

NAMI / IPSOS WORKPLACE MENTAL HEALTH SURVEY

January 2025

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METHODOLOGY AND KEY FINDINGS

01

Methodology

About the Study

This NAMI/Ipsos poll was **conducted January 21-27, 2025**, by Ipsos using the probability-based KnowledgePanel®.

This poll is based on a **nationally representative probability sample of 2,376 general population adults, age 18 or older, who are employed full-time and work at a business or company with at least 100 employees.**

This sample includes 104 executives. To achieve at least n=100 executives, the study design included an oversample of n=31 executives, with the rest coming from the full sample of employed adults.

The **margin of sampling error** for this study is plus or minus 2.3 percentage points at the 95% confidence level, for results based on the entire sample of adults. The margin of sampling error takes into account the design effect, which was 1.3. The margin of sampling error for executives is plus or minus 10.7 percentage points at the 95% confidence level. This margin of sampling error for executives takes into account the design effect, which was 1.24.

The data for the total sample were **weighted** to adjust for gender by age, race/ethnicity, Census region, education, household income, and executive status. The demographic benchmarks came from the 2024 March Supplement of the Current Population Survey (CPS). The executive status benchmark was calculated using screening data from the total sample.

Reporting Notes

This report includes references to **subgroups by stage in career/level and managerial status.**

- Subgroups by career stage/level include self-identified entry level employees, experienced employees, managers, and executives.
 - Subgroups by managerial status include employees who are direct managers and those who are not. Direct managers are defined as employees who have at least one employee reporting to them directly.
 - Accordingly, employees in each stage in their career may be defined as direct managers if they have at least one other employee who reports to them directly.
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Summary of Findings

The data shows that attitudes toward the importance of, and the reported availability of, mental health care benefits and mental health care related trainings at work, remain stable from the 2024 survey. This data shows again, that NAMI's key initiatives around mental health in the workplace are needed.

Workers are still feeling burnout, and women, caregivers, LGBTQ+ employees are among the most vulnerable. The data shows one in three employees have taken time off for mental and physical health, and one in three have supported a coworker experiencing a mental health crisis. There continues to be a significant awareness *and* familiarity gap among entry level employees concerning the benefits that may or may not be available to them.

Employers would benefit from decreasing the uncertainty among all employees to know *what* benefits exist and *how* to access them. Managers also need training to feel certain about the best approach when having these conversations with their teams. Employees without mental health care benefits would be well-served by having these benefits.

Mental health care trainings and education in workplaces remain limited. However, many employees and managers see the benefit in offering these trainings, discussing mental health at work, offering mental health care benefits, and general mental health education and resources. Workers also see these things together as driving a positive workplace culture. This is an opportunity to emphasize the need and desire for these potential offerings at work.

Detailed Key Findings

Significant awareness gap exists in mental health benefits

- A quarter of employees are unsure if their employer offers mental health benefits - unchanged from 2024 - with uncertainty rising to 1 in 3 among entry-employees.
- There's a clear knowledge divide across job levels, with 61% of executives understanding their mental health care access compared to only 44% of entry level employees.

Mental health training and education are limited in workplaces

- Only 21% of employees have received formal education on mental health issues from their employers, with slightly more (28%) trained on available resources, virtually unchanged from 2024.
- At the leadership level, 67% of executives or managers lack training on addressing mental health concerns with team members.

Mental health training shows positive impact on workplace discussions

- When implemented, mental health training proves to be beneficial, with over half (57%) of employees feeling more comfortable discussing mental health afterward, statistically unchanged from 2024.
- Leadership benefits greatly, with 65% of managers reporting increased comfort in mental health discussions post-training.

Employees express high demand for mental health education and resources

- The majority find all mental health training topics helpful, from stress management to identifying crisis situations.
- 82% of employees recognize mental health and well-being training as important for a positive workplace culture, statistically unchanged from last year.
- Interest in mental health knowledge is pronounced for entry-level employees who show the highest level of uncertainty about available resources.

Detailed Key Findings

Mental health challenges emerge across workforce

- While 85% of employees rate their mental health as good, 52% reported feeling burned out because of their job in the past year and 40% feeling overwhelmed to the point it affected their job performance, unchanged from last year.
- Younger employees (age 18-29) and caretakers experience higher rates of work-related mental health challenges compared to the overall workforce.
- Job level correlates positively with mental health ratings, with executives reporting the highest levels of good mental health (95%) and experiencing significantly less stress about both their mental (22%) and physical health (37%).

Workplace support systems show promise, but gaps remain

- 78% of employees feel their manager or supervisor cares about them, and 83% are satisfied with the emotional support they receive from teammates and coworkers.
- However, only 51% believe their company's C-suite leadership cares about them, and 40% feel there are not enough resources to improve employee mental health and wellbeing at their company.
- There's a significant comfort gap between discussing mental health with immediate colleagues (57% with managers, 56% with coworkers) versus HR (39%) and C-suite leadership (28%).

Open dialogue on mental health is encouraged but challenges persist

- 75% of employees believe it's appropriate to discuss mental health concerns at work, and 72% feel comfortable supporting a coworker experiencing a mental health crisis.
- However, 58% say they feel comfortable sharing about their mental health at work, with entry-level employees (48%) citing lack of open discussion as a barrier and executives (48%) worrying about appearing weak.

Manager preparedness and resource availability need improvement

- While 81% of managers feel prepared to support their reports' mental health, only 67% believe their company provides proper resources for this support, statistically unchanged from 2024.
- 83% of employees believe HR and direct managers should be primarily responsible for fostering mental health discussions at work.
- Employees at companies offering mental health training (70%) are significantly more comfortable discussing their mental health at work compared to those without such training (58%), highlighting the importance of mental health education in the workplace.

Detailed Key Findings

Mental health benefits help create positive work culture

- 91% of employees say mental health care benefits are important in creating a positive workplace culture, which they view roughly as important as health insurance (96%), unchanged from 2024.
- Other benefits employees find important include sick days for mental health purposes (89%), flexible or remote work arrangements (88%), and an employee assistance program (85%).

Mental health benefits are particularly important to some demographics

- 20% of employees that have access to mental health care benefits through their employers have tried to use these benefits in the last month.
- These levels are highest among caregivers (28%), LGBTQ+ employees (27%), and employees aged 18-29 (26%).
- In contrast, employees age 65+ (5%) and employees without a college degree (13%) are among the least likely to say they have tried to use their mental health benefits offered through their employer.

Many employees don't know how difficult it is to access mental health care

- Employees with access to mental health care through their employer say accessing mental health care through their insurance (52%) and virtual appointments (50%) are easy.
- However, these employees say it is hard to access mental health care that is available in a timely manner (17%), is affordable (16%), or is specialized for their needs (14%).
- However, many don't know whether it is easy or hard to access mental health care that is available in a timely manner (45%), is affordable (41%), or specialized for their needs (45%).

Employees that access mental health benefits understand their coverage better

- Most employees that have accessed mental health care through their employer's health insurance in the past 12 months say it is easy to access mental health care that offers virtual appointments (80%), is located in their area (67%), and is affordable (68%).
- Fewer of these employees say they don't know how hard or easy it is to access mental health care that fits this criteria compared to those who have not.

EMPLOYEE WELL-BEING AND WORKPLACE ENVIRONMENT

02

Most employees rate their health as good, older employees rate their mental health as better than younger employees

How would you rate your own mental health right now?						
	Total Good (Net)	Total Poor (Net)	Very good	Somewhat good	Somewhat poor	Very poor
Total (A)	85%	15%	35%	50%	13%	2%
Age 18-29 (D)	81%	18% ^{FG}	26%	55% ^{FG}	15% ^G	4% ^F
Age 30-49 (E)	83%	17% ^{FG}	32%	52% ^{FG}	14% ^{FG}	2% ^F
Age 50-64 (F)	89% ^{DE}	11%	43% ^{DE}	46%	11%	-
Age 65+ (G)	93% ^{DE}	6%	55% ^{DEF}	38%	6%	-

Q4. How would you rate your own mental health right now?
 Base: All respondents (n = 2,376), Age 18-29 (n=241), Age 30-49 (n=1,107), Age 50-64 (n=902), Age 65+ (n=126)

*Note: Letters indicate statistically significant differences.

LGBTQ+, female, and caregiver employees rate their mental health worse than their counterparts

How would you rate your own mental health right now?						
	Total Good (Net)	Total Poor (Net)	Very good	Somewhat good	Somewhat poor	Very poor
Total (A)	85%	15%	35%	50%	13%	2%
Male (B)	88% ^C	12%	42% ^C	46%	11%	1%
Female (C)	82%	18% ^B	27%	54% ^B	16% ^B	3% ^B
Identifies as LGBTQ+ (Y)	74%	26% ^Z	18%	55%	22% ^Z	4% ^Z
Does not identify as LGBTQ+ (Z)	86% ^Y	14%	36% ^Y	49%	12%	2%
Caregiver (a)	79%	20% ^b	28%	51%	18% ^b	2%
Not Caregiver (b)	88% ^a	12%	38% ^a	49%	10%	2%

Q4. How would you rate your own mental health right now?

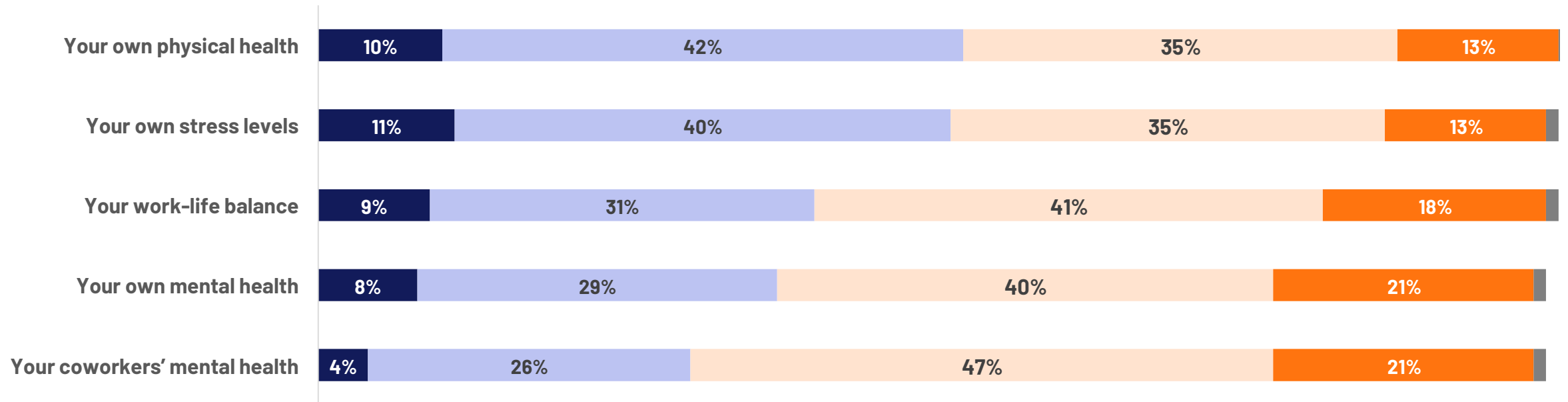
Base: All respondents (n = 2,376), Male (n=1,452), Female (n=924), LGBTQ+ (n=189), not LGBTQ+ (n=2,187), Caregiver (n=835), not Caregiver (n=1,541)

*Note: Letters indicate statistically significant differences

Reported concerns over mental health are low in comparison, but “stress” tops the list, and may be a proxy for mental health generally

How concerned are you, if at all, about the following?

■ Very concerned ■ Somewhat concerned ■ Not so concerned ■ Not at all concerned ■ Skipped



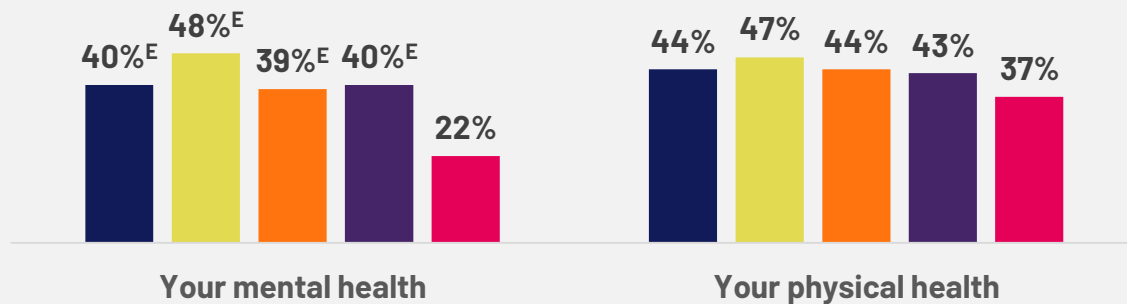
Q6. How concerned are you, if at all, about the following?
Base: All respondents (n = 2,376)

Executives lead in mental health ratings and report lower stress levels for health, both mental and physical, across job levels

How stressed, if at all, have you felt about each of the following in the past six months?

Stressed (Net)

■ Total ■ Entry Level (B) ■ Experienced (C) ■ Manager (D) ■ Executive (E)



How would you rate your own mental health right now?

	Total Good (Net)	Total Poor (Net)	Very good	Somewhat good	Somewhat poor	Very poor
Total (A)	85%	15%	35%	50%	13% ^E	2%
Entry level (B)	76%	24%	31%	45%	20% ^{CDE}	4%
Experienced (C)	85% ^B	14% ^E	35%	50%	13%	2%
Manager (D)	86% ^B	13% ^E	34%	52% ^E	12%	2%
Executive (E)	95% ^{ABCD}	5%	55% ^{AB} CD	40%	5%	-

Q3. How stressed, if at all, have you felt about each of the following in the past six months?

Q4. How would you rate your own mental health right now?

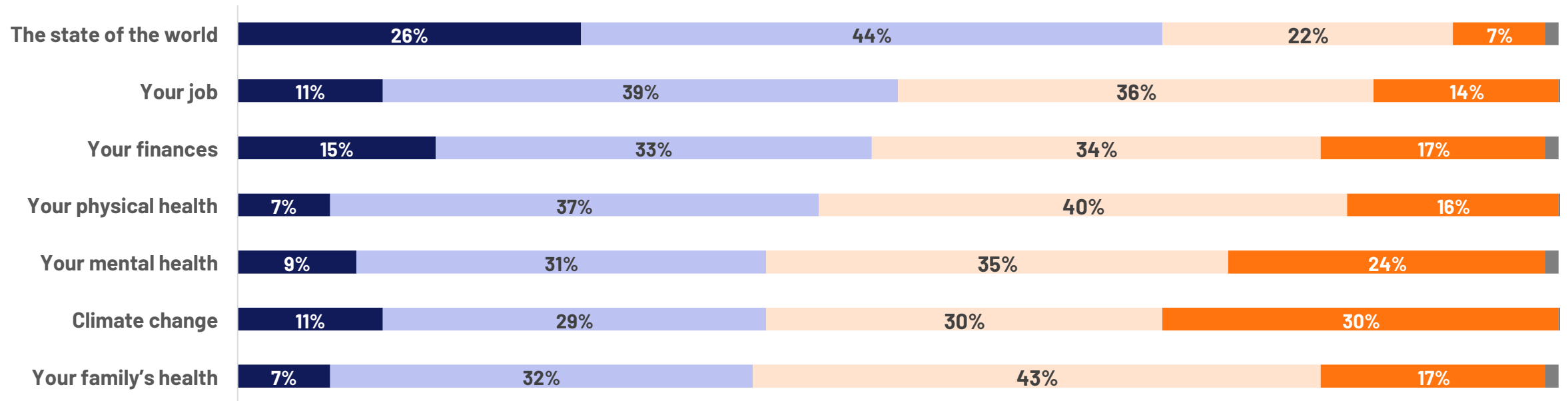
Base: All respondents (n = 2,376), Entry level (n=179), Experienced (n=1,418), Manager (n=671), Executive (n=104)

*Note: Letters indicate statistically significant differences.

The state of the world causes highest stress levels, with 7 in 10 feeling very or somewhat stressed, jobs and finances are a distant second and third place

How stressed, if at all, have you felt about each of the following in the past six months?

■ Very stressed
 ■ Somewhat stressed
 ■ Not so stressed
 ■ Not at all stressed
 ■ Skipped



Q3. How stressed, if at all, have you felt about each of the following in the past six months?
 Base: All respondents (n = 2,376)

More than half of employees reported feeling burned out because of their job in the past year, and over 1 in 3 felt their mental health suffer

In the past year, have you ever experienced the following at work?

■ % selecting yes



Q15. In the past year, have you ever experienced the following at work?
Base: All respondents (n = 2,376)

Caregivers and younger employees report higher rates of work-related mental health challenges compared to all employees

In the past year, have you ever experienced the following at work?							
% selecting yes							
	Total (A)	Age				Caregiver status	
		18-29 (B)	30-49 (C)	50-64 (D)	65+ (E)	Caregiver (a)	Not Caregiver (b)
Felt burned out because of your job	52%	52% ^{DE}	58% ^{DE}	46% ^E	33%	60% ^b	49%
Felt so overwhelmed it made it hard to do your job	40%	46% ^{DE}	43% ^{DE}	32% ^E	23%	49% ^b	35%
Felt your mental health suffer because of demands at work	37%	40% ^{DE}	42% ^{DE}	31%	20%	46% ^b	33%
Felt your productivity suffer because of your mental health	34%	42% ^E	39% ^{DE}	25% ^E	14%	45% ^b	28%
Considered quitting because of work's impact on your mental health	25%	31% ^{DE}	27% ^{DE}	21% ^E	12%	33% ^b	22%
Resigned or quit because of work's impact on your mental health	7%	11% ^{CDE}	7% ^{DE}	4%	2%	9% ^b	5%

Q15. In the past year, have you ever experienced the following at work?
 Base: All respondents (n = 2,376), Caregiver (n=835), not Caregiver (n=1,541), Age 18-29 (n=241), Age 30-49 (n=1,107), Age 50-64 (n=902), Age 65+ (n=126)

*Note: Letters indicate statistically significant differences.



Female employees more likely to feel overwhelmed, burned out because of their job

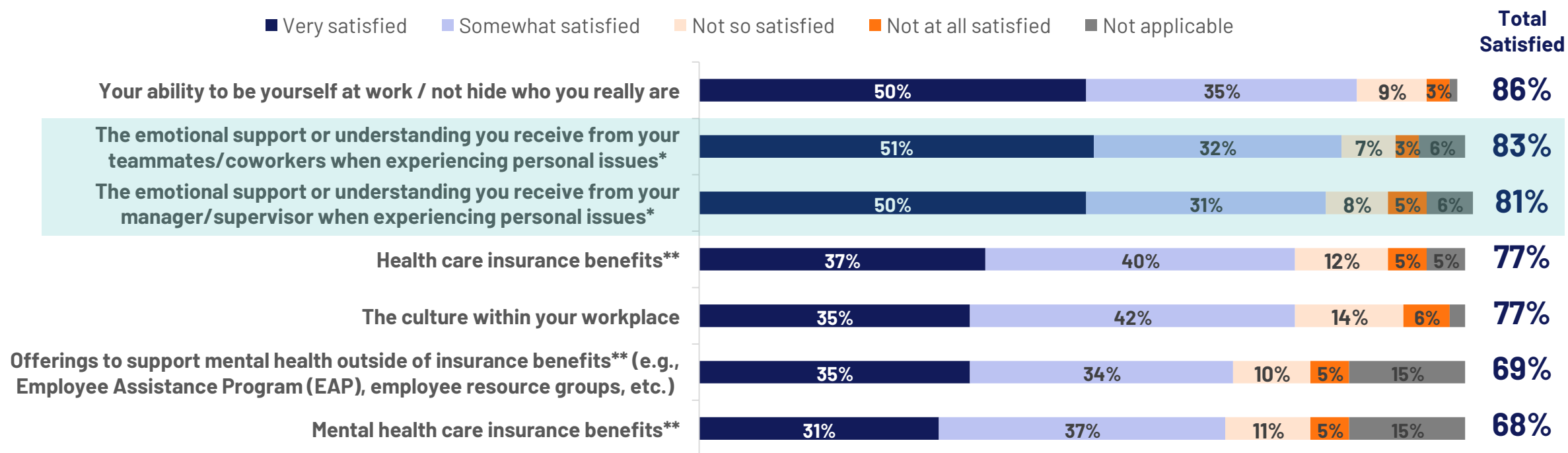
In the past year, have you ever experienced the following at work? % selecting yes							
	Total (A)	Role			Gender		
		Entry level (B)	Experienced (C)	Manager (D)	Executive (E)	Male (a)	Female (b)
Felt burned out because of your job	52% ^E	43%	52% ^E	58% ^E	45%	46%	60% ^a
Felt so overwhelmed it made it hard to do your job	40%	40%	39%	42% ^{BC}	21%	31%	49% ^a
Felt your mental health suffer because of demands at work	37% ^E	30% ^E	36% ^E	43% ^E	33%	31%	45% ^a
Felt your productivity suffer because of your mental health	34%	31%	34%	37%	21%	27%	43% ^a
Considered quitting because of work's impact on your mental health	25%	24%	24% ^B	30% ^{BCE}	18%	20%	31% ^a
Resigned or quit because of work's impact on your mental health	7%	9%	6%	6% ^{CE}	7%	6%	7%

Q15. In the past year, have you ever experienced the following at work?
Base: All respondents (n = 2,376), Male (n=1,452), Female (n=924), Entry-level (n=179), Experienced (n=1,418), Manager (n=671), Executive (n=104)

*Note: Letters indicate statistically significant differences.

Most employees feel satisfied with emotional support, understanding from their teammates, supervisors

How satisfied, if at all, are you with the following at work?



Q2. How satisfied, if at all, are you with the following at work?
Base: All respondents (n = 2,376)

*Note: "Personal issues" was defined as death in the family, illness, etc.

**Note: In 2024, these statements read as "Health care insurance coverage" and "mental health care insurance coverage"

Entry level employees are less satisfied with workplace benefits than more senior employees

How satisfied, if at all, are you with the following at work?							
Satisfied (Net)							
	Total (A)	Role			Caregiver status		
		Entry level (B)	Experienced (C)	Manager (D)	Executive (E)	Caregiver (a)	Not Caregiver (b)
Your ability to be yourself at work / not hide who you really are	86%	85%	85%	86%	92% ^{ABCD}	84%	87%
The emotional support or understanding you receive from your teammates/coworkers when experiencing personal issues**	83%	80%	83%	85%	87%	83%	83%
The emotional support or understanding you receive from your manager/supervisor when experiencing personal issues**	81%	69%	81%	83% ^B	88% ^B	80%	81%
Health care insurance benefits***	77%	73%	77% ^B	78% ^B	80%	75%	78%
Offerings to support mental health outside of insurance benefits**** / ****	69%	61%	68% ^B	72% ^B	77% ^B	70%	68%
Mental health care insurance benefits***	68%	65%	68% ^B	68% ^B	72% ^B	68%	68%

Q2. How satisfied, if at all, are you with the following at work?

Base: All respondents (n = 2,376), Entry-level (n=179), Experienced (n=1,418), Manager (n=671), Executive (n=104), Caregiver (n=835), not Caregiver (n=1,541)

*Note: Letters indicate statistically significant differences.

**Note: "Personal issues" was defined as death in the family, illness, etc.

***Note: In 2024, these statements read as "Health care insurance coverage" and "mental health care insurance coverage"

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****Note: "Offerings" include "Employee Assistance Program (EAP), employee resource groups, etc."

Younger employees are also generally less satisfied with workplace benefits, mirroring patterns seen by job level

How satisfied, if at all, are you with the following at work?
Satisfied (Net)

	Total (A)	Age				Gender	
		18-29 (B)	30-49 (C)	50-64 (D)	65+ (E)	Male (a)	Female (b)
Your ability to be yourself at work / not hide who you really are	86%	86%	85%	86%	90%	85%	87%
The emotional support or understanding you receive from your teammates/coworkers when experiencing personal issues**	83%	80%	84% ^B	84% ^{BC}	85%	82%	84%
The emotional support or understanding you receive from your manager/supervisor when experiencing personal issues**	81%	74%	82% ^B	82% ^{BC}	84% ^{BC}	80%	81%
Health care insurance benefits	77%	74%	75%	82%	82%	78%	77%
Offerings to support mental health outside of insurance benefits*** / ****	69%	60%	68%	74% ^{BC}	79% ^{BC}	67%	70%
Mental health care insurance benefits***	68%	59%	67%	74%	70% ^C	67%	69%

Q2. How satisfied, if at all, are you with the following at work?

Base: All respondents (n = 2,376), Age 18-29 (n=241), Age 30-49 (n=1,107), Age 50-64 (n=902), Age 65+ (n=126), Male (n=1,452), Female (n=924)

*Note: Letters indicate statistically significant differences.

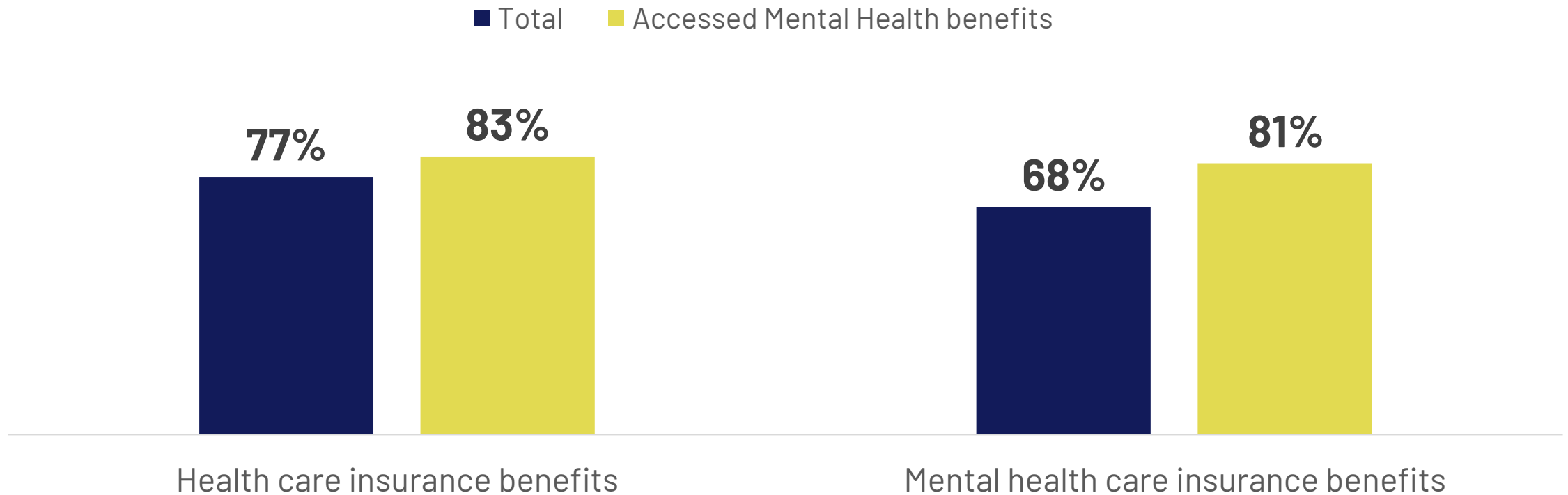
**Note: "Personal issues" was defined as death in the family, illness, etc.

***Note: In 2024, these statements read as "Health care insurance coverage" and "mental health care insurance coverage"

20

****Note: "Offerings" include "Employee Assistance Program (EAP), employee resource groups, etc."

Satisfaction with employee benefits higher among those who have actually used their workplace's mental health benefits in the past year

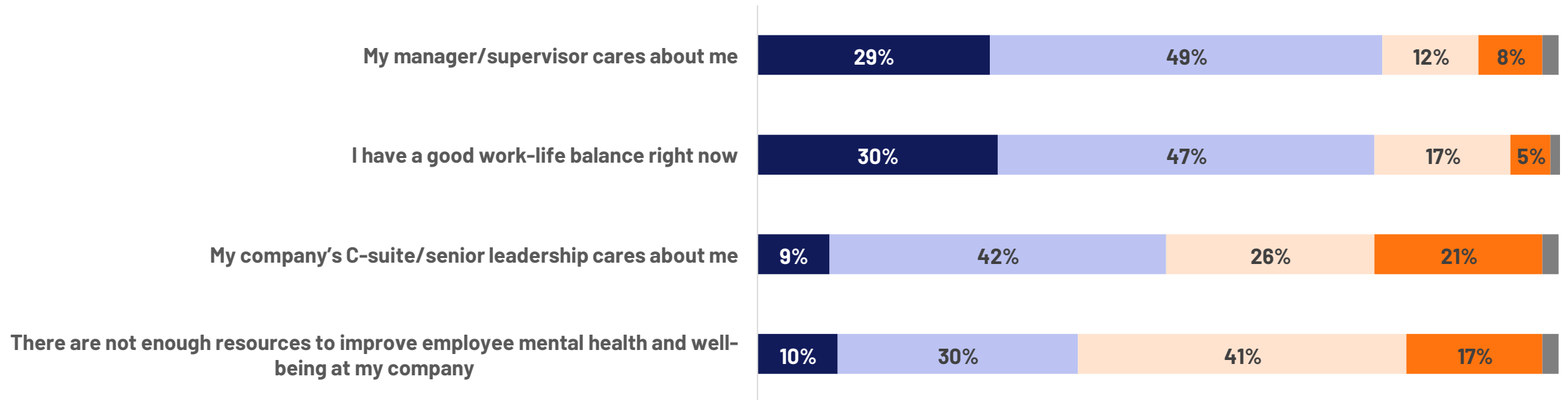


Q2. How satisfied, if at all, are you with the following at work?
Base: All respondents (n = 2,376)

Employees feel cared for by managers and have good work-life balance, but fewer see C-suite care or sufficient mental health resources.

How much do you agree or disagree with each of the following statements?

■ Strongly agree ■ Somewhat agree ■ Somewhat disagree ■ Strongly disagree ■ Skipped



Q13. How much do you agree or disagree with each of the following statements?
Base: All respondents (n = 2,376)

Employees who have sought out mental health care using company benefits more likely to agree there are not enough resources to improve wellbeing at their company

How much do you agree or disagree with each of the following statements?							
	Agree (Net)					Accessed MH benefits	
	Total (A)	Entry level (B)	Experienced (C)	Manager (D)	Executive (E)	Yes (a)	No (b)
I have a good work-life balance right now	77%	74%	78% ^D	73%	81%	72%	81% ^a
My manager/supervisor cares about me	78%	65%	79% ^B	81% ^B	85% ^B	84%	86%
My company's C-suite/senior leadership cares about me	51%	47%	50%	54%	79% ^{ABCD}	44%	59% ^a
There are not enough resources to improve employee mental health and well-being at my company	40%	46%	38%	42%	35%	45% ^b	29%

Q13. How much do you agree or disagree with each of the following statements?

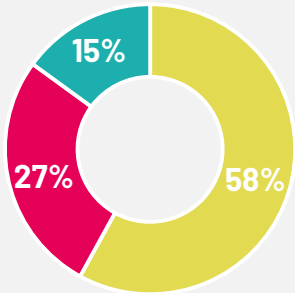
Base: All respondents (n = 2,376), Entry-level (n=179), Experienced (n=1,418), Manager (n=671), Executive (n=104), Accessed MH benefits in the past 12 months (n=277), Did not access MH benefits (n=1,200)

*Note: Letters indicate statistically significant differences.

Remote workers report better work-life balance than in-person workers

Which of the following best describes how or where you work at your current job?

■ Fully in-person ■ Hybrid ■ Fully remote



Q29. Which of the following best describes how or where you work at your current job?
 Q13. How much do you agree or disagree with each of the following statements?
 Base: All respondents (n = 2,376), Fully in-person (n=1,322), Hybrid (n=670), Remote (n=377)

How much do you agree or disagree with each of the following statements?

Agree (Net)

■ Total ■ In-person (c) ■ Hybrid (d) ■ Remote (e)

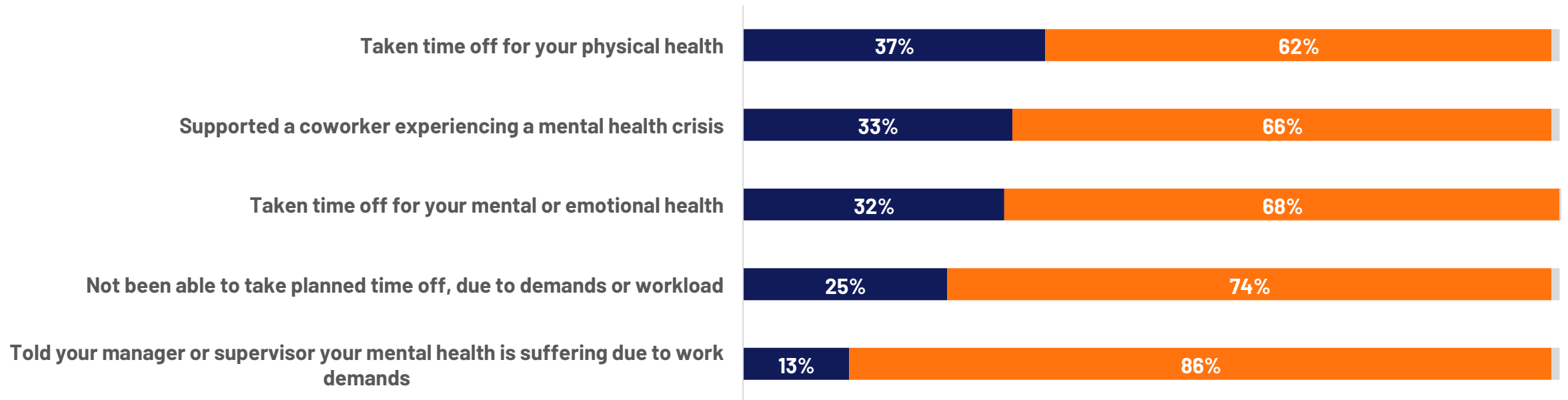


*Note: Letters indicate statistically significant differences.

1 in 3 employees supported a coworker experiencing a mental health crisis in the past year, similar number have taken time off for their own mental and physical health

In the past year, have you done the following at work?

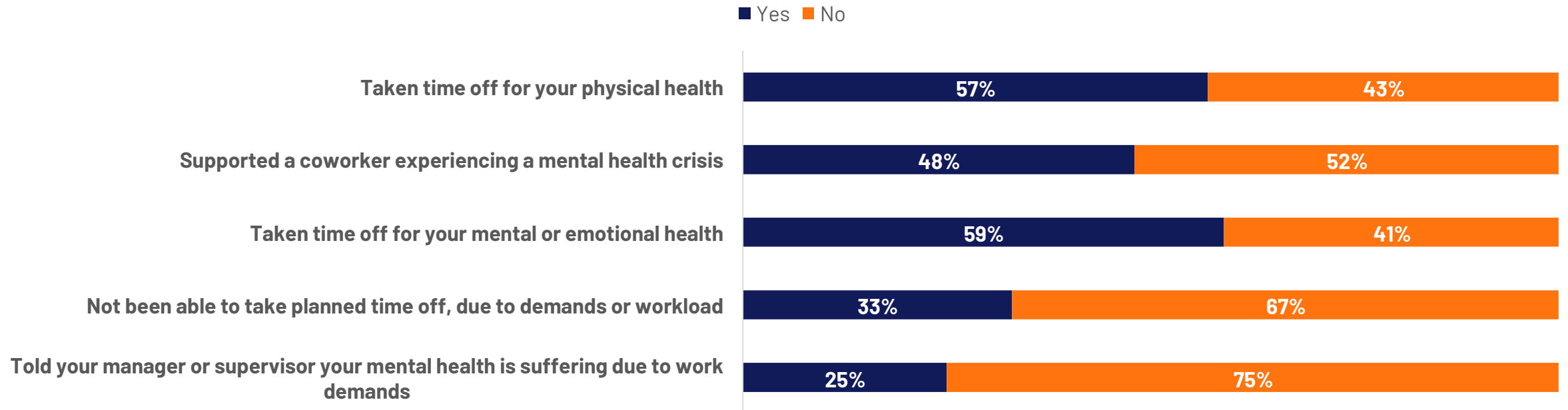
■ Yes ■ No ■ Skipped



Q16. In the past year, have you done the following at work?
Base: All respondents (n = 2,376)

More than half of employees who have access mental health benefits in the past 12 months have taken time off for their mental / emotional health, compared to a third of all employees

In the past year, have you done the following at work?
Among those that have accessed MH benefits in the 12 months



Q16. In the past year, have you done the following at work?
Base: Accessed MH benefits in the past 12 months (n = 277)



1 in 5

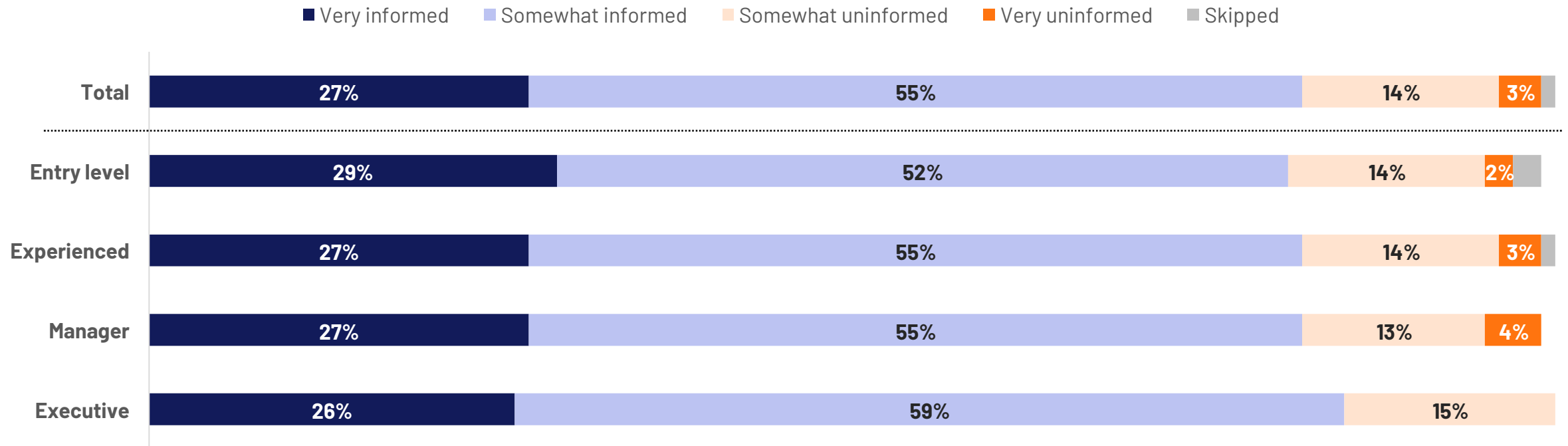
**employees report
being unsatisfied with
the culture within their
workplace**

CREATING A CULTURE OF CARING

03

The majority of respondents are somewhat informed about mental health conditions

How informed or uninformed do you feel about mental health conditions in general?



Q5. How informed or uninformed do you feel about mental health conditions in general?
 Base: All respondents (n = 2,376), Entry level (n=179), Experienced (n=1,418), Manager (n=671), Executive (n=104)

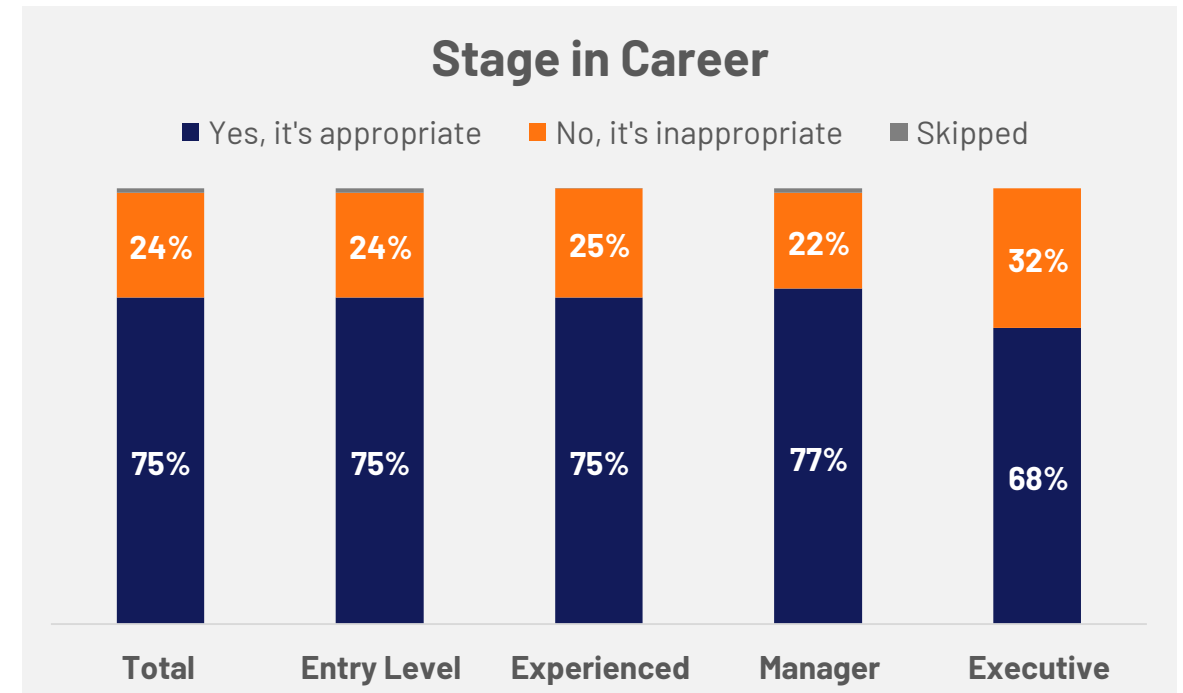
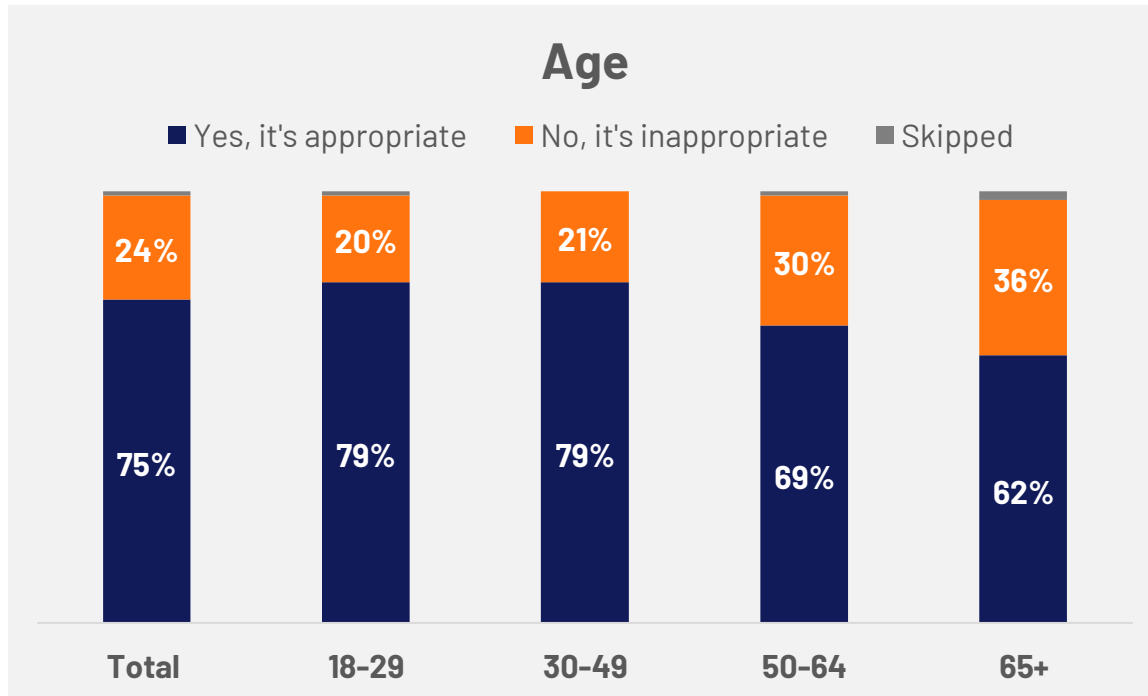


75%

**of all workers say it is
appropriate to discuss
mental health concerns
at work**

Most support discussing mental health at work, with younger employees and managers more open than older workers and executives

Do you think it is appropriate to discuss mental health concerns at work, or not?

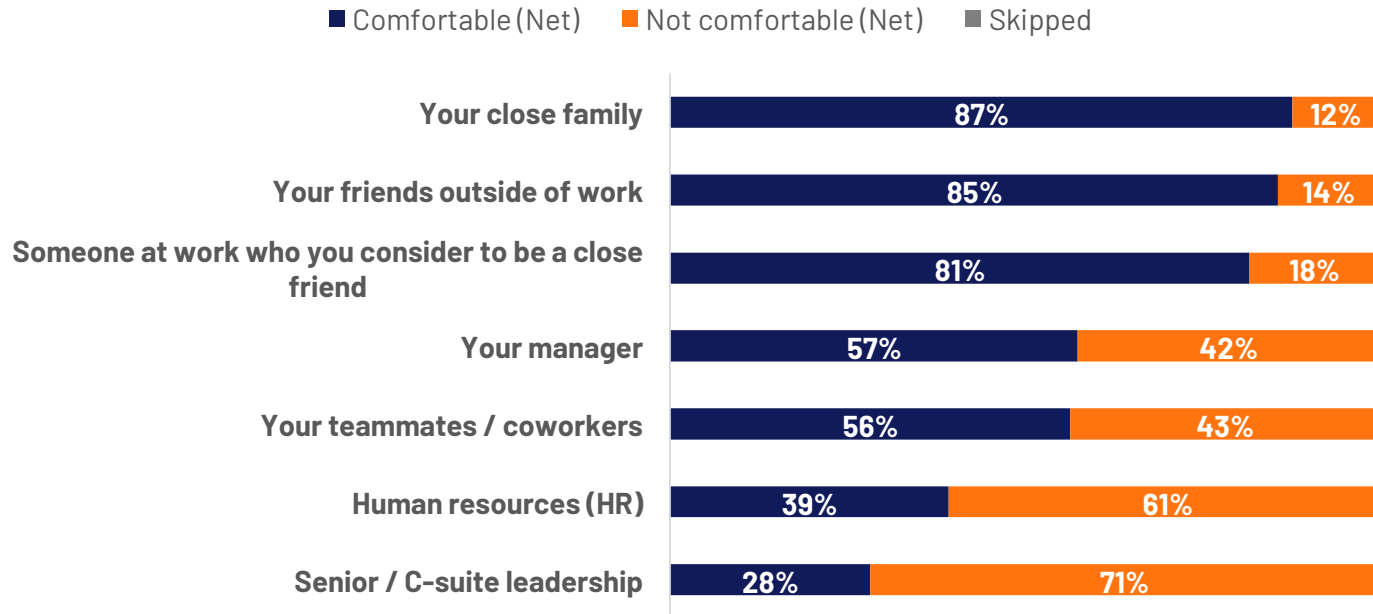


Q7. Do you think it is appropriate to discuss mental health concerns at work?

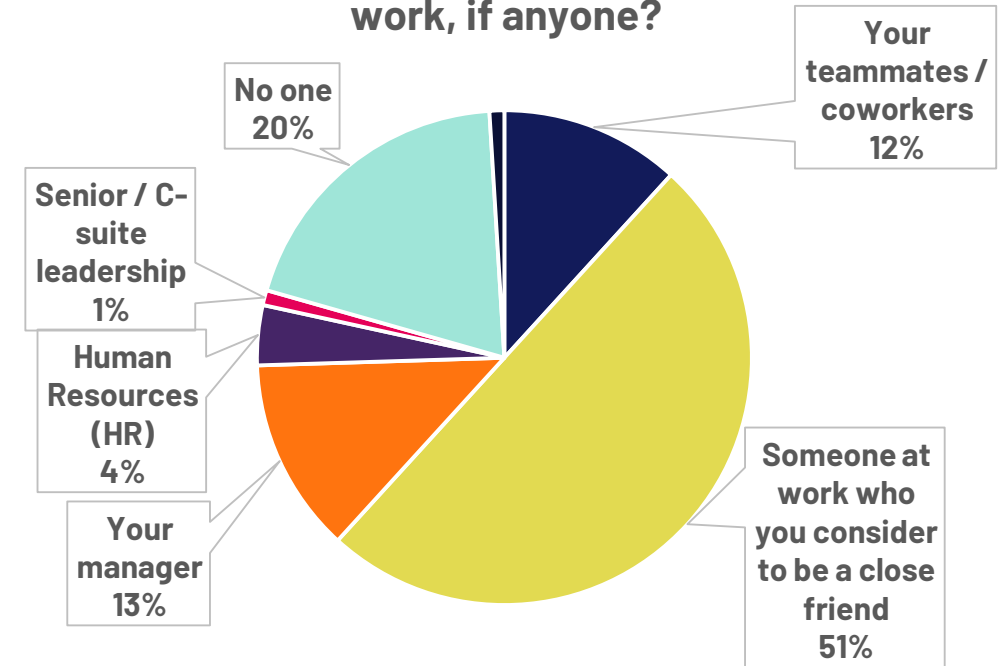
Base: All respondents (n = 2,376), Age 18-29 (n=241), Age 30-49 (n=1,107), Age 50-64 (n=902), Age 65+ (n=126), Entry level (n=179), Experienced (n=1,418), Manager (n=671), Executive (n=104)

Comfort in discussing mental health increases as the relationship becomes more personal and less hierarchical

How comfortable, if at all, would you feel discussing mental health with the following people?



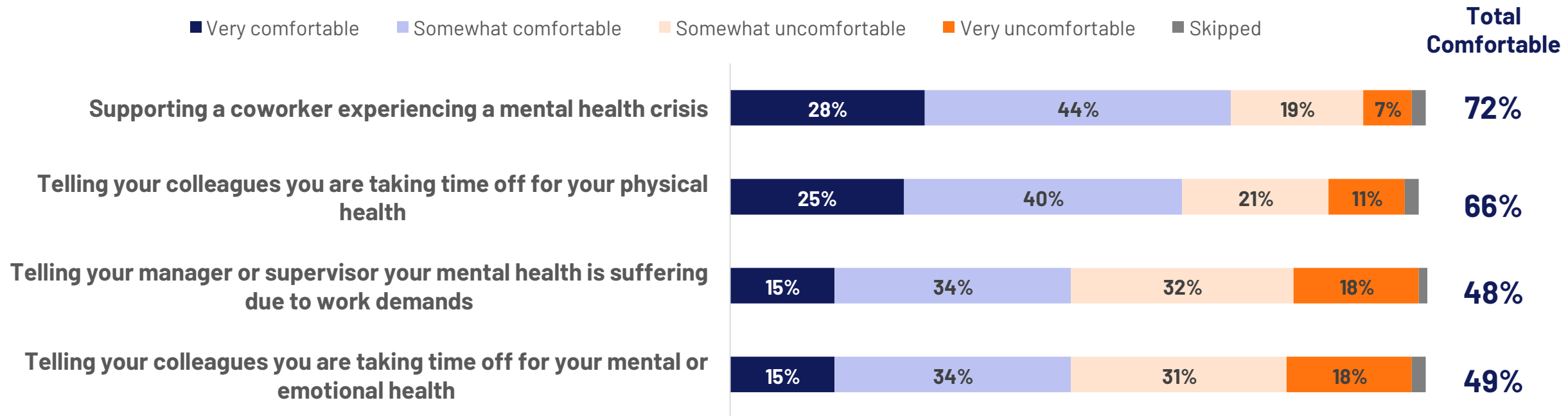
Who do you feel MOST comfortable discussing your mental health with at work, if anyone?



Q8. How comfortable, if at all, would you feel discussing mental health with each of the following people?
 Q9. Who do you feel the MOST comfortable discussing your mental health with at work, if anyone?
 Base: All respondents (n = 2,376)

Employees are more comfortable supporting a coworker's mental health crisis than discussing their own mental health

Regardless of whether or not this has happened to you, how comfortable, if at all, do you feel with the following happening in the workplace?



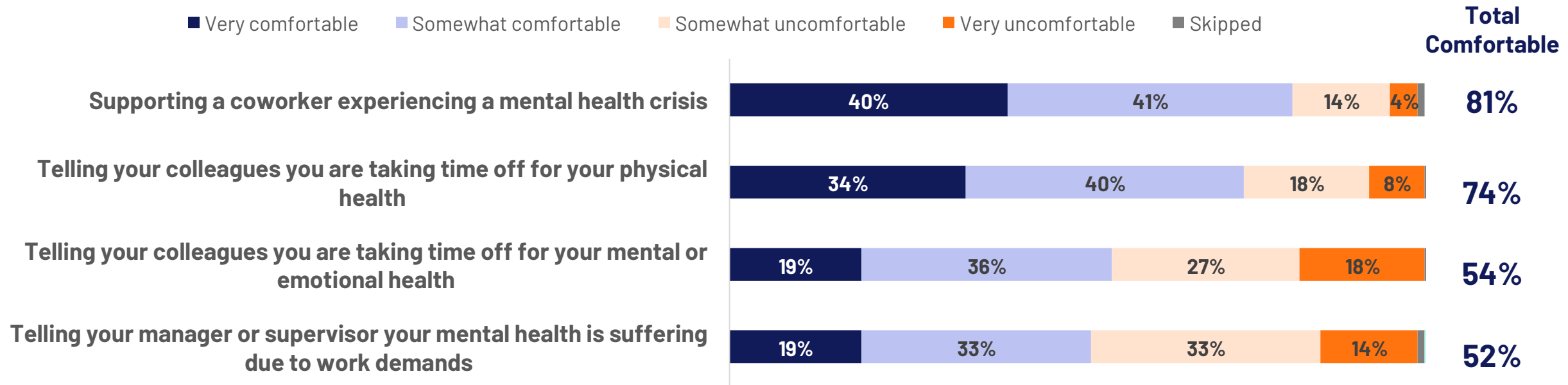
Q17. Regardless of whether or not this has happened to you, how comfortable, if at all, do you feel with the following happening in the workplace?
Base: All respondents (n = 2,376)

Employees that accessed mental health benefits are more likely to feel very comfortable supporting coworkers experiencing a crisis

Regardless of whether or not this has happened to you, how comfortable, if at all, do you feel with the following happening in the workplace?

Among those that have accessed MH benefits in the 12 months

■ Very comfortable
 ■ Somewhat comfortable
 ■ Somewhat uncomfortable
 ■ Very uncomfortable
 ■ Skipped



Q17. Regardless of whether or not this has happened to you, how comfortable, if at all, do you feel with the following happening in the workplace?
 Base: Accessed MH benefits in the past 12 months (n = 277)



77%

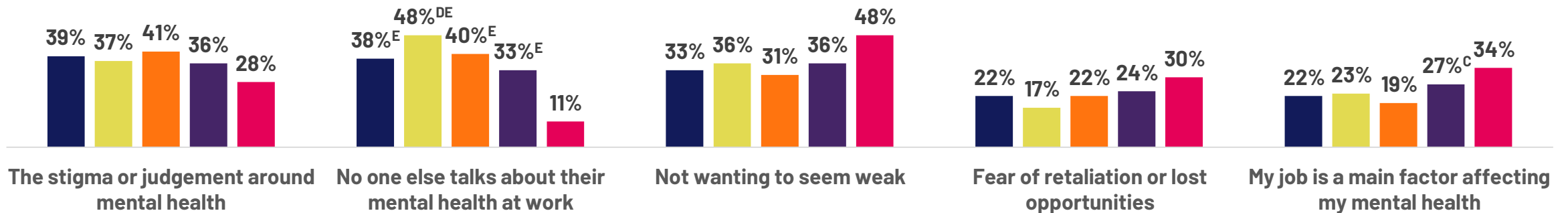
**would feel comfortable
if their coworker talked
to them about their
mental health**

Stigma, lack of discussion around mental health are biggest barriers to discussing mental health at work

You previously indicated that you are "somewhat uncomfortable" / "very uncomfortable" sharing about your mental health at work. Which of the following reasons MOST affect why you feel this way?

Uncomfortable sharing about their mental health at work

■ Total (A) ■ Entry Level (B)* ■ Experienced (C) ■ Manager (D) ■ Executive (E)*

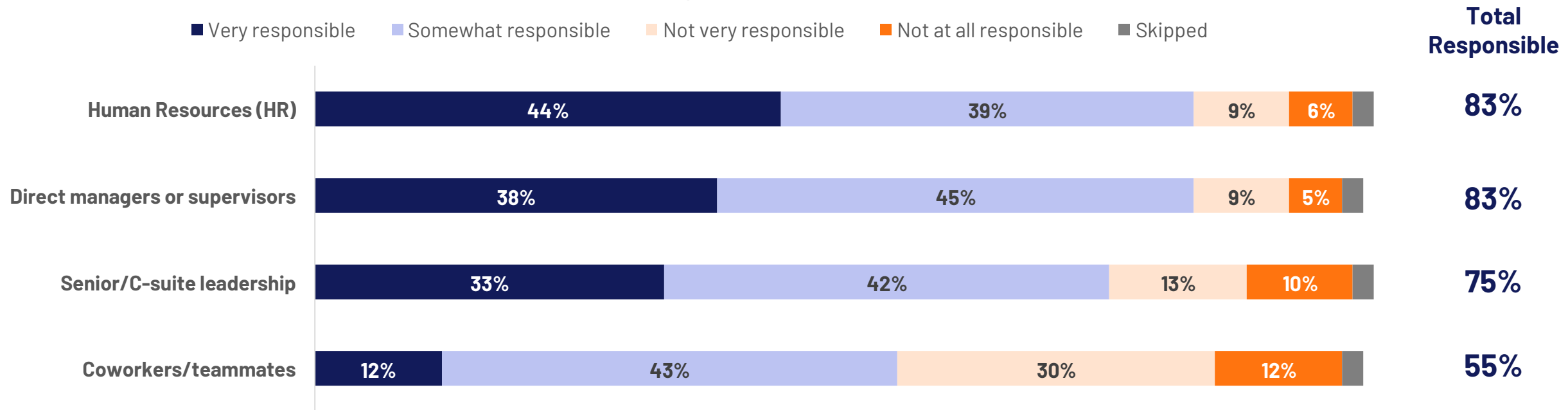


Q13. You previously indicated that you are "somewhat uncomfortable" / "very uncomfortable" sharing about your mental health at work. Which of the following reasons MOST affect why you feel this way?
 Base: [Q11_6 = "SOMEWHAT UNCOMFORTABLE" OR "VERY UNCOMFORTABLE"] Total (n=950), Entry level (n=77*), Experienced (n=568), Manager (n=265), Executive (n=39*)

*Note: Caution. Low base size (N<100).

Most employees believe HR and direct managers should be responsible for fostering mental health discussions at work

How responsible should each of the following be for helping employees feel comfortable discussing mental health at work?



Q14. How responsible should each of the following be for helping employees feel comfortable discussing mental health at work?
 Base: Total (n=2,376)

Employees at companies with mental health training are more comfortable discussing their mental health at work

How comfortable do you feel sharing about each of the following parts of your life at work?						
<i>Your mental health</i>						
	Total Comfortable (Net)	Total Uncomfortable (Net)	Very comfortable	Somewhat comfortable	Somewhat uncomfortable	Very uncomfortable
Total (A)	58%	40%	22%	36%	26%	14%
Employer offers mental health training (T)	70% ^T	29%	37% ^U	33%	17%	13%
Employer does NOT offer mental health training (U)	58%	41% ^U	20%	38%	27% ^T	14%

Q10. How comfortable do you feel sharing about each of the following parts of your life? Your mental health
 Base: All respondents (n = 2,376), Offers mental health training (n=251), Does not offer mental health training (1,605)

*Note: Letters indicate statistically significant differences. Letters only shown for net values.

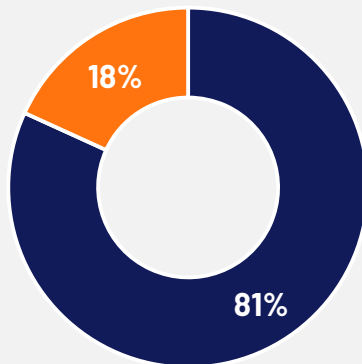
Most managers feel prepared to support their reports' mental health, but fewer believe their company provides proper resources

How much do you agree or disagree with each of the following statements?

Direct managers

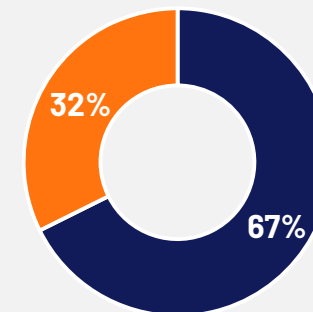
I feel prepared to support the mental health and emotional health of the people who report to me at work

■ Agree (Net) ■ Disagree (Net)



My company has provided me with the proper resources to support the mental and emotional health of the people who report to me at work

■ Agree (Net) ■ Disagree (Net)



Q13. How much do you agree or disagree with each of the following statements? I feel prepared to support the mental health and emotional health of the people who report to me at work and My company has provided me with the proper resources to support the mental and emotional health of the people who report to me at work

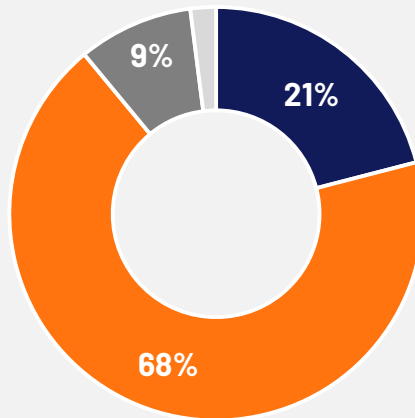
Base: Direct managers (n=970)

Most have not received training from their employer about mental health resources or conditions

Please answer yes or no to each of the following statements:

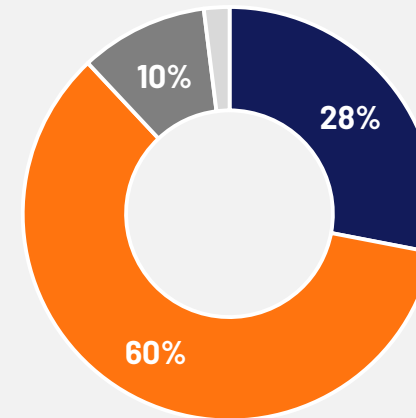
"I have received training from my employer about mental health conditions or symptoms"

■ Yes ■ No ■ Don't know ■ Skipped



"I have received training about the mental health resources offered from my employer"

■ Yes ■ No ■ Don't know ■ Skipped



Q24. Please answer yes or no to each of the following statements: "I have received training from my employer about mental health conditions or symptoms" and "I have received training about the mental health resources offered from my employer"

Base: All respondents (n = 2,376)



67%

**of executives or managers / supervisors
have not received training about how to talk
about mental health or mental health
resources with their team at work**

Workplace mental health training topics seen as particularly helpful for caretakers and more experienced employees

How helpful would information or training about each of the following be for your mental health and /or supporting others' mental health at work?

Helpful (Net)

	Total (A)	Age				Role				Caregiver status	
		18-29 (D)	30-49 (E)	50-64 (F)	65+ (G)	Entry level (B)	Experienced (C)	Manager (D)	Executive (E)	Caregiver (a)	Not Caregiver (b)
Employer health insurance benefits for mental health treatment*	84%	83%	84%	84%	87%	76%	85% ^B	85% ^B	80%	88% ^b	82%
Stress or burnout management	82%	80%	82%	83%	82%	71%	82% ^B	85% ^B	83% ^B	84%	81%
Identifying and responding to a mental health crisis	81%	77%	81%	83%	87%	72%	81% ^B	85% ^{BC}	87% ^B	85% ^b	79%
Mental health conditions, including signs or symptoms	80%	77%	79%	83%	84%	75%	80%	82%	89% ^{ABC}	84% ^b	78%
Other employer resources to support mental health**	79%	76%	78%	82% ^{DE}	87% ^{DE}	72%	80% ^B	80% ^B	87% ^B	83% ^b	77%
Communicating with coworkers	77%	72%	79% ^D	77%	76%	69%	76%	82% ^{BC}	83% ^B	81% ^b	75%

Q27. How helpful would information or training about each of the following be for your mental health and/or supporting others' mental health at work?

Base: All respondents (n = 2,376), Age 18-29 (n=241), Age 30-49 (n=1,107), Age 50-64 (n=902), Age 65+ (n=126), Direct Manager (n=970), Not Direct Manager (n=1,406), Caregiver (n=835), Not Caregiver (n=1,541)

Mental health training increases comfort in discussing the topic for over half of employees, peaking with executives, yet has no impact on more than a third of employees.

Does this training make you feel more or less comfortable talking about mental health with your coworkers?							
	Total More Comfortable	Total Less Comfortable	Much more comfortable	Somewhat more comfortable	Somewhat less comfortable	Much less comfortable	No impact
Total (A)	57%	6%	12%	45%	6%	1%	36% ^E
Entry level** (B)	61%	5%	11%	50%	4%	1%	34%
Experienced (C)	51%	7%	9%	43%	6%	1%	42% ^{DE}
Manager (D)	65% ^C	7%	16% ^C	49%	6%	1%	28%
Executive** (E)	79% ^{AC}	2%	29% ^{ABC}	51%	2%	-	19%
Does this training make you feel more or less comfortable talking about mental health and/or mental health resources with your team? <i>Manager / Director / or Executive</i>							
Total (A)	75%	5%	20%	55%	5%	-	19%

Q25. You previously mentioned you have received training from your employer about mental health and/or the mental health resources offered. Does this training make you feel more or less comfortable talking about mental health with your coworkers?

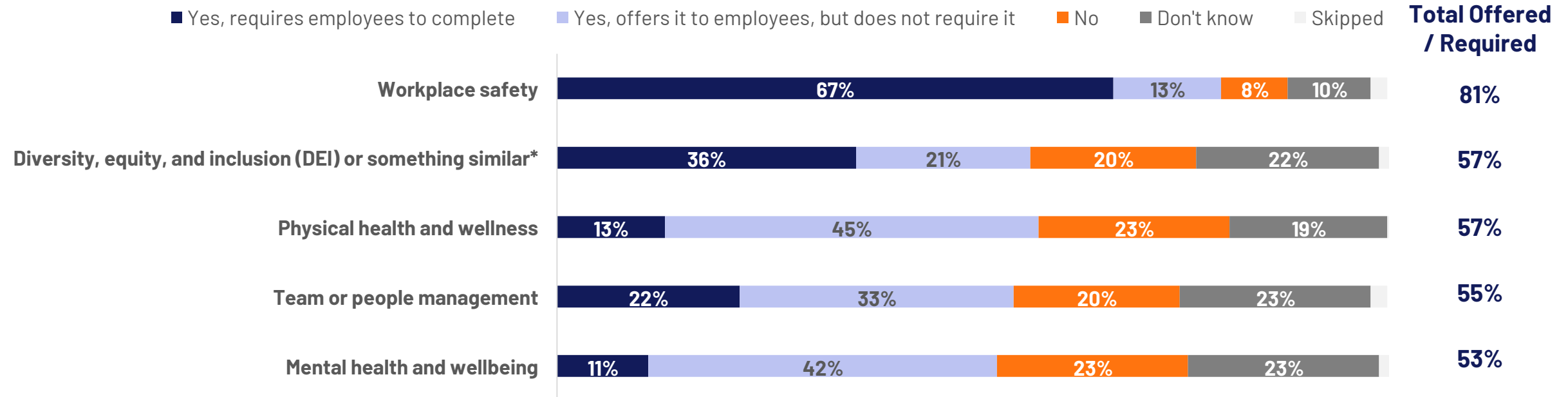
Base: All respondents (n = 781), Entry level (n=46**), Experienced (n=453), Manager (n=258), Executive (n=39**)

Q26. Q26. You previously mentioned you have received training about how to talk about mental health or mental health resources with your team at work. Does this training make you feel more or less comfortable talking about mental health and/or mental health resources with your team?

Base: Have received training from employer about how to talk about mental health or mental health resource with their team at work – Total (n=184)

Few say their company requires training around mental health and wellbeing

Does your employer require or offer employees any of the following trainings, lectures, webinars, or resources?

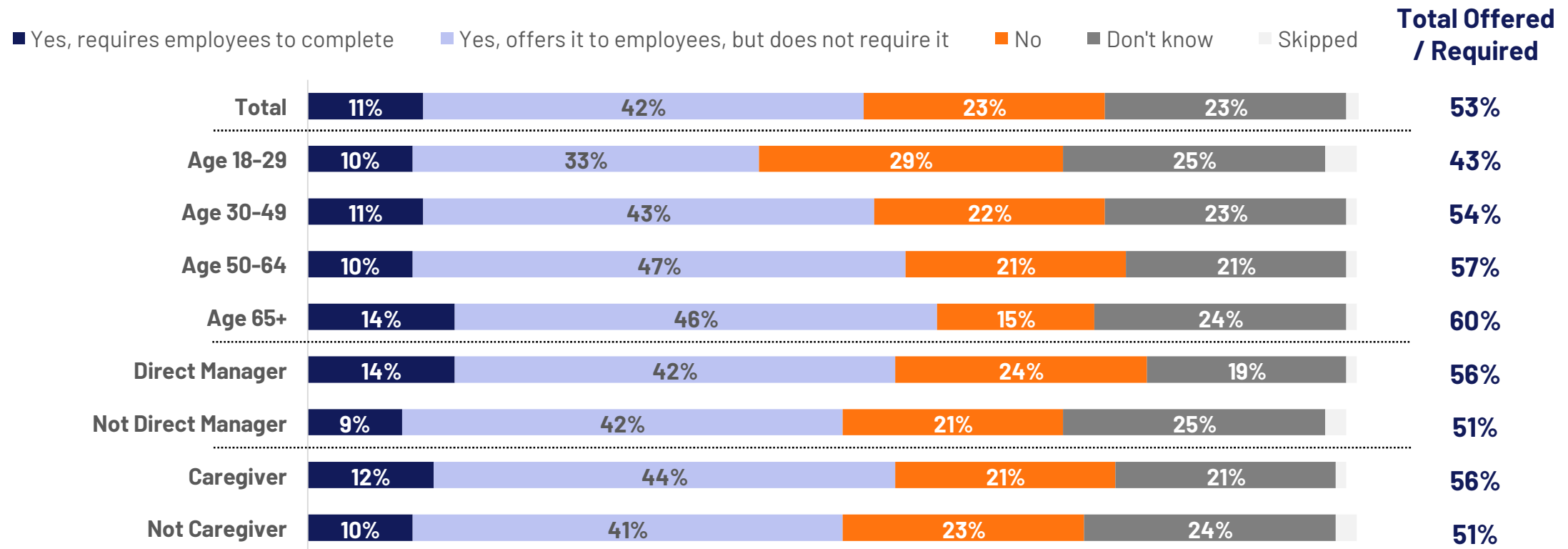


Q19. Does your employer require or offer employees any of the following trainings, lectures, webinars, or resources?
Base: All respondents (n = 2,376)

*Note: In 2024, the statement read "Diversity, equity, and inclusion (DEI)"

Employees under age 30 less likely to say their employer offers mental health and wellbeing training or resources

Does your employer require or offer employees any of the following trainings, lectures, webinars, or resources?
Mental health and wellbeing

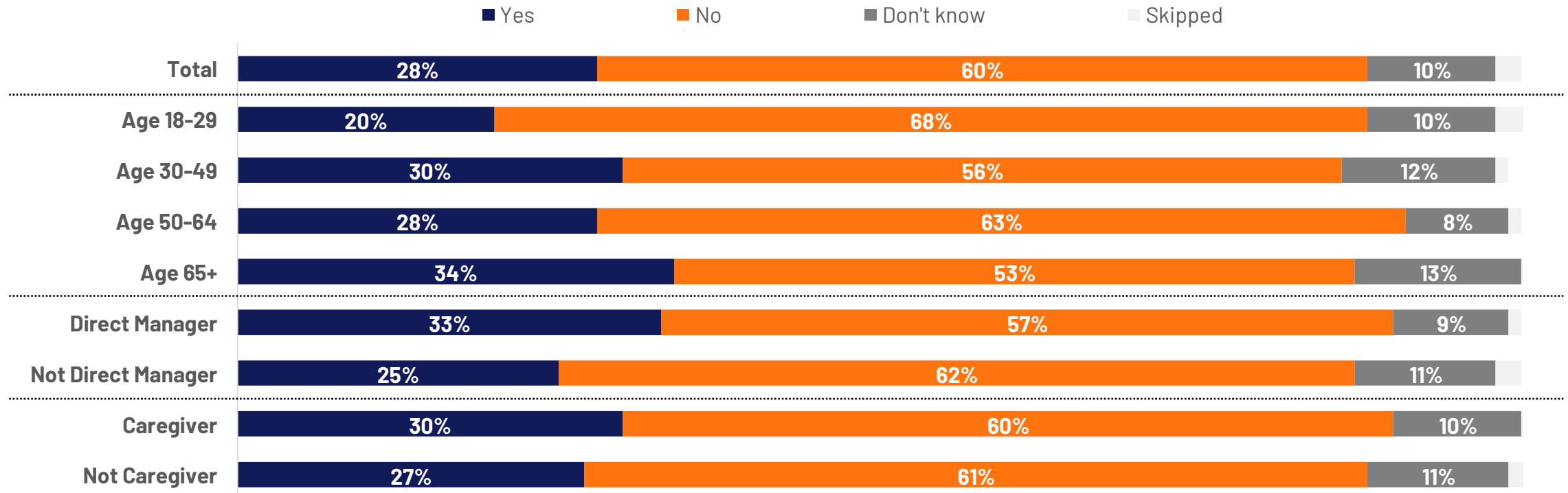


Q19. Does your employer require or offer employees any of the following trainings, lectures, webinars, or resources? Mental health and wellbeing
 Base: All respondents (n = 2,376), Age 18-29 (n=241), Age 30-49 (n=1,107), Age 50-64 (n=902), Age 65+ (n=126), Direct Manager (n=970), Not Direct Manager (n=1,406), Caregiver (n=835), Not Caregiver (n=1,541)

Employees under age 30 are also less likely to say they have received training about mental health resources offered by their employer

Please answer yes or no to each of the following statements:

"I have received training about the mental health resources offered from my employer"

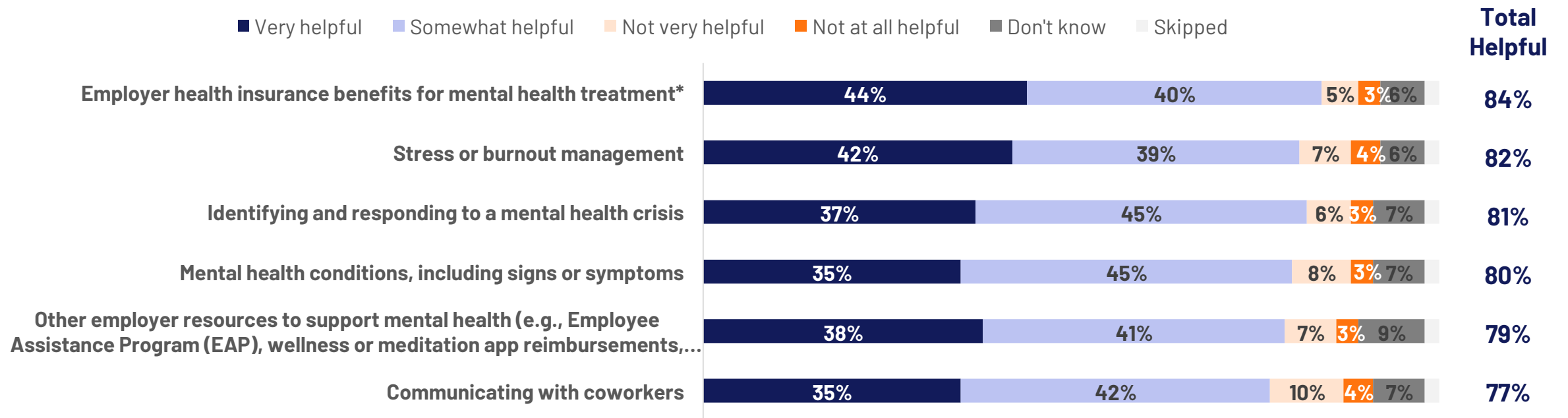


Q24. Please answer yes or no to each of the following statements: "I have received training about the mental health resources offered from my employer"

Base: All respondents (n = 2,376), Age 18-29 (n=241), Age 30-49 (n=1,107), Age 50-64 (n=902), Age 65+ (n=126), Direct Manager (n=970), Not Direct Manager (n=1,406), Caregiver (n=835), Not Caregiver (n=1,541)

All mental health training topics are considered helpful by the majority of employees

How helpful would information or training about each of the following be for your mental health and /or supporting others' mental health at work?



Q27. How helpful would information or training about each of the following be for your mental health and/or supporting others' mental health at work?
 Base: All respondents (n = 2,376)

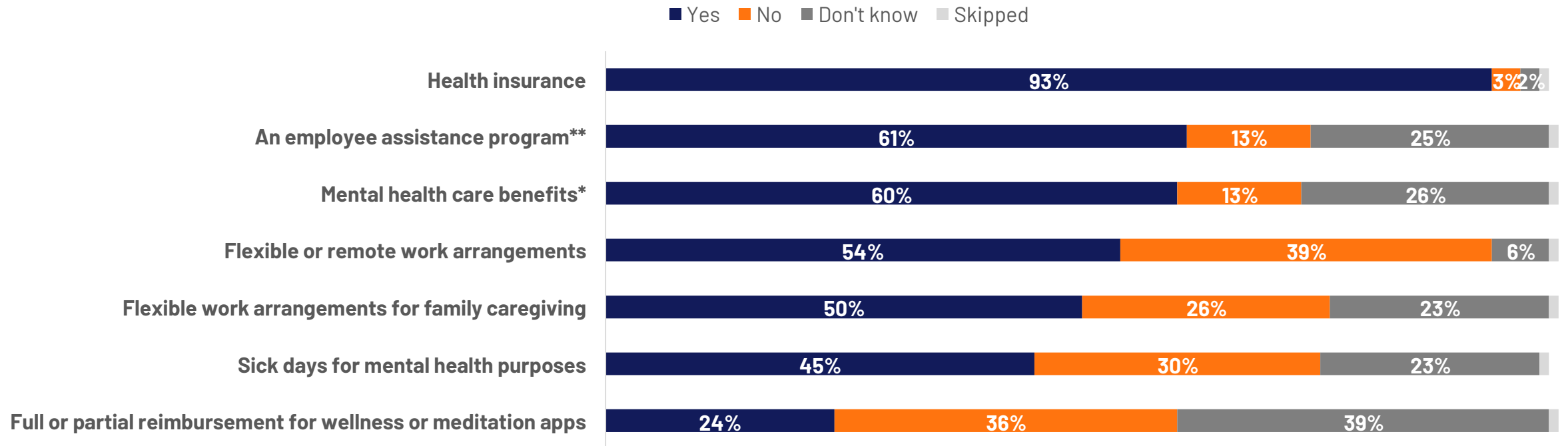
*Note: In 2024, the statement read "Employer health insurance coverage for mental health treatment"

ACCESS TO SERVICES, CARE, AND SUPPORT

04

1 in 4 employees are unsure if their company offers mental health care benefits or an employee assistance program

Does your employer offer each of the following resources?



Q18. Does your employer offer each of the following resources?
Base: All respondents (n = 2,376)

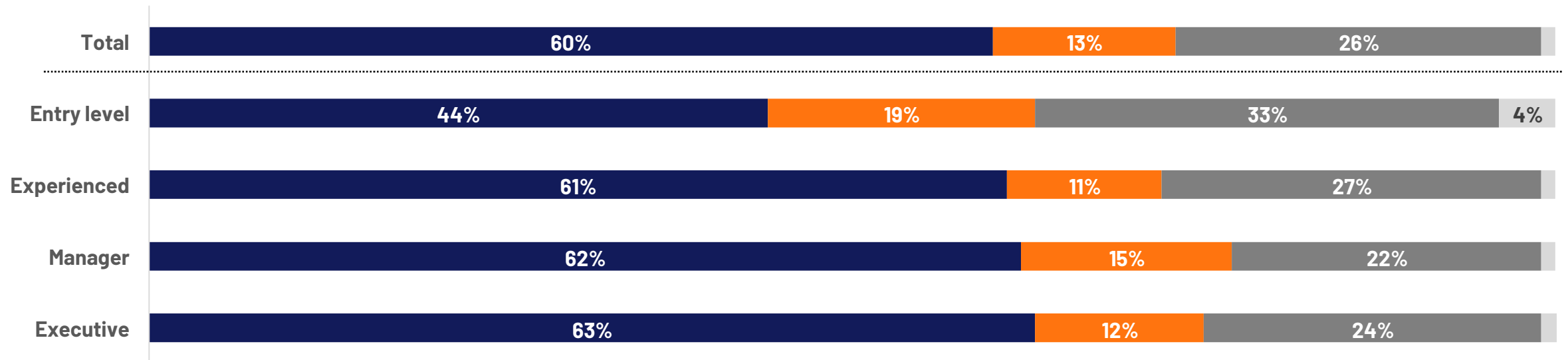
**Note: The full statement reads "An employee assistance program (EAP), which is a voluntary, free, and confidential work-based program that generally offers assessments, counseling, and referrals for personal or work-related problems."

*Note: In 2024, the statement read "mental health care coverage"

Awareness around company mental health care benefits is lower among entry-level employees

Does your employer offer each of the following resources?
Mental health care benefits*

■ Yes ■ No ■ Don't know ■ Skipped



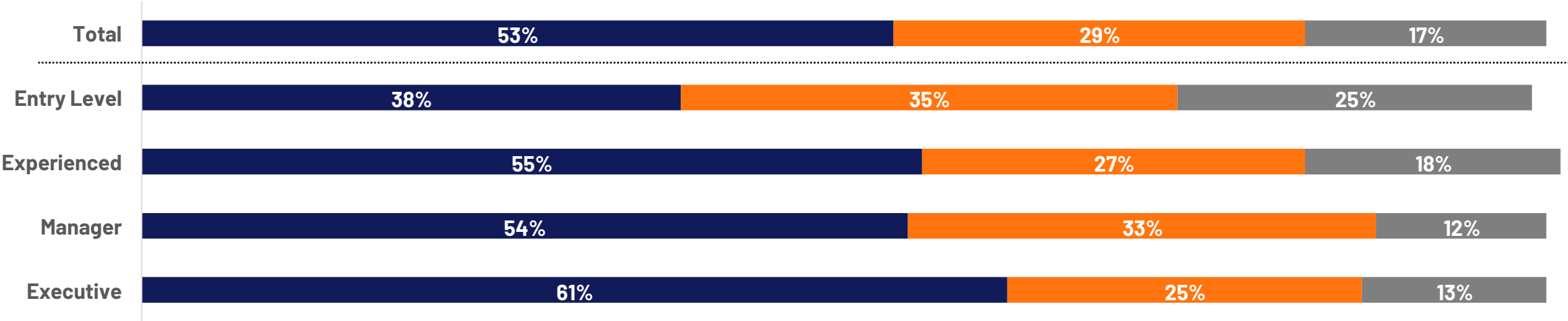
Q18. Does your employer offer each of the following resources?
Base: All respondents (n = 2,376), Entry level (n=179), Experienced (n=1,418), Manager (n=671), Executive (n=104)

*Note: In 2024, this statement read "mental health care coverage".

Entry-level workers also significantly less likely to know how to access mental health care through their employer's insurance

Please answer yes or no to each of the following statements:
"I know how to access mental health care through my employer-sponsored health insurance"

■ Yes ■ No ■ Don't know

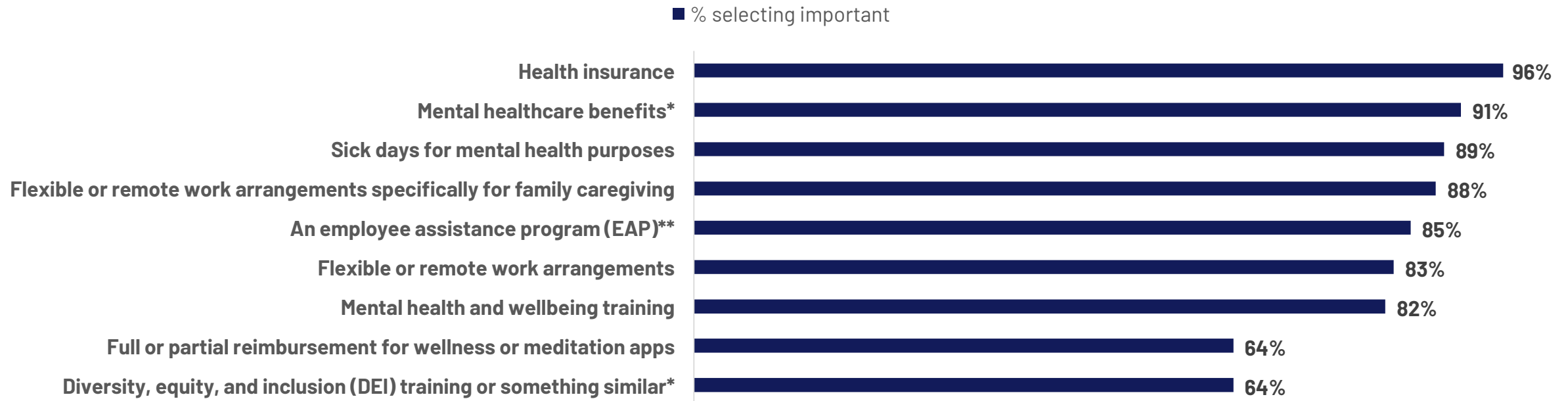


Q24. Please answer yes or no to each of the following statements: I know how to access mental health care through my employer-sponsored health insurance
 Base: All respondents (n = 2,376), Entry level (n=179), Experienced (n=1,418), Manager (n=671), Executive (n=104)



Employees value mental health benefits, mental health sick days, and EAPs in creating a positive work culture

How important, if at all, do you think the following are or would be in creating a positive workplace culture?



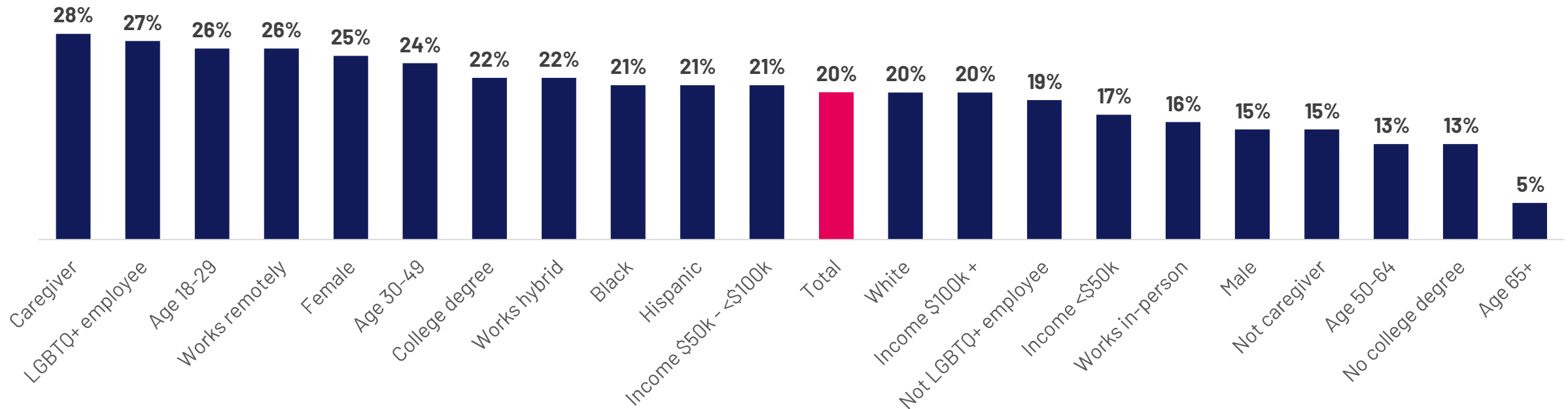
Q20. How important, if at all, do you think the following are or would be in creating a positive workplace culture?
Base: All respondents (n=2,376)

**Note: The full statement reads "An employee assistance program (EAP), which is a voluntary, free, and confidential work-based program that generally offers assessments, counseling, and referrals for personal or work-related problems."

Caregivers, LGBTQ+, younger employees are the most likely to say they have used their employer's mental health benefits

You previously mentioned you have access to mental health care benefits through your employer. Have you tried to use your mental health benefits in the past 12 months?

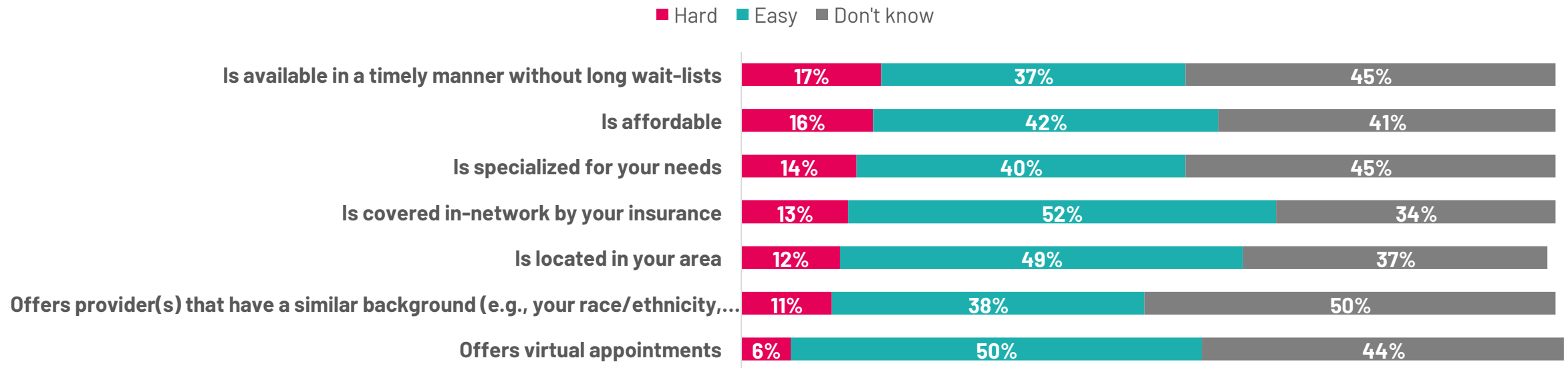
% Yes (percent calculated out of those whose employer offers this benefit)



Q23. You previously mentioned you have access to mental health care benefits through your employer. Have you tried to use your mental health benefits in the past 12 months?
 Base: Mental health benefits offered (n=1,502)

Many who have mental healthcare benefits through their employer are unsure whether it is easy or hard to find a provider that meets their needs

How easy or hard is it to find mental health care through your employer-sponsored health insurance that...

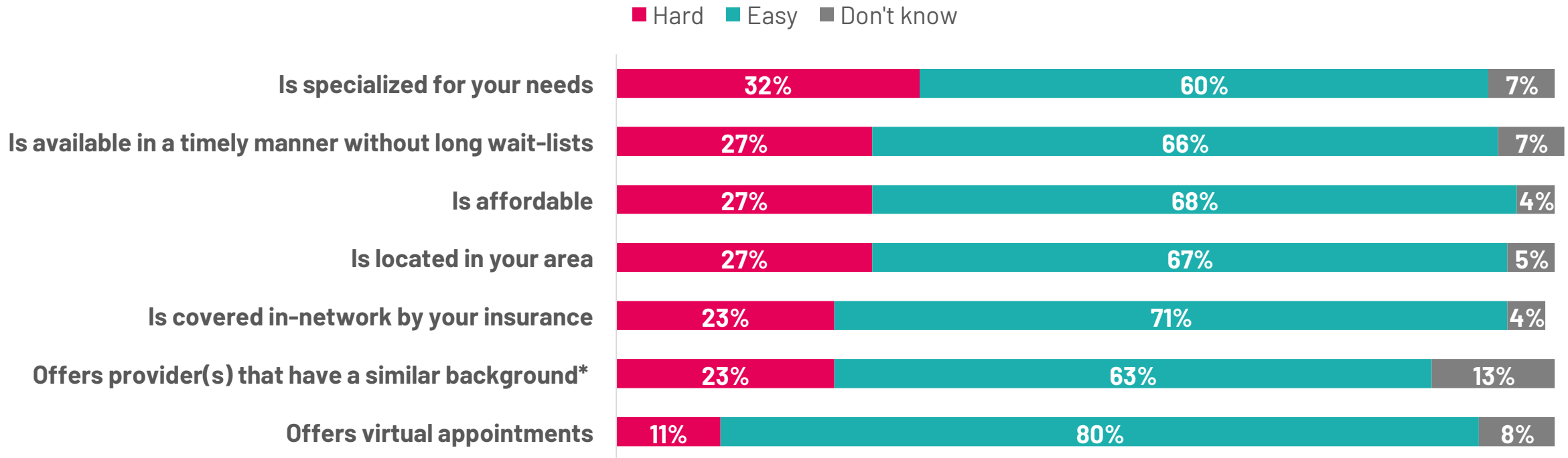


Q23. You previously mentioned you have access to mental health care benefits through your employer-sponsored health benefits. How easy or hard is it to find mental health care through your employer-sponsored health insurance that...
Base: Mental health benefits offered (n=1,502)

More than a quarter of employees say it is hard to find affordable, timely, specialized mental health care through their insurance.

How easy or hard is it to find mental health care through your employer-sponsored health insurance that...

Among those that have accessed MH benefits in the 12 months



Q23. You previously mentioned you have access to mental health care benefits through your employer-sponsored health benefits. How easy or hard is it to find mental health care through your employer-sponsored health insurance that...
Base: Mental health benefits accessed (n=277)

*Note: "Similar background" includes "your race/ethnicity, sexual orientation, gender, or country of heritage"

Employees who have accessed their mental health benefits are more likely to report comprehensive coverage and have a better understanding of their coverage.

You previously mentioned you have access to mental health care benefits through your employers. In your opinion, how much, if any, of the mental health care that you may need do your benefits cover?

% selecting yes

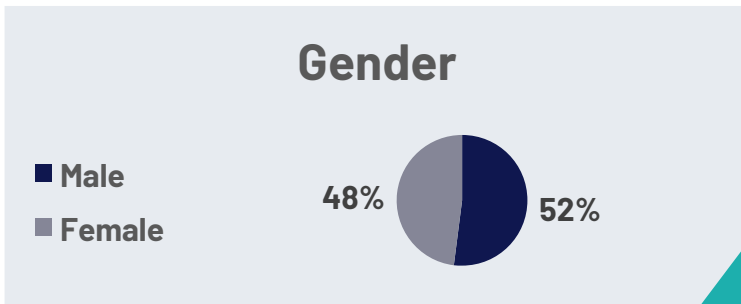
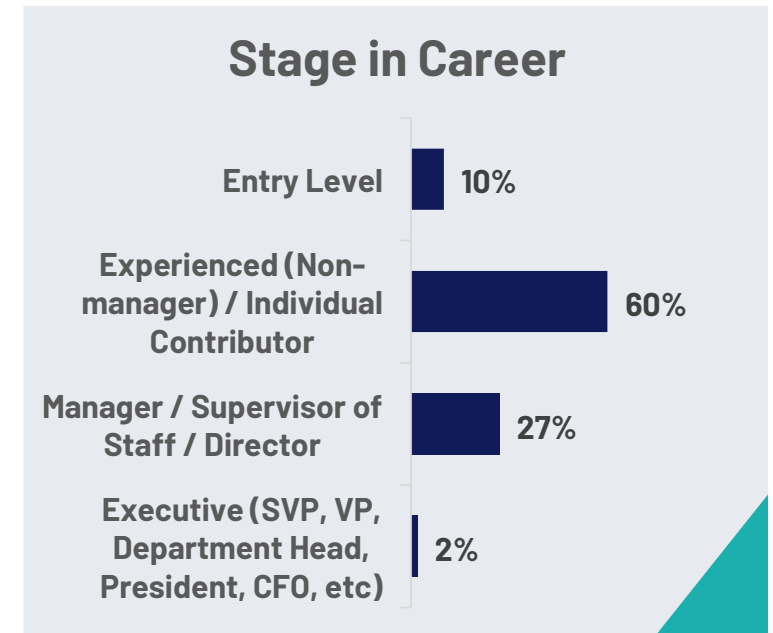
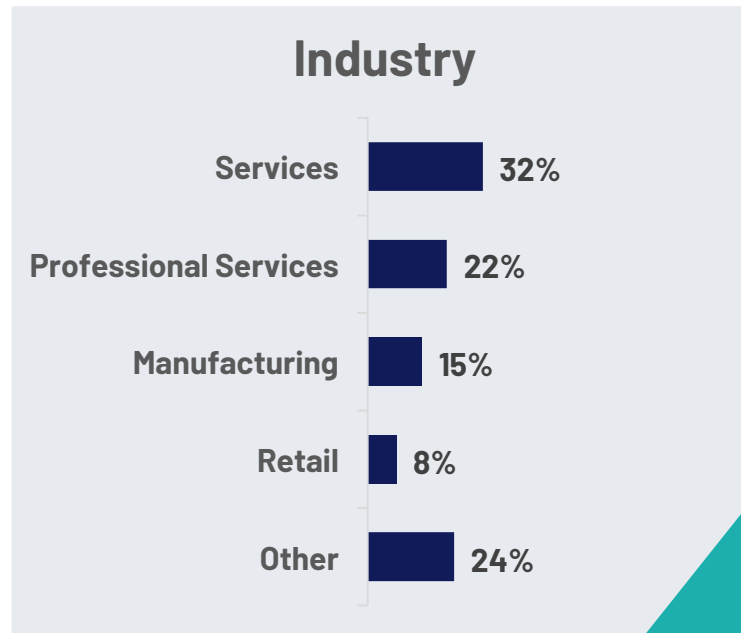
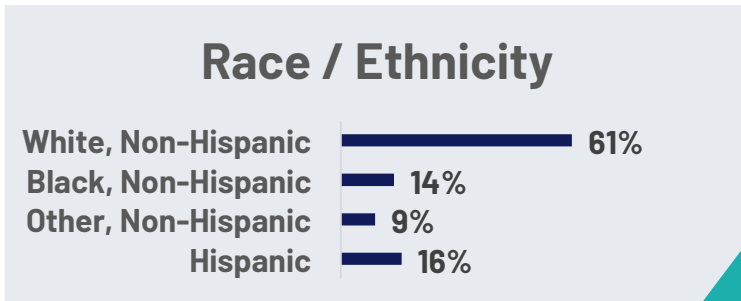
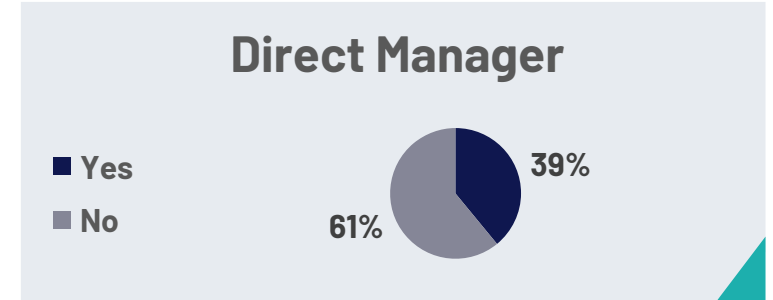
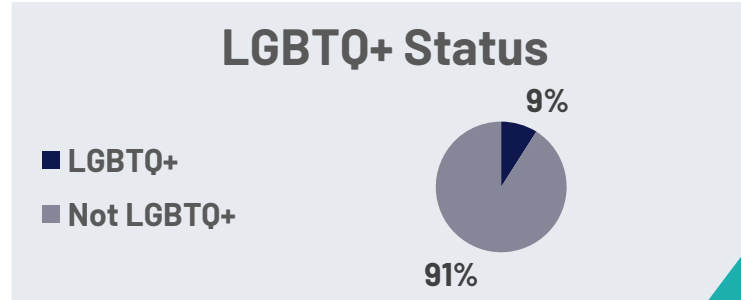
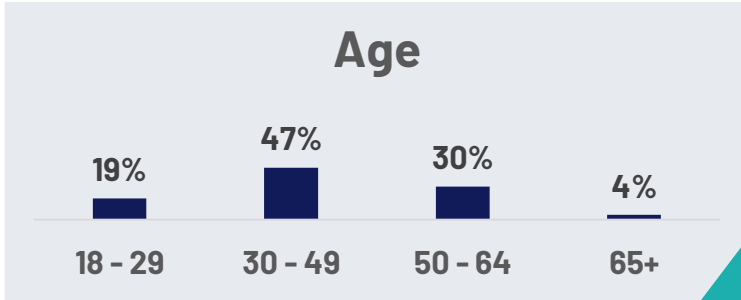
	Total offered mental health benefits through employer	Accessed mental health benefits in the past 12 months	Has ever received mental health treatment
Covers all of the mental health care I may need	18%	22%	19%
Covers most of the mental health care I may need	24%	36%	28%
Covers some of the mental health care I may need	22%	29%	26%
Covers very little of the mental health care I may need	5%	8%	8%
Cover none of the mental health care I need	1%	1%	1%
Don't know	29%	4%	17%

Q21. You previously mentioned you have access to mental health care benefits through your employers. In your opinion, how much, if any, of the mental health care that you may need do your benefits cover?
 Base: [Asked if selected "Yes" at Q18_2] Total respondents (n=1,502), Accessed mental health benefits (n=277), Received mental health treatment (n=388)

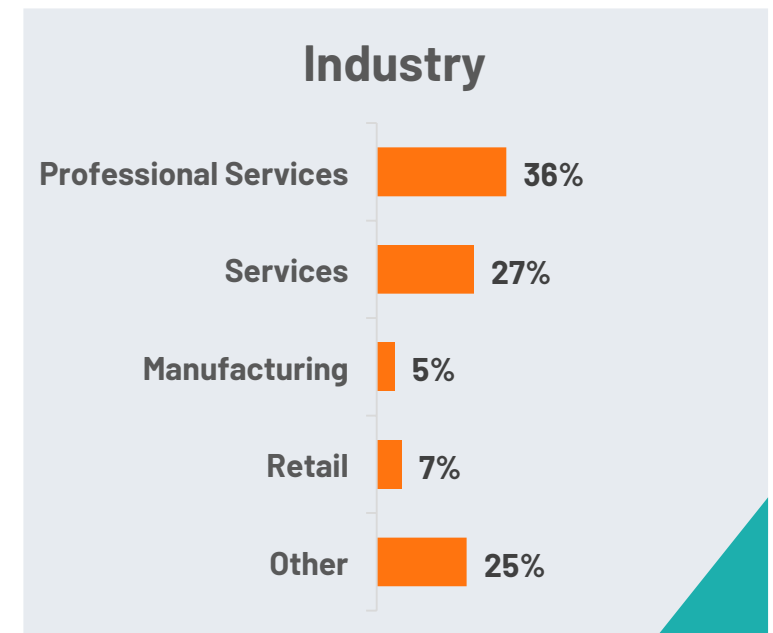
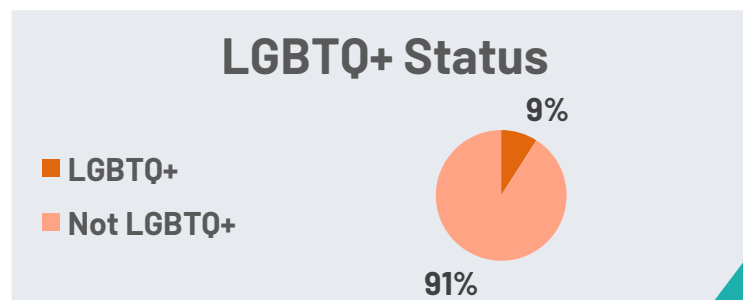
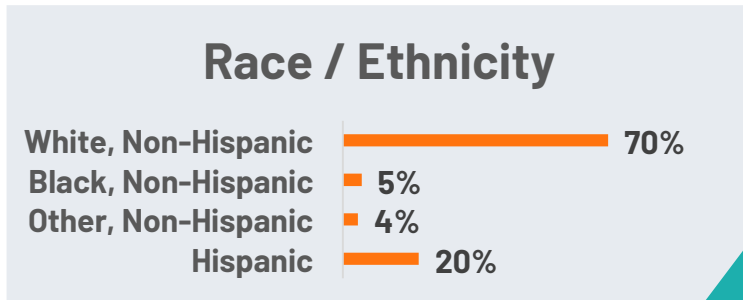
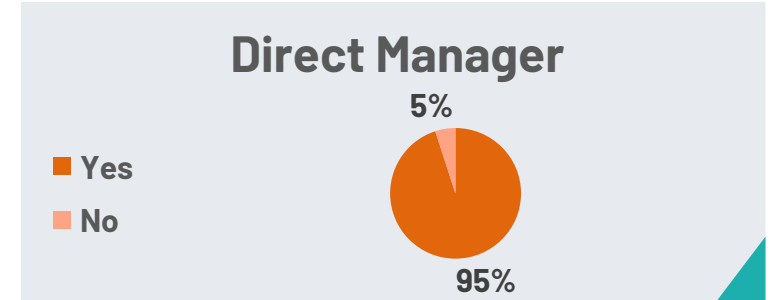
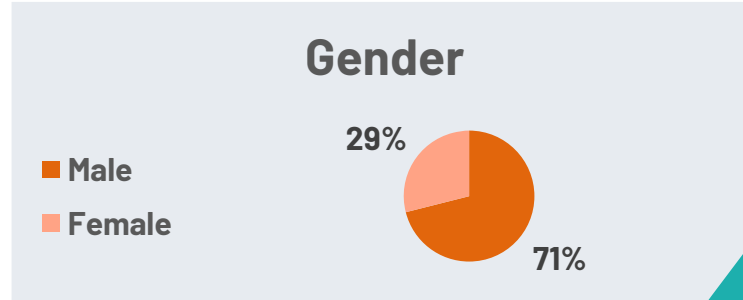
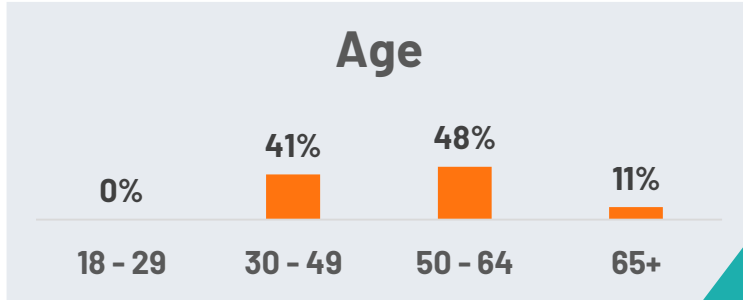
APPENDIX: RESPONDENT PROFILES

05

Total Respondents



Executives



THANK YOU

