Workers



Service Industry Workers

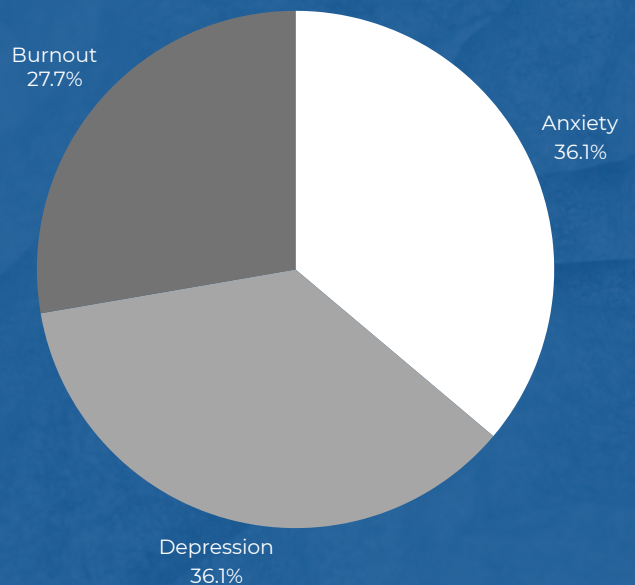


Leadership Roles



SPECIFIC CONDITIONS

- Anxiety: Affects 15% of employees, especially in fast-paced or high-stakes roles.
- Depression: Impacts 10–12% of the workforce, leading to reduced productivity and absenteeism.
- Burnout: Affects 23% of employees, particularly in healthcare, tech, and finance industries.
- Trends: Anxiety and depression increased by 30% between 2020 and 2022 due to remote work, job instability, and added responsibilities.



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IMPACT ON PRODUCTIVITY

Reduced Productivity and Performance

Mental health issues lead to a 35% lower productivity rate among employees due to fatigue, lack of motivation, and difficulty concentrating.

Absenteeism

Mental health-related issues account for 12% of all missed workdays. Employees with depression miss an average of 9 additional sick days per year, costing businesses globally around \$1 trillion annually.

Presenteeism

Employees who are physically present but struggling with mental health can be 60% less productive, significantly affecting both individual and team performance.

Turnover and Recruitment Costs

Employees with untreated mental health issues are 50% more likely to leave their jobs within a year. Replacing them costs businesses between 50–200% of the employee's annual salary, highlighting the importance of mental health prevention.

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ACCESS TO MENTAL HEALTH SUPPORT

- 60% of employees know how to access mental health resources, a drop from 70% during the pandemic.
- Only 26% have access to Employee Assistance Programs (EAPs), down from 39% in 2020.

TYPES OF RESOURCES AVAILABLE



- 1. Telehealth Services:** Offered by 19% of employers, down from 27% in 2020, providing convenient virtual access to mental health professionals.
- 2. Mental Health Days:** Only 14% of companies allow employees to take dedicated time off to focus on mental well-being.
- 3. Workshops & Training:** About 30% of workplaces provide stress management and resilience-building sessions.
- 4. Counseling:** Just 12% of employers offer onsite or virtual access to licensed mental health professionals.
- 5. Employee Assistance Programs (EAPs):** Available in many companies but used by only 25% of employees due to stigma or lack of awareness.

SUGGESTED ACTIONS FOR EMPLOYERS



Enhanced Access to Mental Health Resources

Offer Employee Assistance Programs (EAPs): EAPs provide confidential counseling, mental health assessments, and referrals, which can help employees manage stress, anxiety, and other challenges. Studies show that increasing EAP access can directly improve employee well-being and reduce absenteeism.

Provide Telehealth Options: Offering remote counseling services is especially valuable in supporting employees who may feel uncomfortable with in-person sessions. Telehealth options make mental health services more accessible to a diverse workforce

Create a Supportive Work Culture

Encourage Open Conversations on Mental Health: Employers can foster a culture where mental health is openly discussed without stigma by hosting workshops, mental health days, and regular team check-ins. For example, normalizing discussions around mental health in team meetings can increase awareness and reduce stigma.

Train Managers in Mental Health Awareness: Managers should be trained to recognize mental health issues and approach conversations sensitively. This enables managers to identify early signs of burnout or mental distress and offer resources proactively. About 70% of managers report needing more training to effectively support their teams



Implement Flexible Work Policies

Offer Flexible Hours or Remote Work Options: Flexibility can be particularly effective in helping employees manage stress and maintain a healthier work-life balance, reducing anxiety and burnout rates.

Provide Mental Health Days: Designating specific days as “mental health days” gives employees permission to take time off to recharge without fear of judgment, a policy that only 14% of employers currently implement but which can yield positive returns

Offer Financial Wellness Programs

Provide Financial Education and Counseling: Financial stress is a significant contributor to mental health issues. Providing financial wellness programs or access to financial counseling can help reduce financial-related anxiety among employees.



Invest in Mental Health Awareness Campaigns

Host Mental Health Awareness Events: Observing days like World Mental Health Day or offering workshops during Mental Health Awareness Month can help break down stigma. Campaigns may also include materials on recognizing mental health issues, stress management techniques, and mindfulness practices.

Measure and Monitor Mental Health Outcomes

Conduct Regular Mental Health Surveys: By regularly surveying employees on their mental well-being, employers can monitor the effectiveness of mental health programs and adapt them based on feedback.

Track Mental Health Program Usage and Satisfaction: Monitoring EAP utilization rates, telehealth usage, and feedback can help identify gaps and areas where support could be enhanced.

