

A photograph of three business professionals in a meeting. A woman with blonde hair is on the left, a man with short dark hair is in the center, and a woman with dark curly hair is on the right. They are all dressed in business attire and appear to be in a serious discussion. The background is a blurred office setting with bookshelves.

NAMI/Ipsos StigmaFree Workplace Mental Health Survey

January 2024

GAME CHANGERS



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METHODOLOGY AND KEY FINDINGS

1

METHODOLOGY

About the Study

This NAMI/Ipsos poll was **conducted January 4-9, 2024**, by Ipsos using the probability-based KnowledgePanel®.

This poll is based on a **nationally representative probability sample of 2,062 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 106 executives. To achieve at least n=100 executives, the study design included an oversample of n=60 executives, with the rest coming from the full sample of employed adults.

The **margin of sampling error** for this study is plus or minus 2.5 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 1.4. The margin of sampling error for executives is plus or minus 11 percentage points at the 95% confidence level. This margin of sampling error for executives takes into account the design effect, which was 1.33.

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 2023 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.
- This report includes references to four **subgroups by industry**: retail, manufacturing, services, and professional services. These subgroups were created using the North American Industry Classification System (NAICS) from the U.S. Census.

KEY FINDINGS – AWARENESS & EDUCATION

While the majority of employees say it is appropriate to discuss mental health concerns at work, significantly fewer say they would personally feel comfortable doing so.

- About three-quarters (74%) of employees say it is appropriate to discuss mental health concerns at work. Another three-quarters (77%) agree they would feel comfortable if their coworkers talked to them about their mental health at work.
- However, fewer employees (58%) say they would feel comfortable sharing about their own mental health at work. This gap between perceived appropriateness of discussing mental health and personal comfortability sharing about it at work suggests a key disconnect between perceived openness around mental health in the workplace and an individual willingness to discuss one's own mental health.
- Among employees who say they would be uncomfortable sharing about their mental health at work, many cite stigma, lack of communication, and retaliation as key reasons why.

Most employees say they are satisfied with emotional support at work. However, burnout is a problem, especially among women, young workers, and mid-level employees. Proper mental health resources and increased comfort in discussing mental health at work may contribute to lower burnout on the job.

- The vast majority (86%) of employees say they are satisfied with their ability to be themselves at work. Four in five also say they are satisfied with the emotional support they receive from their coworkers or supervisors on the job.
- But half of employees (52%) say they have felt burned out because of their job in the past year. A higher share of female employees and employees under age 50 report feelings of burnout. Fifty-four percent of mid-level employees say the same, compared to just 40% of entry-level employees.
- Employees who are less comfortable talking about their mental health at work are more likely to report feeling burnout and their mental health suffering because of work. The same is true for managers who feel their workplace isn't giving them the proper resources to discuss mental health.

KEY FINDINGS – CREATING A CULTURE OF CARING

The vast majority of employees agree mental health training is important for creating a positive workplace culture. Even more employees believe employer-sponsored mental healthcare coverage is important.

- Four in five (83%) employees agree mental health and well-being training is, or would be, important in creating a positive workplace culture. Most also say various types of mental health training would be helpful for mental health support at work.
- Even more employees, nine in ten (92%), say employer-sponsored mental healthcare coverage is important for creating a positive workplace culture. This majority sentiment is held regardless of gender, age, stage in career, or managerial status.

Most employees believe employers are responsible for helping employees feel comfortable discussing mental health at work. Yet the majority of senior-level employees say they have NOT received training about how to talk to their teams about mental health.

- More than three-quarters of employees say supervisors, HR, and senior leadership should be responsible for helping employees feel comfortable discussing mental health at work (86%, 85%, and 78%, respectively).
- Seven in ten respondents at the executive or manager/director level say they have NOT received training on how to talk about mental health with their teams. Only 23% say they have received this training. The largest employers, with 5,000+ employees, are more likely to offer this training than those with 100-249 employees (26% and 13%, respectively).

Employers can do more to help direct managers support the mental health of the people who report to them. While most managers agree they feel prepared to support the mental health of their direct reports, significantly fewer agree their company has provided them with the proper resources to do so.

- Seventy-eight percent of direct managers agree they feel prepared to support the mental health of their direct reports. Yet just three in ten (32%) say they *strongly* agree.
- Significantly fewer direct managers, three in five (63%), agree their company provides them with the proper resources to support the mental health of their direct reports. Only one-fifth say they *strongly* agree.

KEY FINDINGS – ACCESS TO SERVICES, CARE, & SUPPORT

One in four employees say they don't know if their employer offers mental healthcare coverage, indicating a need for more direct communication about what coverage is available.

- While 60% of employees say their employer offers mental healthcare coverage, 26% say they don't know. Entry-level employees are especially likely to be unsure if their employer offers mental healthcare coverage.

Most employees who can access employer-provided mental healthcare coverage say it is adequate, but there is a significant group who say they are unsure. Increased communication, as well as training, from employers about coverage offerings may improve perceptions of coverage quality, accessibility, and positive workplace culture.

- Fifty-eight percent of employees whose employer offers mental healthcare coverage say it is adequate. But nearly three in ten (29%) employees say they don't know.
- When asked about various aspects of accessing their employer-sponsored mental healthcare coverage, significant shares of these employees say they don't know how easy or hard they are to access (31%-46% across measures).

Access to employer-sponsored mental healthcare coverage and mental health training positively impacts workers' perceptions of discussing mental health on the job.

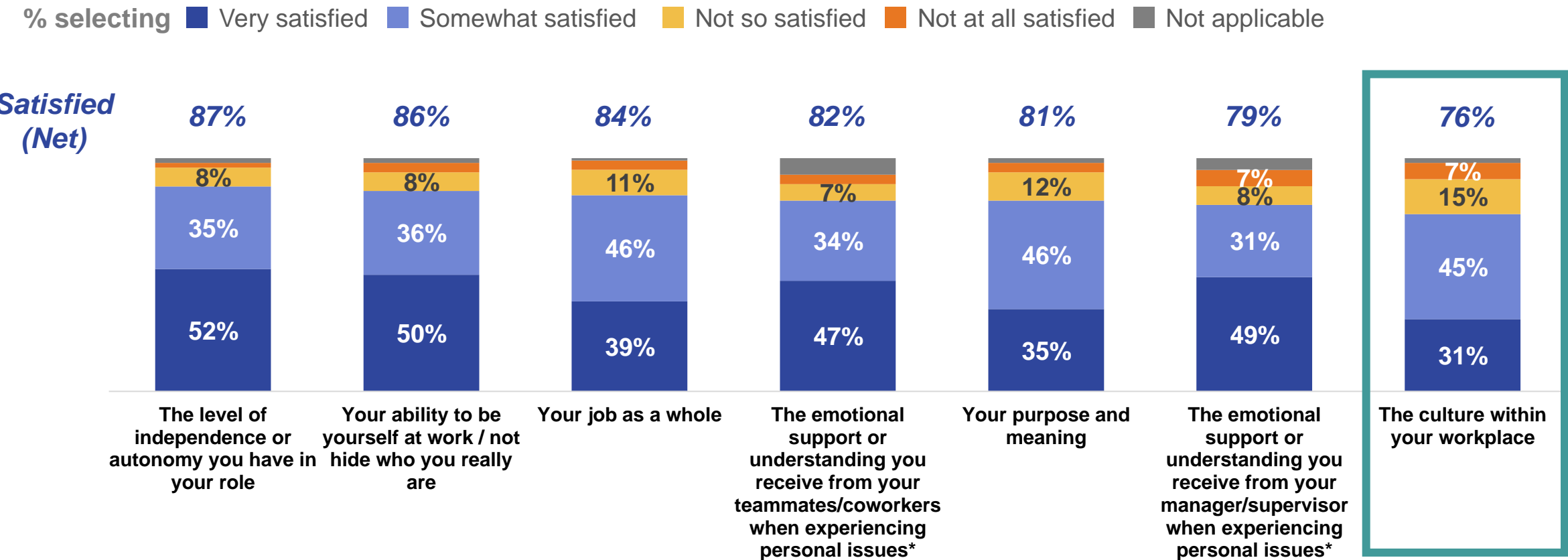
- Employees whose employer offers mental health training or coverage are more likely than those who do not offer training or coverage to...
 - ...say it is appropriate to discuss mental health at work.
 - ...say they are comfortable with others' discussing their mental health at work.
 - ...say they are comfortable sharing about their own mental health at work.

AWARENESS & EDUCATION

2

WHILE MOST SAY THEY ARE SATISFIED WITH THEIR ABILITY TO BE THEMSELVES AT WORK, ABOUT ONE IN FOUR ARE DISSATISFIED WITH THEIR WORKPLACE CULTURE.

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



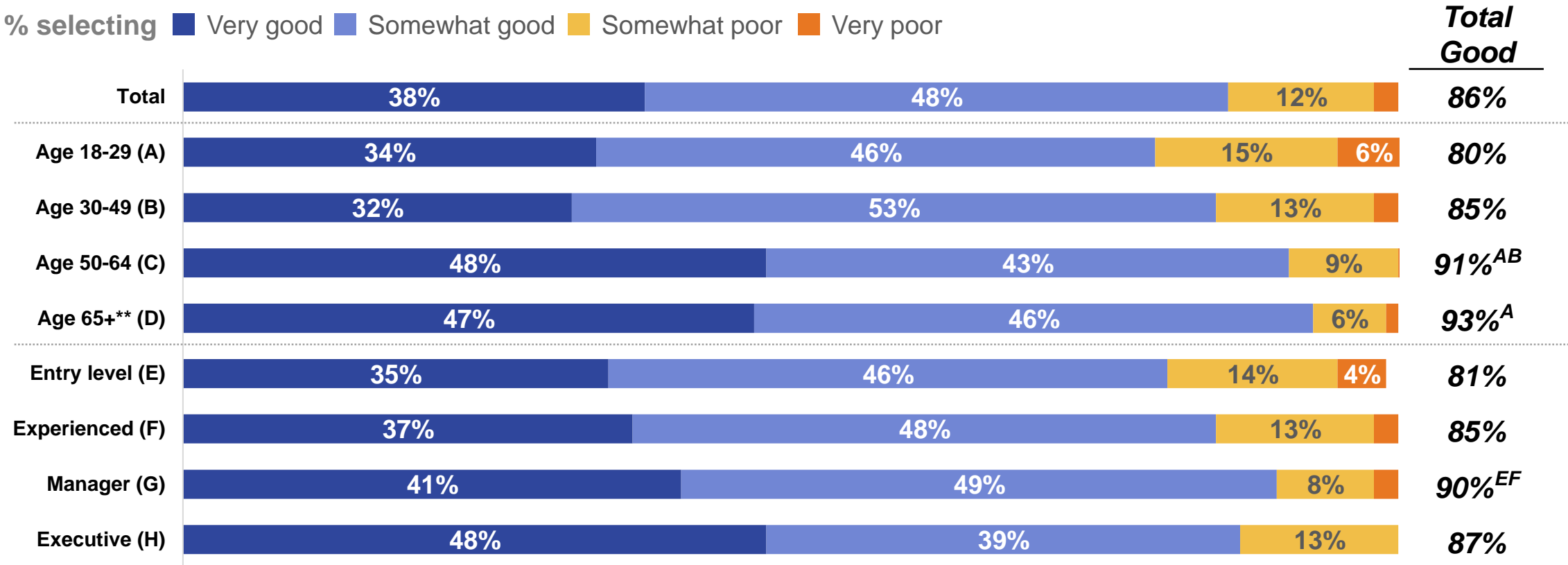
Q. How satisfied, if at all, are you with the following at work?
Base: All respondents (n=2,062)
9 – © Ipsos | NAMI Workplace Mental Health Survey 2024

*Note: Personal issues specified in the survey include, “death in the family, illness, etc.”



THE MAJORITY OF EMPLOYEES SAY THEIR MENTAL HEALTH IS GOOD RIGHT NOW. THE MORE SENIOR AN EMPLOYEE, THE MORE LIKELY THEY ARE TO SAY THEIR MENTAL HEALTH IS “VERY GOOD.”

How would you rate your own mental health right now?*



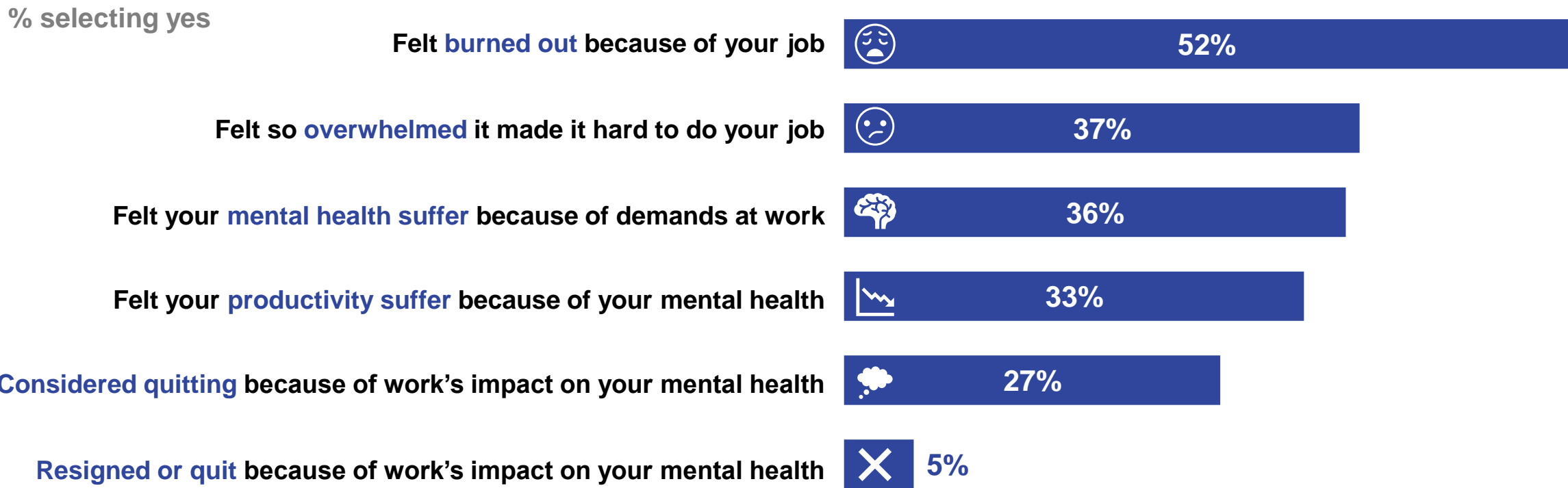
Q. How would you rate your own mental health right now?
Base: All respondents (n=2,062); Ages 18-29 (N=190), Age 30-49 (N=980), Age 50-64 (N=795), Age 65+** (N=97); Entry level (N=164), Experienced (N=1,205), Manager (N=585), Executive (N=106)

*Note: Letters indicate statistically significant differences. Letters only shown for good (net) values.
**Note: Caution. Low base size (N<100).



HALF OF EMPLOYEES SAY THEY HAVE FELT BURNED OUT BECAUSE OF THEIR JOB. ABOUT A THIRD SAY THEIR MENTAL HEALTH HAS SUFFERED BECAUSE OF WORK IN THE PAST YEAR.

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









Q. In the past year, have you ever experienced the following at work?
Base: All respondents (n=2,062)

YOUNGER EMPLOYEES, THOSE UNDER 50, ARE MORE LIKELY THAN OLDER EMPLOYEES TO SAY THEY HAVE FELT BURNED OUT OR THAT THEIR MENTAL HEALTH HAS SUFFERED BECAUSE OF WORK IN THE PAST YEAR.

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

% selecting **yes**

		Total	Age 18-29	Age 30-49	Age 50-64	Age 65+**	Entry level	Experienced	Manager	Executive
			(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)
Felt burned out because of your job		52%	55% ^{CD}	57% ^{CD}	45%	36%	40%	54% ^E	54% ^E	44%
Felt so overwhelmed it made it hard to do your job		37%	41% ^C	41% ^C	29%	31%	32%	38%	36%	34%
Felt your mental health suffer because of demands at work		36%	42% ^{CD}	40% ^{CD}	28%	27%	31%	36%	38%	36%
Felt your productivity suffer because of your mental health		33%	42% ^{CD}	38% ^{CD}	22%	25%	33%	34%	32%	32%
Considered quitting because of work's impact on your mental health		27%	34% ^C	28% ^C	21%	23%	26%	27%	25%	29%
Resigned or quit because of work's impact on your mental health		5%	7%	6%	4%	3%	12% ^{FGH}	4%	5%	2%

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

Base: All respondents (n=2,062); Ages 18-29 (N=190), Age 30-49 (N=980), Age 50-64 (N=795), Age 65+ ** (N=97); Entry level (N=164), Experienced (N=1,205), Manager (N=585), Executive (N=106)







*Note: Letters and shading indicate statistically significant differences.

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

WORKERS WHO FEEL *LESS* COMFORTABLE OPENING UP, AND MANAGERS NOT GIVEN THE TOOLS TO HELP EMPLOYEES, REPORT HIGHER LEVELS OF BURNOUT AND RELATED ISSUES.

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

% selecting **yes**

		Total	Female	Male	Direct Manager – Female	Direct Manager – Male	Comfortable sharing MH at work	Uncomfortable sharing MH at work	Manager Agrees - Proper Resources**	Manager Disagrees - Proper Resources**
			(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)
Felt burned out because of your job		52%	59% ^B	46%	59% ^D	46%	46%	62% ^E	47%	61% ^G
Felt so overwhelmed it made it hard to do your job		37%	45% ^B	29%	44% ^D	32%	30%	47% ^E	29%	54% ^G
Felt your mental health suffer because of demands at work		36%	43% ^B	30%	46% ^D	31%	30%	45% ^E	30%	53% ^G
Felt your productivity suffer because of your mental health		33%	39% ^B	28%	38% ^D	26%	27%	43% ^E	26%	42% ^G
Considered quitting because of work's impact on your mental health		27%	33% ^B	21%	31% ^D	20%	19%	37% ^E	19%	36% ^G
Resigned or quit because of work's impact on your mental health		5%	7% ^B	4%	7%	4%	3%	8% ^E	4%	7%

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

Base: All respondents (n=2,062); Female (N=816) , Male (N=1246); Female direct manager (N=307), Male direct manager (N=539); Comfortable sharing about personal mental health at work (N=1,207), Uncomfortable sharing about personal mental health at work (N=838); Managers Agree – Proper Resources** (N=558), Managers Disagree – Proper Resources** (N=282)



74%

of full-time employees
in the U.S. say it is
appropriate to
discuss mental health
concerns at work



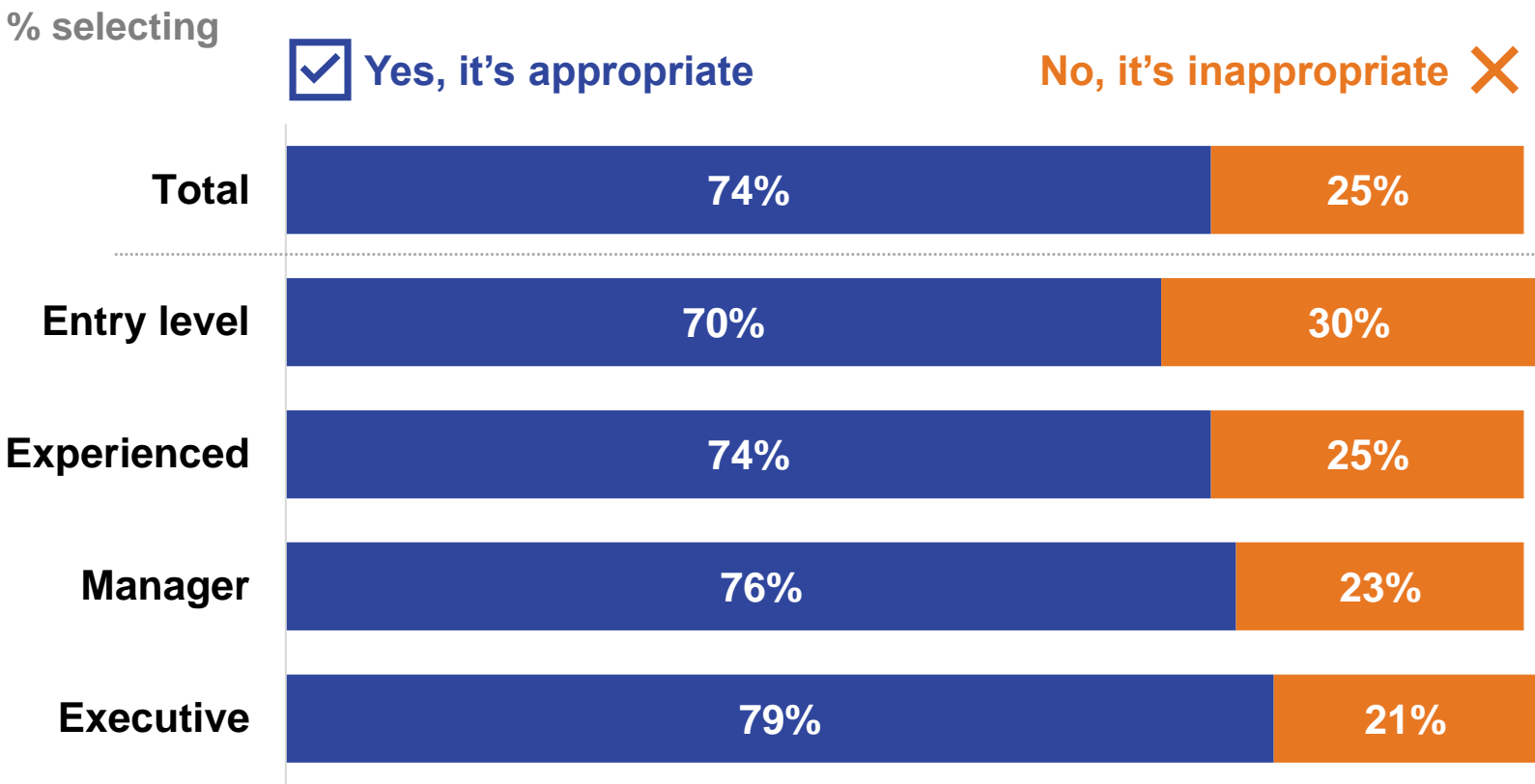
But fewer,

58%

say they feel
comfortable sharing
about their mental
health at work

MOST EMPLOYEES SAY IT IS APPROPRIATE TO DISCUSS MENTAL HEALTH AT WORK. THIS SENTIMENT IS CONSISTENT ACROSS LEVELS.

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



Employees in the **services** or **professional services** industries are more likely to say it's appropriate to discuss mental health at work versus those in **manufacturing** (79% and 74% vs. 67%, respectively). Seventy-four percent of those in **retail** say the same.

Q. Do you think it is appropriate to discuss mental health concerns at work, or not?
Base: All respondents (n=2,062); Entry level (N=164), Experienced (N=1,205), Manager (N=585), Executive (N=106); Retail (N=187), Manufacturing (N=439), Services (N=751), Professional services (N=681)



HOWEVER, FEMALE MANAGERS AND THOSE WHO SAY THEY HAVE PROPER MENTAL HEALTH RESOURCES AT WORK ARE MORE LIKELY THAN THEIR COUNTERPARTS TO SAY IT IS APPROPRIATE.

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

% selecting among managers

	<input checked="" type="checkbox"/> Yes, it's appropriate	No, it's inappropriate ✕
Total Direct Managers	77%	23%
Female (A)	82% ^B	17%
Male (B)	73%	27% ^A
Age 18-39 (C)	79%	20%
Age 40+ (D)	75%	24%
Agree – Proper Resources** (E)	80% ^F	19%
Disagree – Proper Resources** (F)	73%	27% ^E

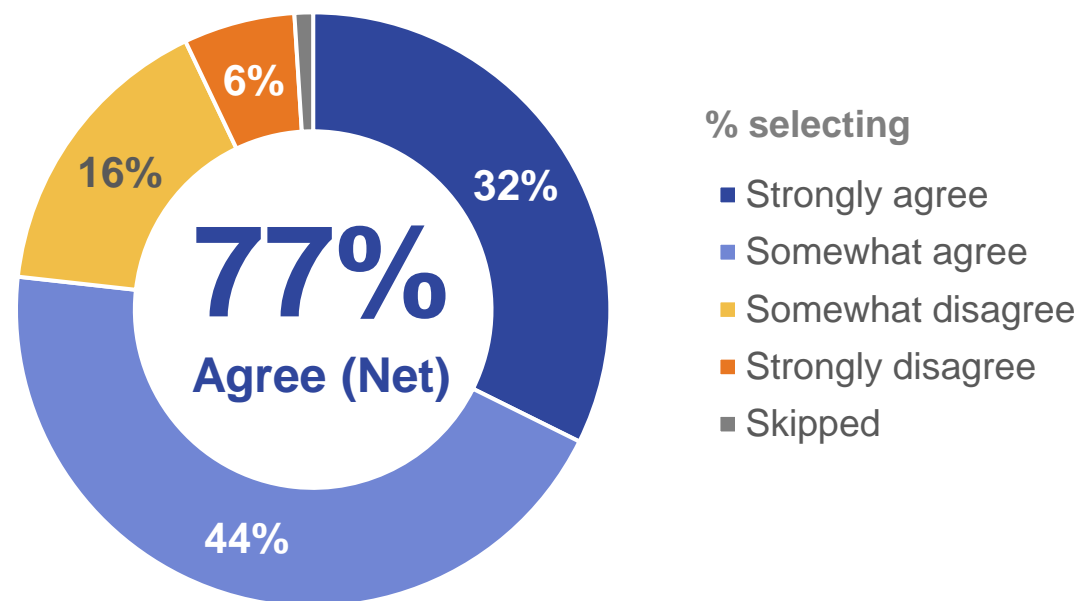
Q. Do you think it is appropriate to discuss mental health concerns at work, or not?
Base: Total direct managers (N=846); Female managers (N=307), Male managers (N=539); Managers ages 18-39 (N=222), Managers ages 40+ (N=624); Managers Agree – Proper Resources** (N=558), Managers Disagree – Proper Resources** (N=282)

*Note: Letters and shading indicate statistically significant differences.
**Agree/Disagree with the following statement, "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"

MOST FULL-TIME EMPLOYEES AGREE THEY WOULD BE COMFORTABLE IF A COWORKER TALKED TO THEM ABOUT THEIR MENTAL HEALTH.

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

“I would feel comfortable if my coworker(s) talked to me about their mental health at work”



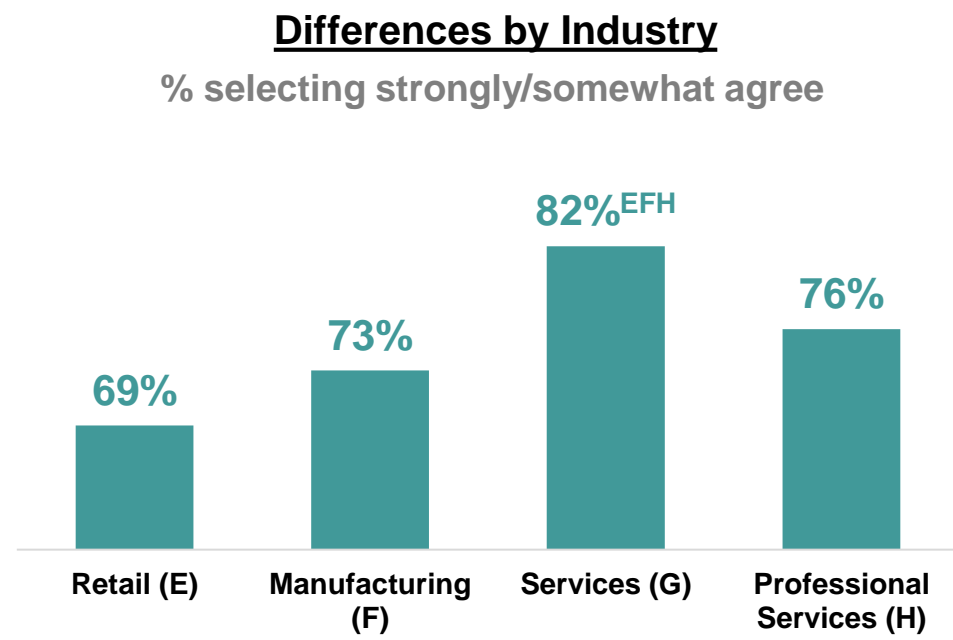
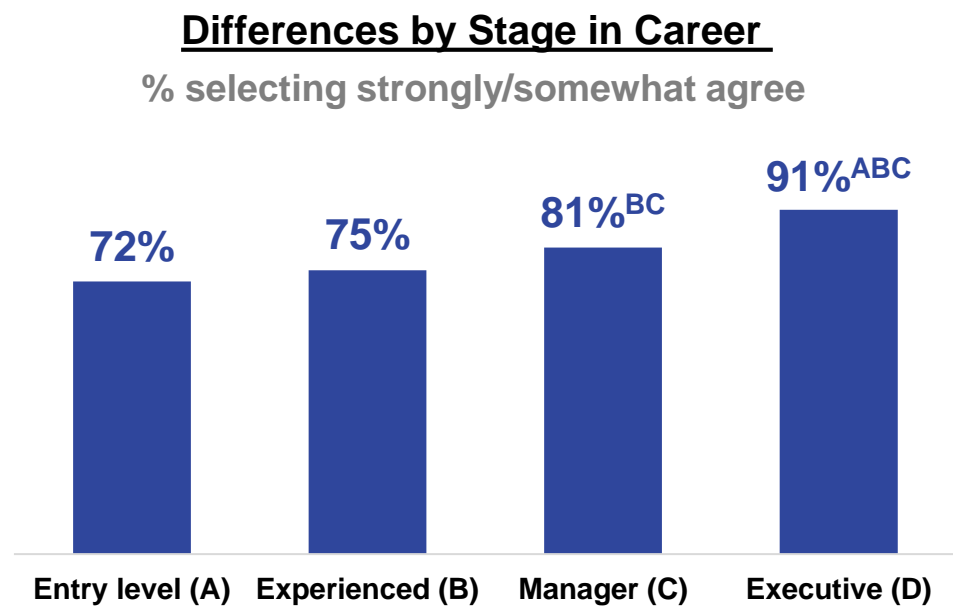
There are no statistically significant differences by **business size** in agreement around comfort with coworkers discussing their mental health at work.

Q. How much do you agree or disagree with each of the following statements?
Base: All respondents (n=2,062); Employed by business with 100-249 employees (N=269), Employed by business with 250-499 employees (N=235), Employed by business with 500-999 employees (N=237), Employed by business with 1,000-4,999 employees (N=413), Employed by business with 5,000+ employees (N=908)

DIFFERENCES EMERGE BY CAREER STAGE AND INDUSTRY ON COMFORT WITH COWORKERS OPENING UP ABOUT THEIR MENTAL HEALTH.

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

“I would feel comfortable if my coworker(s) talked to me about their mental health at work”



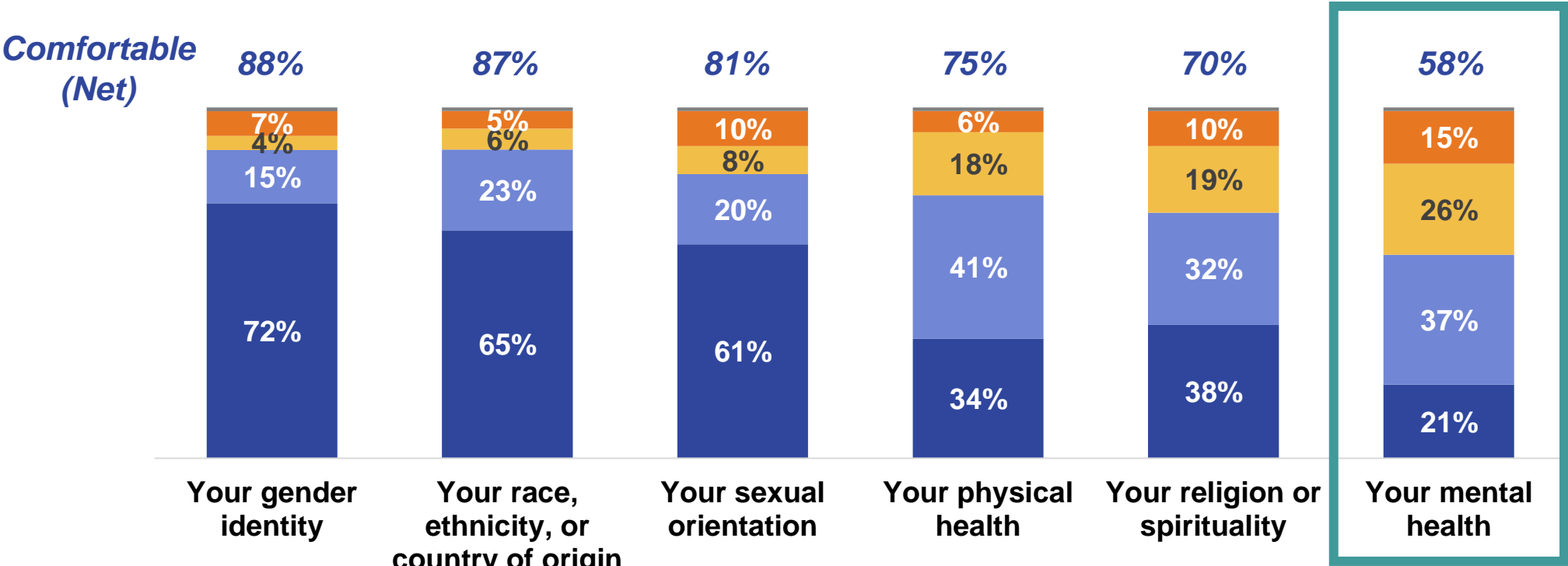
Q. How much do you agree or disagree with each of the following statements?
Base: All respondents (n=2,062); Entry-level (N=164), Experienced (N=1,205), Manager (N=585), Executive (N=106); Retail (N=187), Manufacturing (N=439), Services (N=751), Professional services (N=681)

*Note: Letters indicate statistically significant differences.

WHILE MOST WORKERS ARE COMFORTABLE SHARING ABOUT THEIR MENTAL HEALTH AT WORK, THEY ARE SIGNIFICANTLY LESS COMFORTABLE TALKING ABOUT THIS THAN OTHER ASPECTS OF THEIR LIFE OR WHO THEY ARE.

How comfortable do you feel sharing about each of the following parts of your life at work?

% selecting ■ Very comfortable ■ Somewhat comfortable ■ Somewhat uncomfortable ■ Very uncomfortable ■ Skipped



Q. How comfortable do you feel sharing about each of the following parts of your life at work?
Base: All respondents (n=2,062)

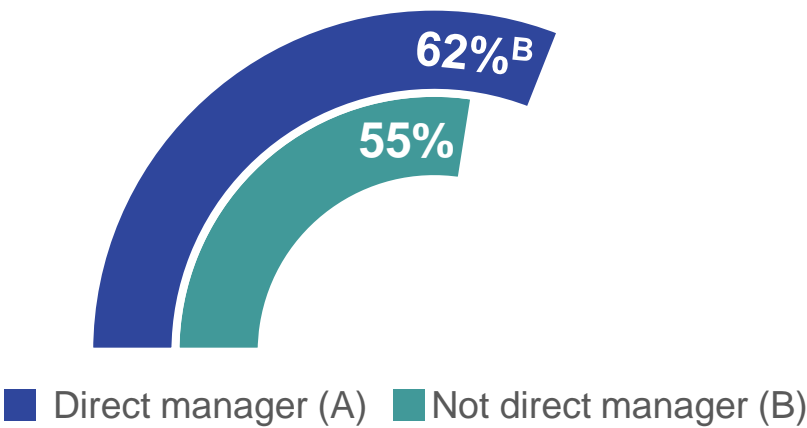


DIRECT MANAGERS ARE MORE LIKELY THAN NON-MANAGERS TO SAY THEY ARE COMFORTABLE DISCUSSING THEIR MENTAL HEALTH AT WORK. RESOURCES AND TRAINING ALSO MAKE A DIFFERENCE.

How comfortable do you feel sharing about your mental health at work?

Differences by Managerial Status

% selecting very/somewhat comfortable



Differences by Workplace Mental Health Resources and Trainings

% selecting very/somewhat comfortable

Total Respondents		Managers	
Work offers mental health training	Work does NOT offer mental health training	Agree – Proper Resources**	Disagree – Proper Resources**
(A)	(B)	(C)	(D)
65% ^B	50%	71% ^D	49%

Q. How comfortable do you feel sharing about each of the following parts of your life at work? – Your mental health
Base: Total direct managers (N=846), Not direct manager (N=1,216); Total – Offers MH Training (N=1,114), Total – Does NOT offer MH Training (N=948); Managers Agree – Proper Resources** (N=558), Managers Disagree – Proper Resources** (N=282)

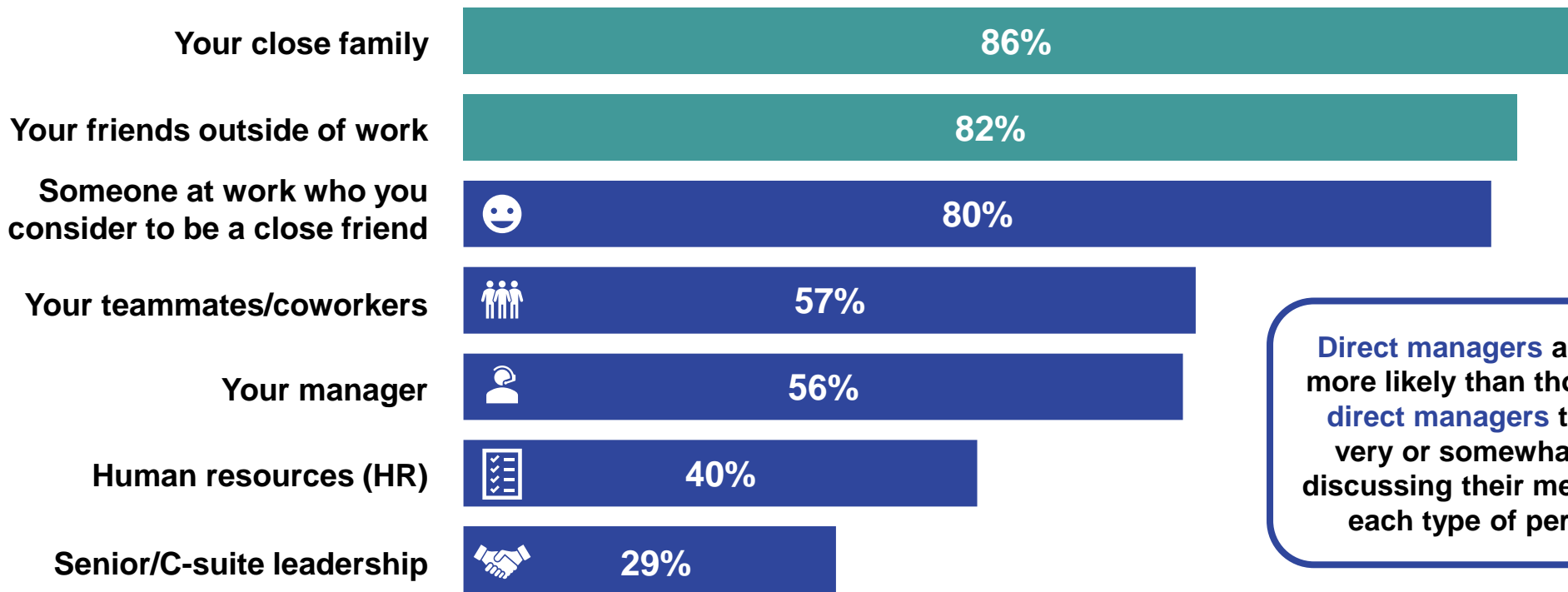
*Note: Letters and shading indicate statistically significant differences.
**Agree/Disagree with the following statement, “My company has provided me with the proper resources to support the mental and emotional health of the people who report to me at work”



FOUR IN FIVE EMPLOYEES SAY THEY ARE COMFORTABLE SHARING ABOUT THEIR MENTAL HEALTH WITH A CLOSE FRIEND AT WORK. FEWER SAY THE SAME ABOUT THEIR COWORKERS IN GENERAL OR THEIR MANAGER.

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

% selecting very/somewhat comfortable ■ Outside of work ■ At work



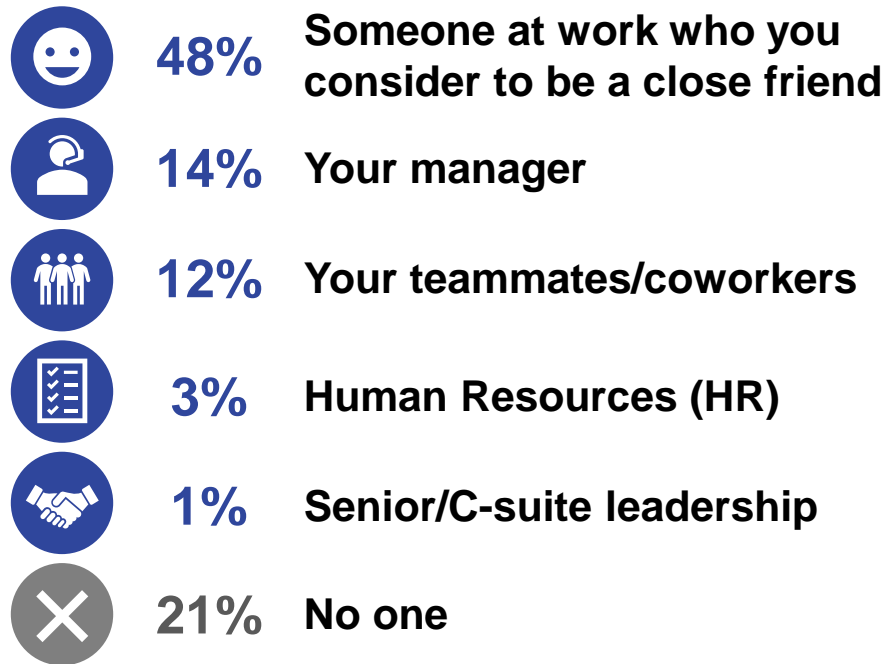
Direct managers are significantly more likely than those who are not direct managers to say they are very or somewhat comfortable discussing their mental health with each type of person at work.

Q. How comfortable, if at all, would you feel discussing mental health with each of the following people?
Base: All respondents (n=2,062); Direct managers (N=846), Not direct managers (N=1,216)

A CLOSE WORK FRIEND IS THE EASIEST WAY TO DISCUSS ONE'S MENTAL HEALTH. HOWEVER, ONE IN FIVE SAY THEY DO NOT FEEL COMFORTABLE DISCUSSING IT WITH ANYONE.

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

% selecting



Employees are more likely to say they are **most comfortable discussing their mental health at work with “no one”** if they are...

- Entry level (30%);
- Ages 65+* (34%);
- Hispanic (27%);
- Working for a company that does **NOT** offer mental health training or coverage for mental healthcare (26% and 29%, respectively).

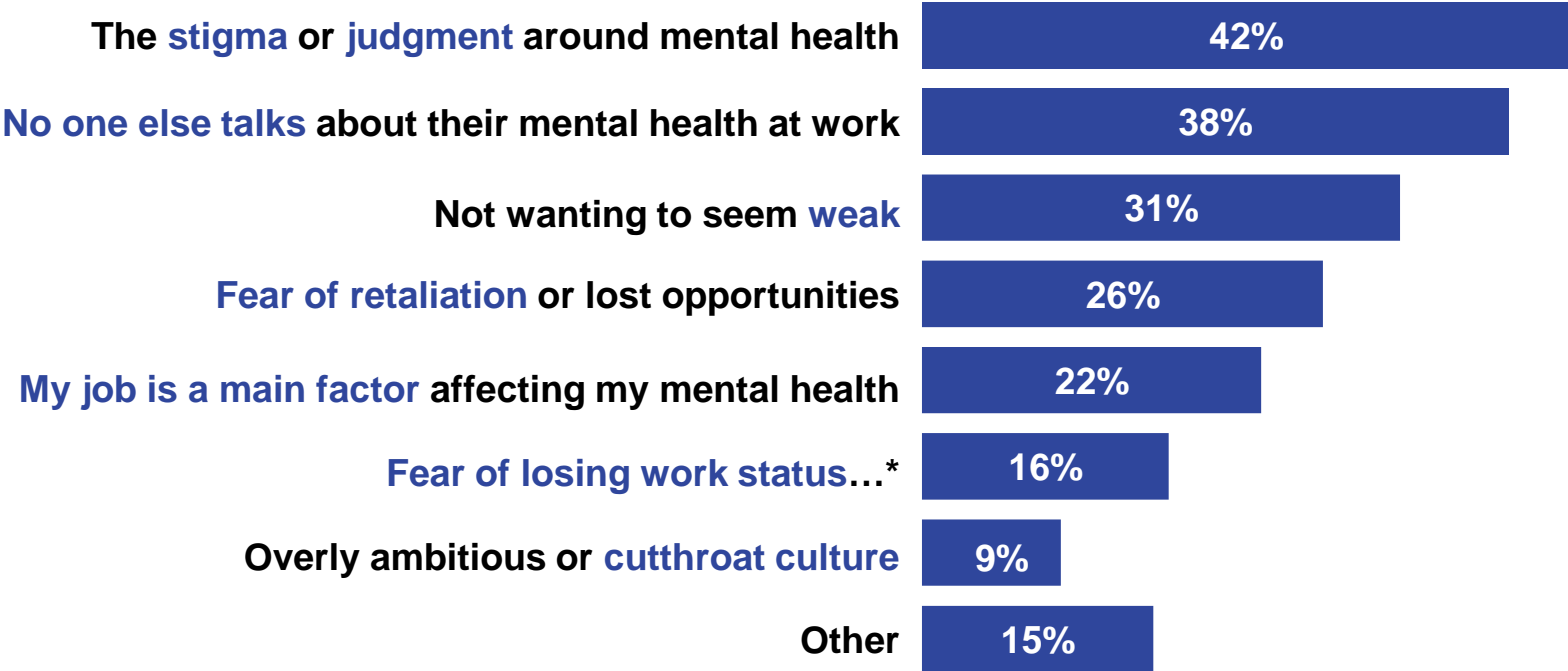
Q. Who do you feel **MOST** comfortable discussing your mental health with at work, if anyone?

Base: All respondents (n=2,062); Entry level (N=164); Ages 65+ (N=97*); Hispanic (N=242); Employer does NOT offer mental health training (N=948); Employer does NOT offer mental healthcare coverage (N=746)

STIGMA AND LACK OF DISCUSSIONS AROUND MENTAL HEALTH ARE THE MOST COMMONLY CITED REASONS EMPLOYEES ARE UNCOMFORTABLE DISCUSSING THEIR MENTAL HEALTH AT WORK.

Which of the following reasons MOST affect why you are uncomfortable sharing about your mental health at work?

% selecting among those uncomfortable sharing about their mental health at work



Full-time employees who are not direct managers are more likely than direct managers to say they are uncomfortable sharing about their mental health at work mostly because no one else talks about it (42% vs. 38%, respectively).

Q. 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? Please select up to three responses.
Base: Very or somewhat uncomfortable sharing about their mental health at work (N=838); Direct manager who feels uncomfortable sharing about their mental health at work (N=317), Not direct manager who feels uncomfortable sharing about their mental health at work (N=521)



CONFIDENTIALITY AND PROTECTION FROM RETALIATION ARE KEY TO EMPLOYEES FEELING COMFORTABLE DISCUSSING THEIR MENTAL HEALTH AT WORK. SUPPORT FROM SENIOR LEADERSHIP, TRAINING, AND EMPATHETIC COMMUNICATION ARE ALSO MENTIONED.

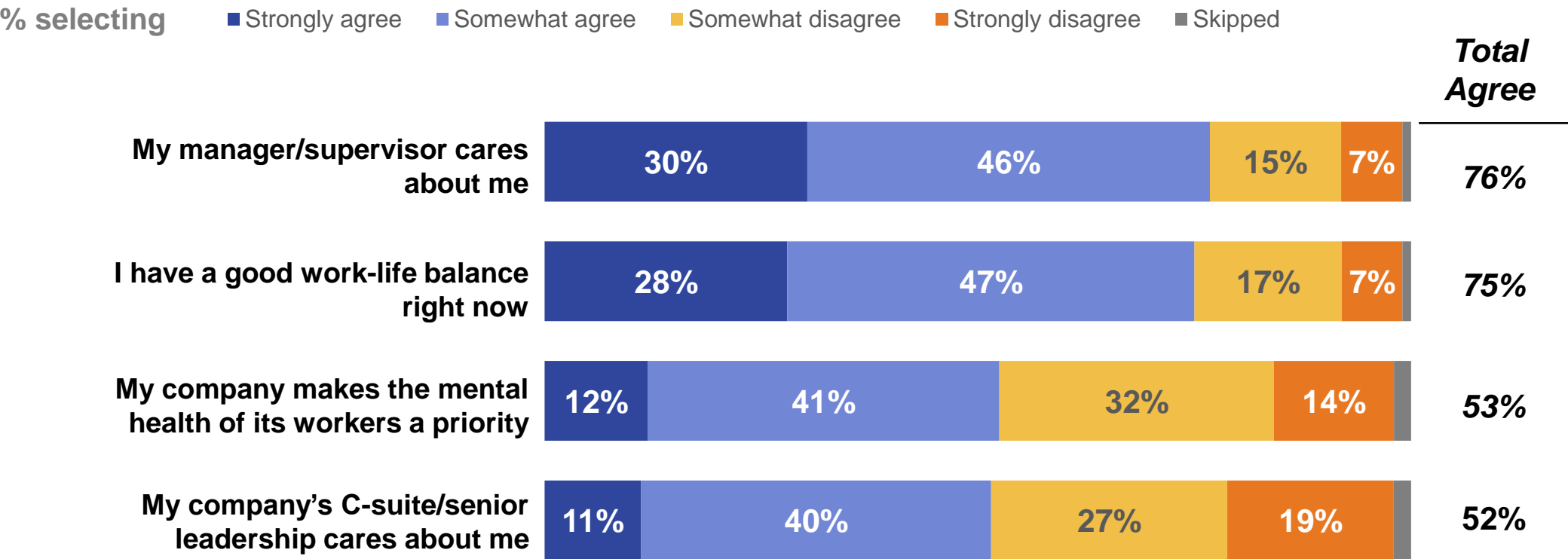
In a few words, please describe what specific things, if any, would make you feel comfortable discussing your mental health at work.



Q. In a few words, please describe what specific things, if any, would make you feel comfortable discussing your mental health at work.
Base: All respondents (n=2,062)

VERY FEW WORKERS STRONGLY AGREE THEIR COMPANY MAKES MENTAL HEALTH A PRIORITY. IN GENERAL, SENTIMENTS AROUND CARING AND WORK-LIFE BALANCE ARE TEPID, AS A PLURALITY JUST “SOMEWHAT” AGREE.

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



Q. How much do you agree or disagree with each of the following statements?
Base: All respondents (n=2,062)



EMPLOYEES IN THE EARLY STAGES OF THEIR CAREER ARE LESS LIKELY THAN MANAGERS AND EXECUTIVES TO AGREE THEIR MANAGER OR THEIR COMPANY’S SENIOR LEADERSHIP CARES ABOUT THEM.

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

% selecting strongly/somewhat agree

	Total	Entry level	Experienced	Manager	Executive	Direct manager	Not a direct manager
		(A)	(B)	(C)	(D)	(E)	(F)
My manager/supervisor cares about me	76%	68%	76%	80% ^A	89% ^{AB}	78%	75%
My company’s C-suite/senior leadership cares about me	52%	47%	47%	60% ^{AB}	83% ^{ABC}	59% ^F	47%

Q. How much do you agree or disagree with each of the following statements?
Base: All respondents (n=2,062); Entry level (N=164), Experienced (N=1,205), Manager (N=585), Executive (N=106); Direct managers (N=846), Not direct managers (N=1,216)

*Note: Letters and shading indicate statistically significant differences.



EMPLOYEES COMMONLY STATE THAT COMPASSION, COMMUNICATION, TRAINING, BENEFITS, AND SUPPORT FROM SENIOR LEADERSHIP SHOW THAT THEIR COMPANY PRIORITIZES MENTAL HEALTH.

Please explain how your employer demonstrates that mental health is a priority. Please be as specific as possible.

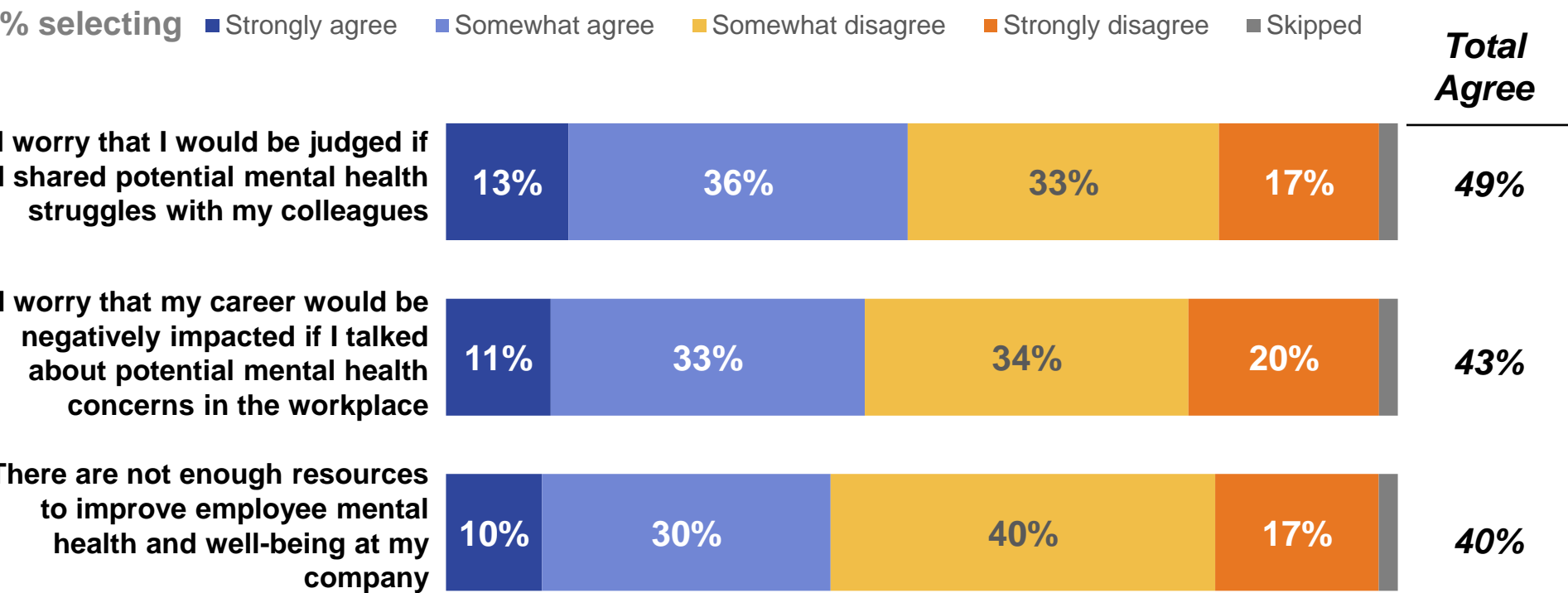


Q. You previously indicated that you "strongly agree" / "somewhat agree" that your company makes the mental health of its workers a priority. In the box below, please explain how your employer demonstrates that mental health is a priority. Please be as specific as possible.

Base: Strongly or somewhat agree their company makes the mental health of its workers a priority (N=590)

WORKERS ARE EVENLY SPLIT ON WHETHER THEY'D FACE JUDGMENT OR CAREER IMPACTS BY TALKING ABOUT MENTAL HEALTH. HOWEVER, MOST *DISAGREE* THAT THEIR EMPLOYER DOESN'T HAVE ENOUGH RESOURCES TO IMPROVE MENTAL HEALTH AND WELL-BEING.

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



There are no significant differences by **role/stage of career** or **managerial status** for agreement with each of these statements. There are also relatively few differences by **age**, **business size**, or **sector**.

Q. How much do you agree or disagree with each of the following statements?
Base: All respondents (n=2,062); Entry level (N=164), Experienced (N=1,205), Manager (N=585), Executive (N=106); Direct managers (N=846), Not direct managers (N=1,216); Ages 18-29 (N=190), Age 30-49 (N=980), Age 50-64 (N=795), Age 65+** (N=97); Employed by business with 100-249 employees (N=269), Employed by business with 250-499 employees (N=235), Employed by business with 500-999 employees (N=237), Employed by business with 1,000-4,999 employees (N=413), Employed by business with 5,000+ employees (N=908); Retail (N=187), Manufacturing (N=439), Services (N=751), Professional services (N=681)



TRAININGS, PROPER RESOURCES, AND MENTAL HEALTHCARE COVERAGE MAY HELP QUELL CONCERNS OF DISCUSSING MENTAL HEALTH AT WORK.

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

% selecting **strongly/somewhat agree**

	Total	Offers Mental Health Training	Does NOT Offer Mental Health Training	Manager Agrees – Proper Resources**	Manager Disagrees – Proper Resources**	Offers mental healthcare coverage	Does NOT offer mental healthcare coverage
	(A)	(B)	(C)	(D)	(E)	(F)	
I worry that I would be judged if I shared potential mental health struggles with my colleagues	49%	44%	55% ^A	43%	57% ^C	46%	54% ^E
I worry that my career would be negatively impacted if I talked about potential mental health concerns in the workplace	43%	38%	49% ^A	38%	51% ^C	41%	47% ^E
There are not enough resources to improve employee mental health and well-being at my company	40%	32%	49% ^A	31%	64% ^C	33%	51% ^E


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

Base: All respondents (n=2,062); Employed by company that offers mental health training (N=1,114), Employed by company that does NOT offer mental health training (N=948); Managers Agree – Proper Resources** (N=558), Managers Disagree – Proper Resources** (N=282); Employed by company that offers mental healthcare coverage (N=1,316), Employed by company that does NOT offer mental healthcare coverage (N=746)

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*Note: Letters and shading indicate statistically significant differences.

**Agree/Disagree with the following statement, “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”



WOMEN, CARETAKERS, AND LGBTQ+ EMPLOYEES REPORT CONCERNS AROUND RETALIATION, CAREER GROWTH, OR RESOURCING MORE THAN THEIR COUNTERPARTS.

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

% selecting **strongly/somewhat agree**

	Total	Female	Male	Caretaker	Not Caretaker	LGBTQ+	Not LGBTQ+
	(A)	(B)	(C)	(D)	(E)	(F)	
I worry that I would be judged if I shared potential mental health struggles with my colleagues	49%	50%	48%	52%	47%	65% ^F	47%
I worry that my career would be negatively impacted if I talked about potential mental health concerns in the workplace	43%	44%	43%	48% ^D	41%	60% ^F	42%
There are not enough resources to improve employee mental health and well-being at my company	40%	44% ^B	37%	43%	39%	61% ^F	38%

Q. How much do you agree or disagree with each of the following statements?
 Base: All respondents (n=2,062); Female (N=816), Male (N=1,246); Caretaker (N=761), Not caretaker (N=1,301); LGBTQ+ (N=179), Not LGBTQ+ (N=1,883)

*Note: Letters and shading indicate statistically significant differences.



CREATING A CULTURE OF CARING

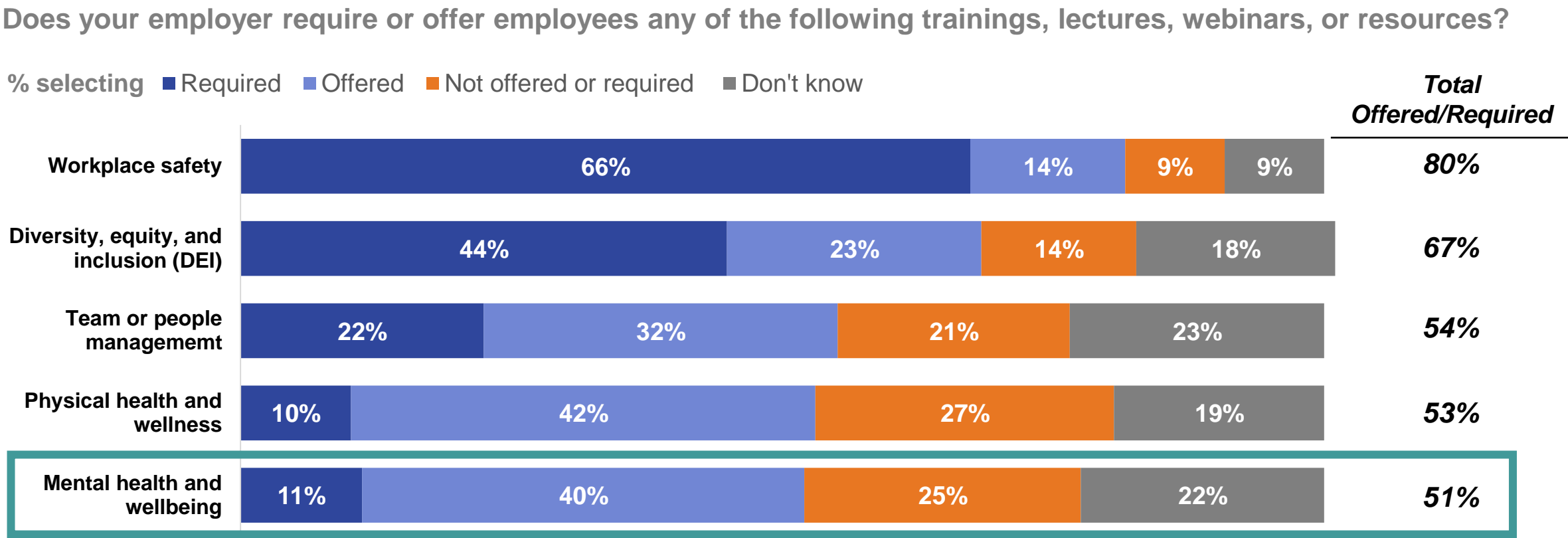
3



51%

say their employer
offers or requires
mental health and
wellbeing trainings,
lectures, webinars, or
resources

HALF OF EMPLOYEES SAY THEIR EMPLOYER AT LEAST OFFERS TRAININGS AROUND MENTAL HEALTH AND WELLBEING.



Q. Does your employer require or offer employees any of the following trainings, lectures, webinars, or resources?
Base: All respondents (n=2,062)

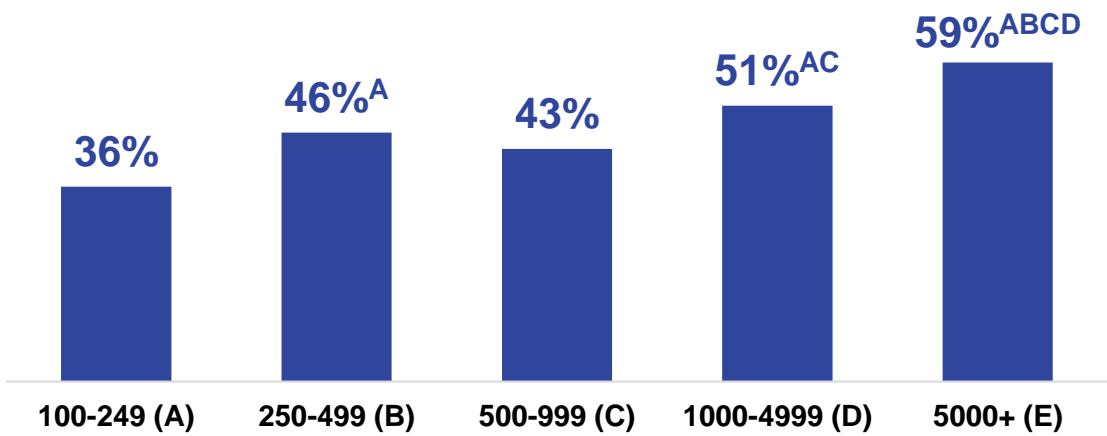


WORKERS AT LARGE BUSINESSES, AS WELL AS THOSE IN THE SERVICES OR PROFESSIONAL SERVICES SECTORS, ARE MORE LIKELY TO HAVE TRAINING OR RESOURCES OFFERED.

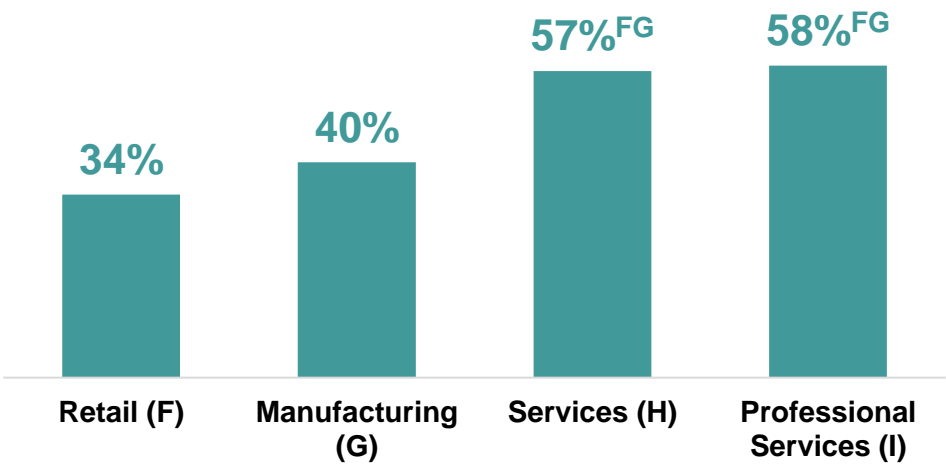
Does your employer require or offer employees mental health and wellbeing trainings, lectures, webinars, or resources?*

% selecting requires/offers

Differences by Business Size**



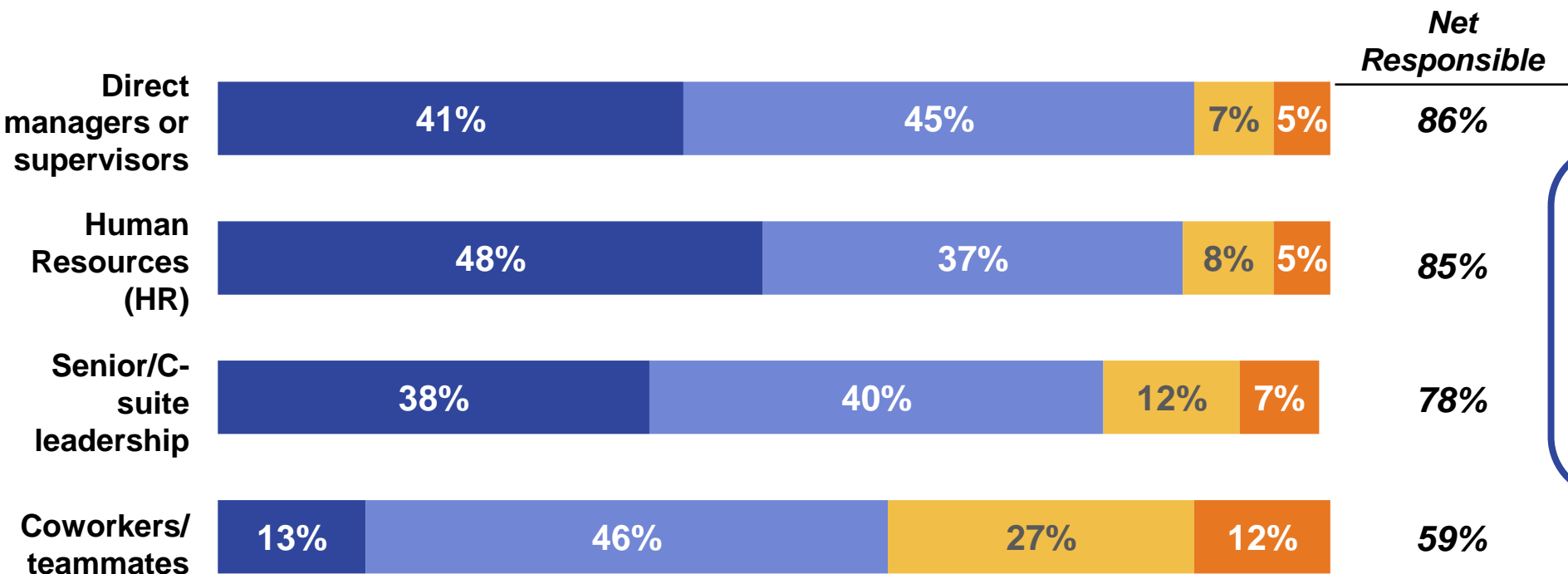
Differences by Industry



THE VAST MAJORITY OF EMPLOYEES SAY MANAGERS, HR, AND SENIOR LEADERS ARE RESPONSIBLE FOR HELPING EMPLOYEES FEEL COMFORTABLE DISCUSSING MENTAL HEALTH AT WORK.

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

% selecting ■ Very responsible ■ Somewhat responsible ■ Not very responsible ■ Not at all responsible



Executives are more likely than employees in any other career stage to say each group (left) should be responsible for increasing comfortability around discussing mental health at work.

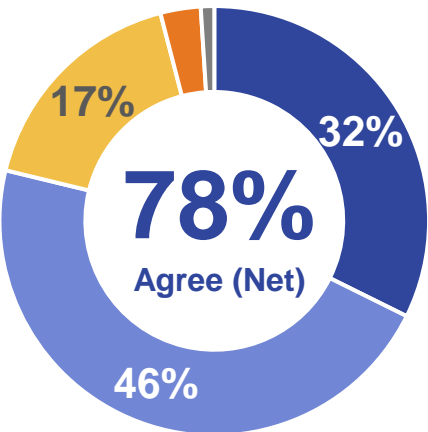
Q. How responsible, if at all, should each of the following be for helping employees feel comfortable discussing mental health at work?
Base: All respondents (n=2,062); Entry level (N=164), Experienced (N=1,205), Manager (N=585), Executive (N=106)



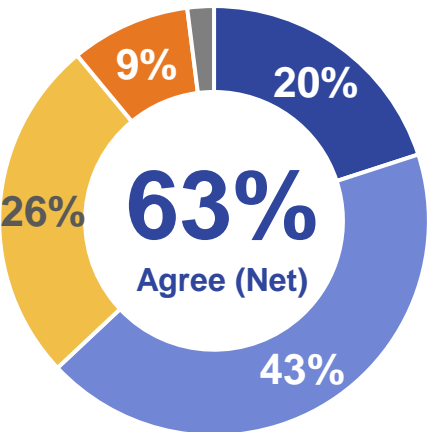
MOST DIRECT MANAGERS AGREE THEY FEEL PREPARED TO SUPPORT THE MENTAL HEALTH OF THEIR DIRECT REPORTS. YET, FEWER AGREE THEIR EMPLOYER HAS PROVIDED THEM THE PROPER RESOURCES TO DO SO.

Please indicate how much you agree or disagree with each of the following statements:

% selecting among direct managers ■ Strongly agree ■ Somewhat agree ■ Somewhat disagree ■ Strongly disagree ■ Skipped



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



“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”

Direct managers ages 40+ are more likely than those ages 18-39 to agree they feel prepared (82% vs. 73%, respectively) or have the proper resources needed (69% vs. 53%, respectively) to support the mental health of their direct reports.

Q. How much do you agree or disagree with each of the following statements?
Base: Direct managers (n=846); Direct managers ages 18-39 (N=222), Direct managers ages 40+ (N=624)



SEVEN IN TEN SENIOR LEVEL EMPLOYEES SAY THEY HAVE NOT RECEIVED WORKPLACE TRAINING ABOUT HOW TO TALK TO THEIR TEAM ABOUT MENTAL HEALTH.

Have you...



...received training from my employer about how to talk about mental health or mental health resources with my team at work?

% selecting among senior level employees

23% say they **HAVE** received training

70% say they have **NOT** received training

5% say they don't know

Executives and managers who work at companies with **5,000+ employees** are more likely to say they **HAVE** received training on how to discuss mental health with their team versus those with **100-249 employees** (26% vs. 13%, respectively).

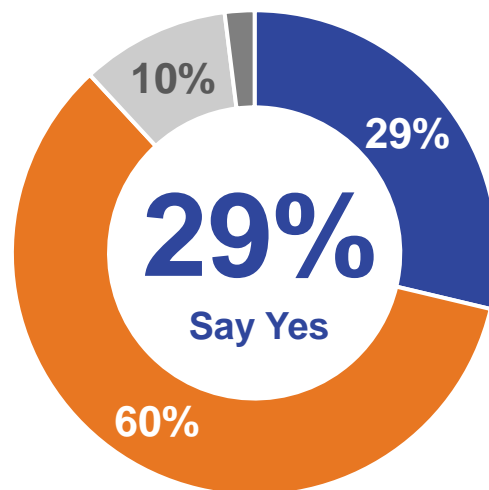
Q. Please answer yes or no to each of the following statements:

Base: Senior level (executive or manager/director level) (n=691); Senior level employees employed by a business with 100-249 employees (N=112), Senior level employees employed by a business with 5,000+ employees (N=288)

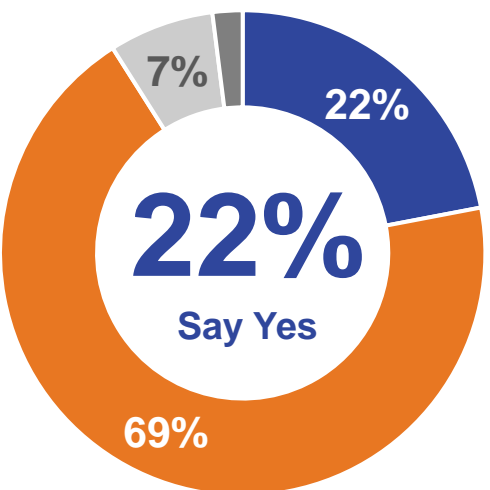
FEWER THAN A THIRD OF EMPLOYEES SAY THEY HAVE RECEIVED TRAINING FROM THEIR EMPLOYER ABOUT MENTAL HEALTH RESOURCES OR CONDITIONS.

Please answer yes or no to each of the following statements: “I have received training...”

% selecting ■ Yes ■ No ■ Don't know ■ Skipped




“...about the mental health resources offered from my employer”?




“...from my employer about mental health conditions or symptoms”?

EMPLOYEES IN SERVICES ARE MOST LIKELY OF ANY INDUSTRY TO HAVE RECEIVED TRAINING ABOUT CONDITIONS OR SYMPTOMS. EMPLOYEES WHO WORK AT THE LARGEST BUSINESSES ARE MORE LIKELY THAN THEIR COUNTERPARTS TO HAVE RECEIVED TRAINING ON RESOURCES.

Please answer yes or no to each of the following statements: “I have received training...”

% selecting yes

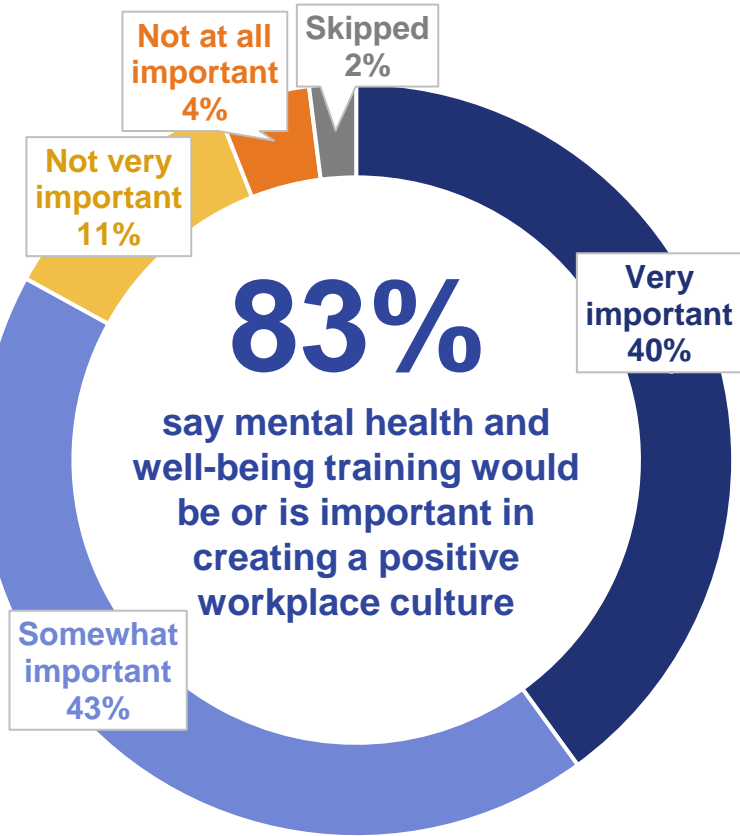
		<u>Business Size (# of employees)</u>					<u>Industry</u>				<u>Direct Manager</u>		
		Total	100-249	250-499	500-999	1,000-4,999	5,000+	Retail	Manufacturing	Services	Professional Services	Yes	No
			(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
“...about the mental health <u>resources</u> offered from my employer”?	29%	23%	26%	25%	26%	34% ^{ABCD}		22%	24%	33% ^{FG} 30% ^{FG}		33% ^K	27%
	22%	17%	22%	25% ^A		19%	23% ^{AD}		15%	16%	30% ^{FGI} 18%		26% ^K

83%

say mental health and well-being training is, or would be, important in creating a positive workplace culture

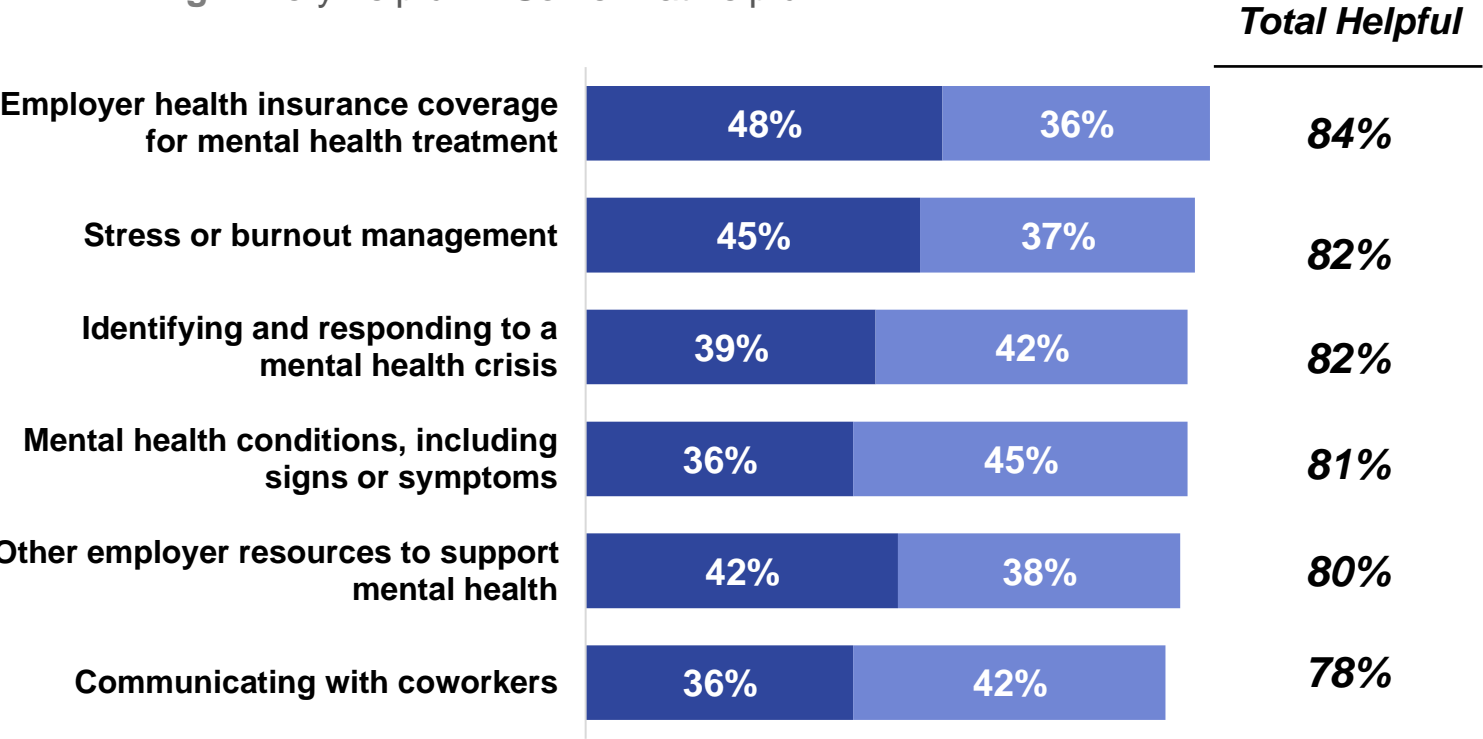


MAJORITY OF EMPLOYEES SAY MENTAL HEALTH TRAININGS AND INFORMATION WOULD BE HELPFUL IN SUPPORTING OTHERS AT WORK.



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

% selecting ■ Very helpful ■ Somewhat helpful



Q. How important, if at all, do you think the following are or would be in creating a positive workplace culture?
Q. 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=2,062)



DESPITE MINIMAL DIFFERENCES BY EMPLOYEE AGE, SENIOR-LEVEL EMPLOYEES ARE MORE LIKELY TO SAY IT WOULD BE HELPFUL TO HAVE VARIOUS TYPES OF MENTAL HEALTH TRAINING.

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

% selecting **very/somewhat helpful**

	Total	Ages 18-29	Ages 30-49	Ages 50-64	Ages 65+**	Entry level	Experienced	Manager	Executive***
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)
Employer health insurance coverage for mental health treatment	84%	83%	85%	85%	79%	82%	83%	86%	93% ^{AFG}
Stress or burnout management	82%	81%	83%	81%	87%	79%	81%	86% ^G	82%
Identifying and responding to a mental health crisis	82%	82%	82%	81%	85%	78%	81%	86% ^{FG}	85%
Mental health conditions, including signs or symptoms	81%	80%	81%	81%	82%	77%	79%	84% ^G	85%
Other employer resources to support mental health	80%	74%	81% ^B	81%	82%	76%	79%	83% ^G	86%
Communicating with coworkers	78%	79%	76%	79%	78%	73%	76%	83% ^{FG}	83%

Q. 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=2,062); Entry level (N=164), Experienced (N=1,205), Managers (N=585), Executives (N=106); Ages 18-29 (N=190), Ages 30-40 (N=980), Ages 50-64 (N=795), Ages 65+ (N=97**)

*Note: Letters and shading indicate statistically significant differences.

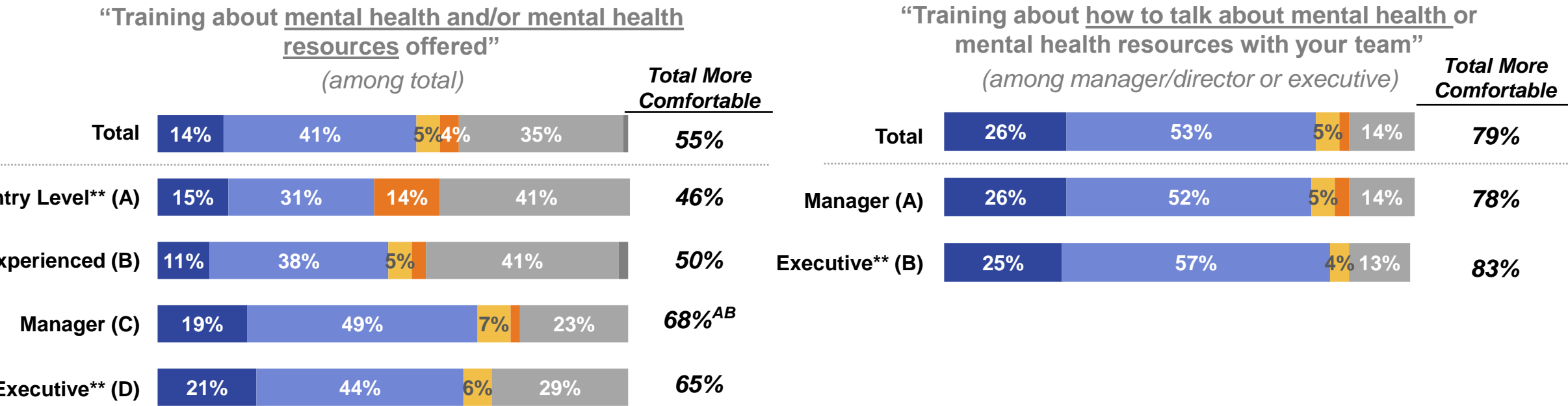
**Note: Caution. Low base size (N<100)

***Note: Executives are the only subgroup shown that has statistical significance markers compared to total respondents.

MOST SENIOR-LEVEL EMPLOYEES WHO HAVE RECEIVED MENTAL HEALTH TRAINING SAY MAKES THEM MORE COMFORTABLE WHEN TALKING TO THEIR TEAM ABOUT MENTAL HEALTH.

Does this training make you feel more or less comfortable talking about mental health and/or mental health resources with your coworkers or team?*

% selecting Much more comfortable Somewhat more comfortable Somewhat less comfortable Much less comfortable No impact Skipped

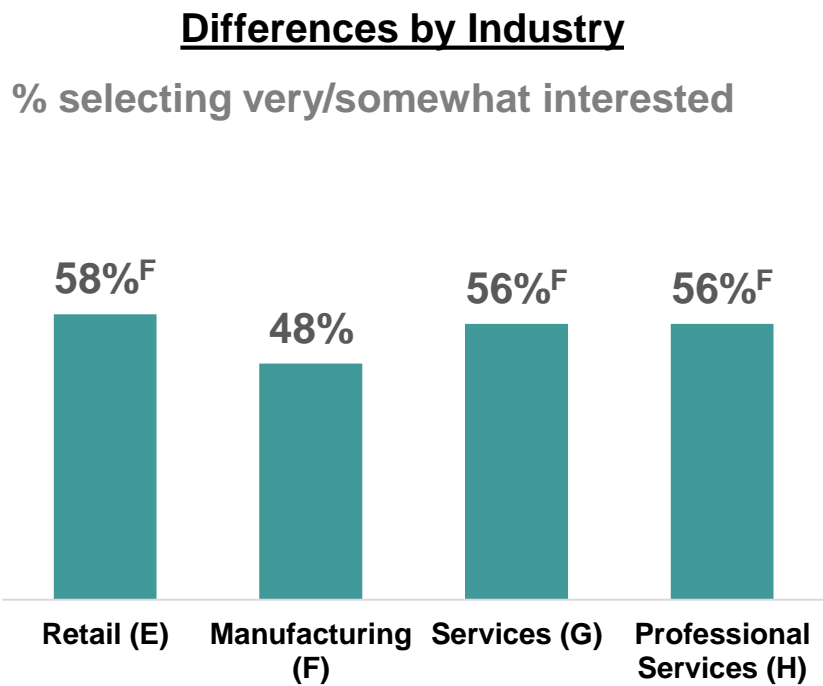
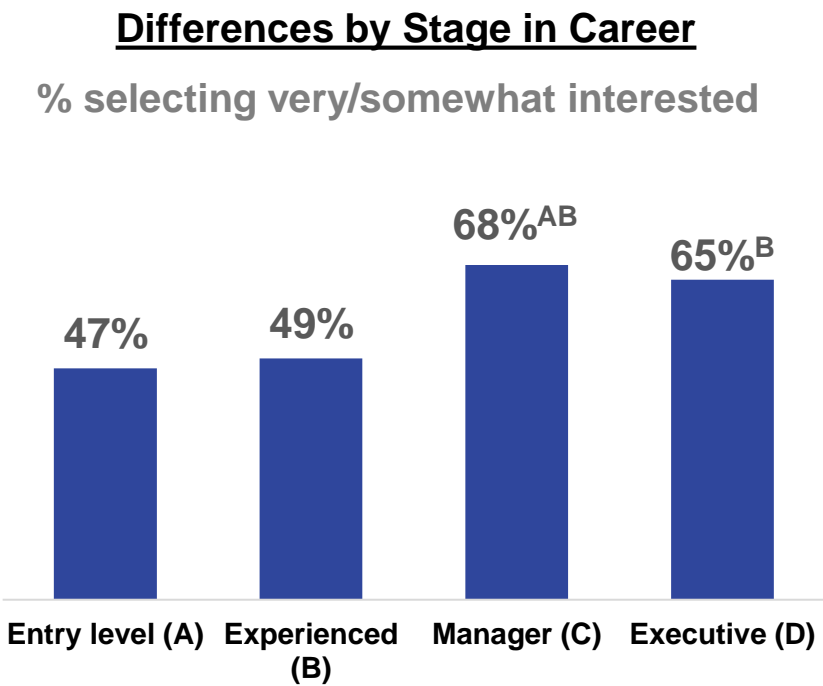
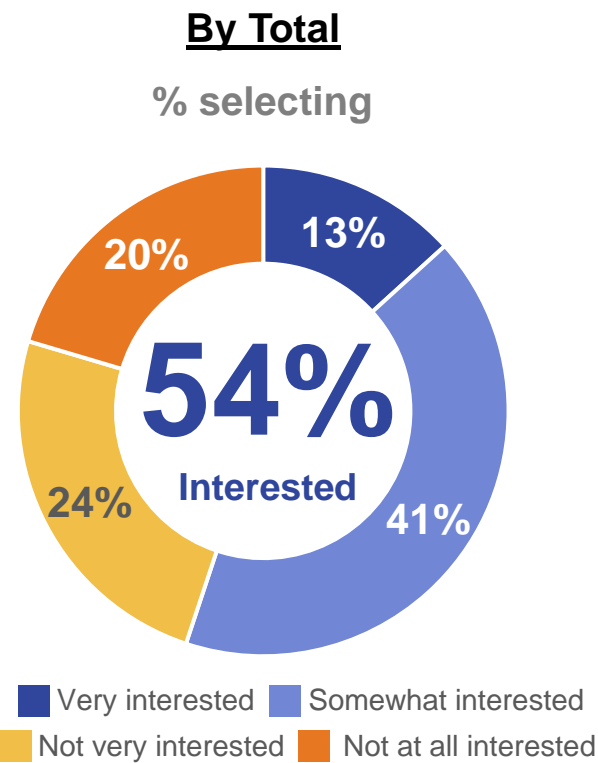


Q. You previously mentioned you have received training from your employer about mental health and/or the mental health resources offered. Does this training make you feel more or less comfortable talking about mental health with your coworkers?
Base: Have received training from my employer about mental health conditions or symptoms (n=708); Entry level (n=41**), Experienced (n=396), Manager (n=224), Executive (n=46**)
Q. 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 my employer about how to talk about mental health or mental health resources with my team at work (n=175); Manager (N=142), Executive (N=33**)



A BARE MAJORITY OF EMPLOYEES WHO HAVE NOT RECEIVED MENTAL HEALTH TRAINING SAY THEY ARE INTERESTED IN RECEIVING IT. DIFFERENCES EXIST BY CAREER STAGE AND SECTOR.

How interested, if at all, would you be in receiving this mental health training from your employer?*



Q. You previously mentioned you have not received training about how to talk about mental health and/or about mental health resources with your team at work. How interested, if at all, would you be in receiving this kind of training from your employer?

Base: Have not received training about how to talk about mental health or mental health resources with their team (n=1,354); Entry level (N=123), Experienced (N=809), Manager (N=361), Executive (N=60**); Retail (N=134), Manufacturing (N=318), Services (N=441), Professional services (N=457)

*Note: Letters indicate statistically significant differences. Stat testing markers only displayed for “Net interested.”

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

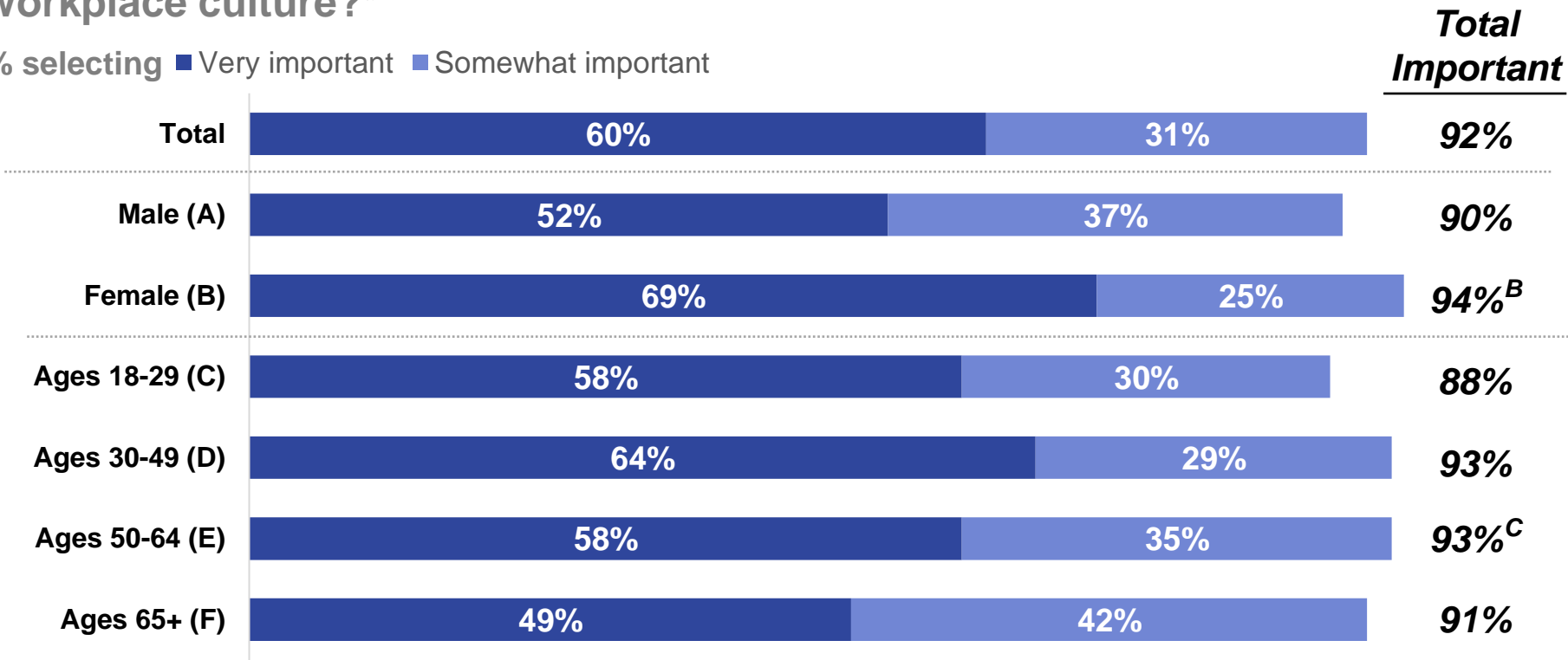
ACCESS TO SERVICES, CARE, & SUPPORT

4

THE VAST MAJORITY OF EMPLOYEES SAY MENTAL HEALTHCARE COVERAGE IS IMPORTANT TO CREATING A POSITIVE WORKPLACE CULTURE. THIS SENTIMENT IS HELD REGARDLESS OF GENDER, AGE, STAGE IN CAREER, OR MANAGERIAL STATUS.

How important, if at all, do you think mental healthcare coverage is or would be in creating a positive workplace culture?*

% selecting ■ Very important ■ Somewhat important



There are no statistically significant differences in the perceived importance of mental healthcare coverage by stage in career or managerial status.

Q. How important, if at all, do you think the following are or would be in creating a positive workplace culture?
Base: All respondents (n=2,062); Male (N=1,246), Female (N=816); Ages 18-29 (N=190), Ages 30-49 (N=980), Ages 50-64 (N=795), Ages 65+ (N=97); Entry level (N=164), Experienced (N=1,205), Manager (N=585), Executive (N=106); Direct manager (N=846), Not direct manager (N=1,216)

*Note: Letters and shading indicate statistically significant differences. Stat testing markers only displayed for “Total important.”



60%

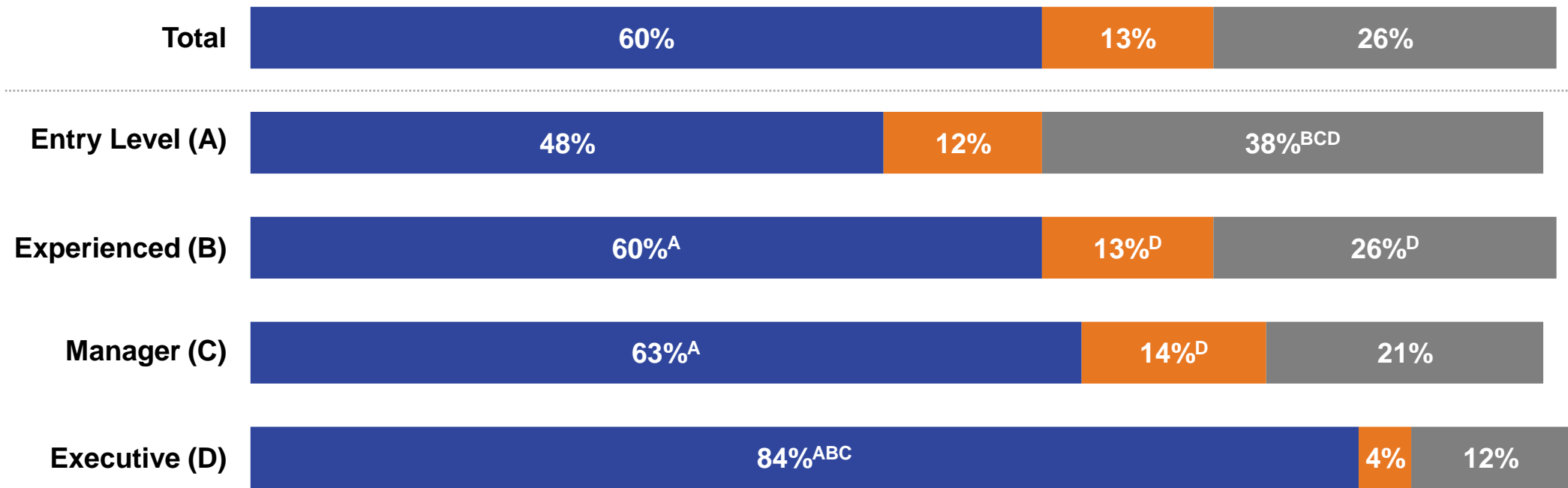
say their employer
offers mental
healthcare coverage



THREE IN FIVE SAY THEIR EMPLOYER OFFERS MENTAL HEALTHCARE COVERAGE. THERE ARE DIFFERENCES BY LEVEL, MAINLY BECAUSE YOUNGER EMPLOYEES DO NOT KNOW IF THEY HAVE THIS BENEFIT.

Does your employer offer mental healthcare coverage?*

% selecting ■ Yes ■ No ■ Don't know



Q. Does your employer offer each of the following resources? – Mental healthcare coverage
Base: All respondents (n=2,062); Entry level (N=164), Experienced (N=1,205), Manager (N=585), Executive (N=106)

*Note: Letters indicate statistically significant differences.

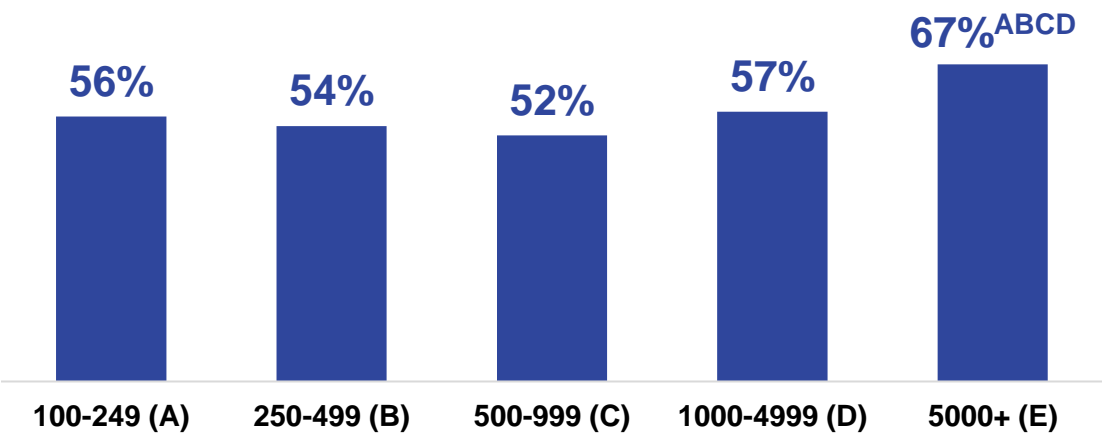


PROFESSIONAL SERVICES EMPLOYEES AND EMPLOYEES WHO WORK FOR COMPANIES THAT HAVE 5,000+ EMPLOYEES ARE ESPECIALLY LIKELY TO REPORT RECEIVING MENTAL HEALTHCARE COVERAGE THROUGH WORK.

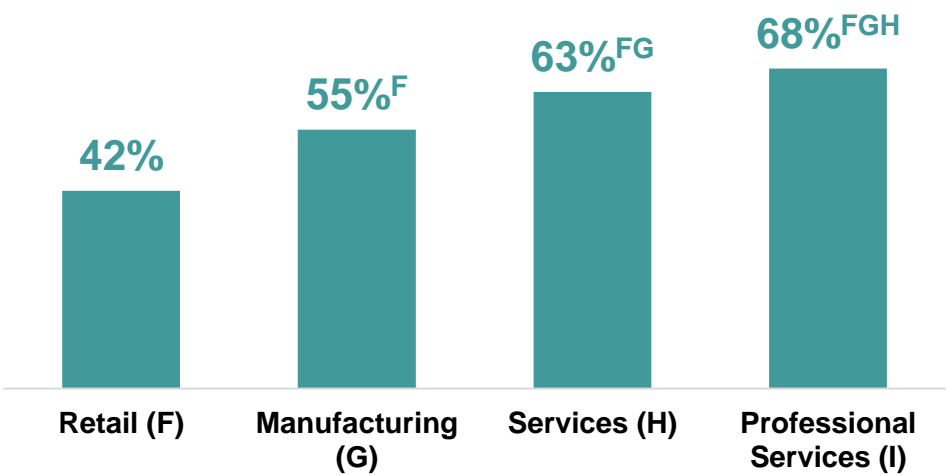
Does your employer offer mental healthcare coverage?*

% selecting yes

Differences by Business Size (# of employees)



Differences by Industry

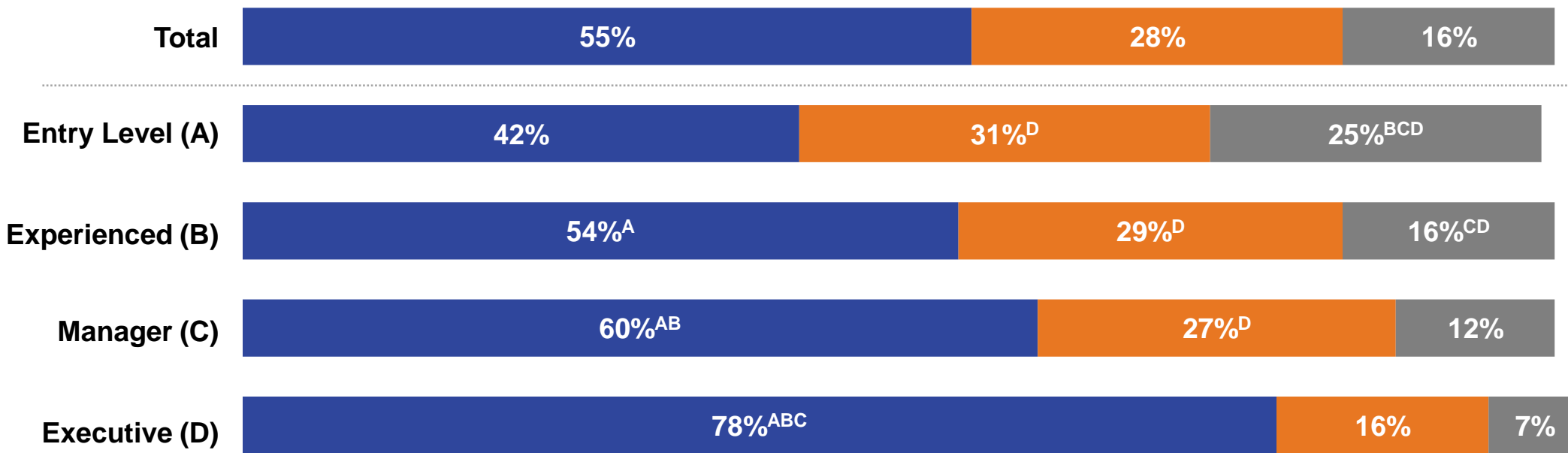


ENTRY-LEVEL EMPLOYEES ARE MORE LIKELY THAN MORE SEASONED WORKERS TO NOT KNOW HOW TO ACCESS EMPLOYER-PROVIDED MENTAL HEALTHCARE COVERAGE.

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”*

% selecting ■ Yes ■ No ■ Don't know



Q. 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: Did not select “no” to employer offering health insurance or mental healthcare coverage (N=2,014); Entry level (N=153), Experienced (N=1,179), Manager (N=575), Executive (N=105)

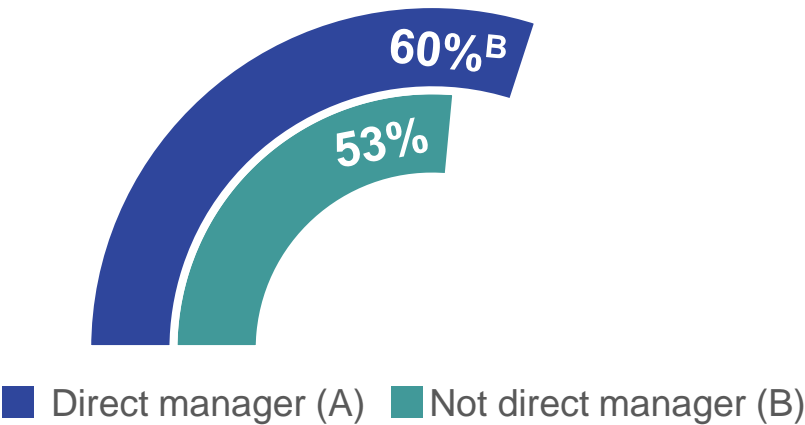
EMPLOYEES WHO ARE OFFERED MENTAL HEALTH TRAINING AT WORK ARE MORE LIKELY TO SAY THEY KNOW HOW TO ACCESS MENTAL HEALTH CARE THROUGH THEIR WORK INSURANCE.

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”

% selecting yes

Differences by Managerial Status



Differences by Workplace Mental Health Resources and Trainings

Total Respondents		Managers	
Work offers mental health training	Work does NOT offer mental health training	Agree – Proper Resources**	Disagree – Proper Resources**
(A)	(B)	(C)	(D)
73% ^B	37%	68% ^D	45%

Q. 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 (Did not select “no” to employer offering health insurance or mental healthcare coverage): Total direct managers (N=828), Not direct manager (N=1,186); Total – Offers MH Training (N=1,100), Total – Does NOT offer MH Training (N=914); Managers Agree – Proper Resources** (N=551), Managers Disagree – Proper Resources** (N=272)

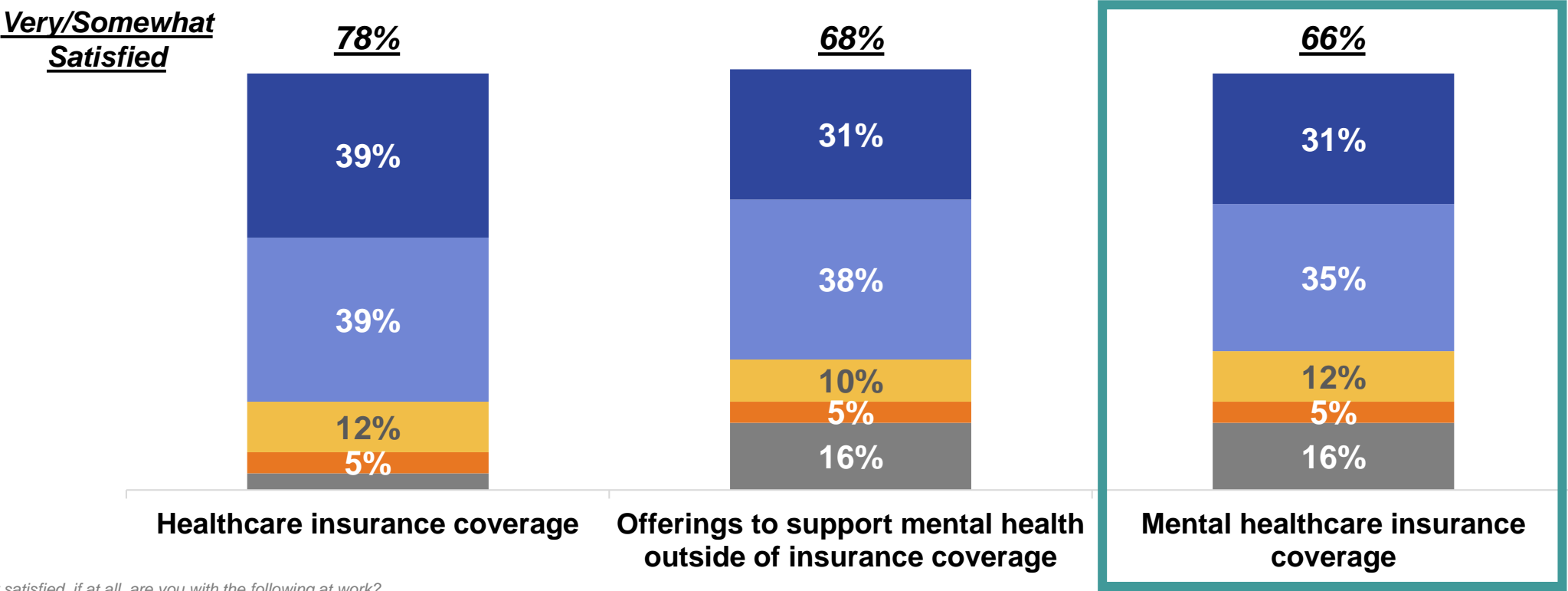
*Note: Letters and shading indicate statistically significant differences.
**Agree/Disagree with the following statement, “My company has provided me with the proper resources to support the mental and emotional health of the people who report to me at work”



FEWER EMPLOYEES REPORT BEING SATISFIED WITH THEIR EMPLOYER-SPONSORED MENTAL HEALTHCARE COVERAGE THAN THEIR EMPLOYER-SPONSORED HEALTH INSURANCE COVERAGE.

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

% selecting ■ Very satisfied ■ Somewhat satisfied ■ Not so satisfied ■ Not at all satisfied ■ Not applicable



Q. How satisfied, if at all, are you with the following at work?
Base: All respondents (n=2,062)

AGE, SEXUAL ORIENTATION, CAREGIVER STATUS, AND INCOME ALL PLAY A ROLE IN LEVEL OF SATISFACTION WITH EMPLOYER-SPONSORED INSURANCE OFFERINGS.

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

% selecting **very/somewhat satisfied**

	Total	Ages 18-29	Ages 30-49	Ages 50-64	Ages 65+**	LGBTQ+	Not LGBTQ+	Caretaker	Not Caretaker	<\$50K income	\$50-\$99.9K income	\$100K+ income
		(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
Healthcare insurance coverage	78%	72%	78%	82% ^A	81%	72%	79%	75%	80% ^G	71%	77%	80% ^I
Offerings to support mental health outside of insurance coverage	68%	60%	70% ^A	72% ^A	63%	63%	69%	69%	68%	53%	65% ^I	72% ^{IJ}
Mental healthcare insurance coverage	66%	56%	67% ^A	70% ^A	72% ^A	52%	68% ^E	65%	67%	60%	63%	68% ^I

Q. How satisfied, if at all, are you with the following at work?
Base: All respondents (n=2,062); Ages 18-29 (N=190), Ages 30-49 (N=980), Ages 50-64 (N=795), Ages 65+ (N=97**); LGBTQ+ (N=179), Non-LGBTQ+ (N=1,883); Caretaker (N=761), Not caretaker (N=1,301); Household Income <\$50k (N=190), Household Income \$50-\$99.9K (N=508), Household Income \$100K+ (N=1,364)

*Note: Letters and shading indicate statistically significant differences.

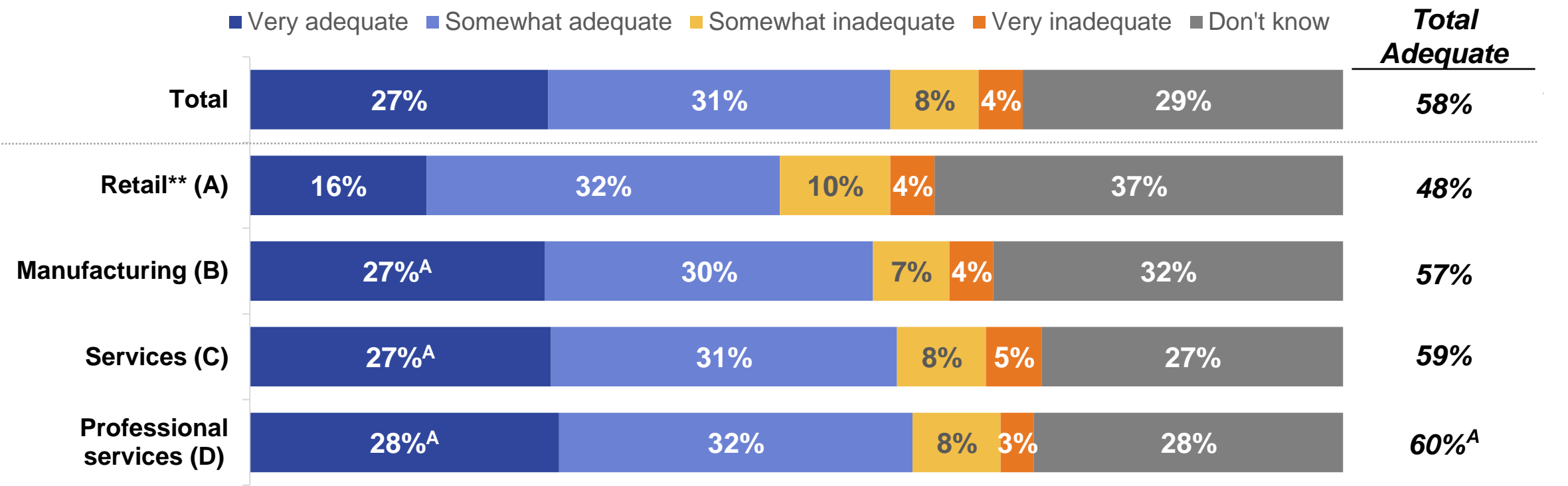
**Note: Caution. Low base size (N<100)



NEARLY THREE IN FIVE EMPLOYEES WHO HAVE EMPLOYER-SPONSORED MENTAL HEALTH CARE COVERAGE SAY IT IS ADEQUATE. HOWEVER, A SIGNIFICANT GROUP ARE UNSURE.

In your opinion, how adequate or inadequate is the coverage for mental health care?*

% selecting among employees who have access to mental health care coverage through their employer



Q. You previously mentioned you have access to mental health care coverage through your employer. In your opinion, how adequate or inadequate is the coverage for mental health care?
Base (Have access to mental health care coverage through employer): All respondents (n=1,316); Retail (N=93**), Manufacturing (N=252), Services (N=491), Professional services (N=478)

*Note: Letters and shading indicate statistically significant differences.
**Note: Caution. Low base size (N<100)



EMPLOYEES WHO ARE OFFERED MENTAL HEALTH TRAININGS OR COVERAGE ARE MORE LIKELY TO FEEL COMFORTABLE SHARING ABOUT THEIR OWN MENTAL HEALTH, TO FEEL COMFORTABLE LISTENING TO OTHERS, AND TO BELIEVE IT IS APPROPRIATE TO DISCUSS MENTAL HEALTH AT WORK GENERAL.

	Total	Offers Mental Health Training	Does NOT Offer Mental Health Training	Offers mental healthcare coverage	Does NOT offer mental healthcare coverage
		(A)	(B)	(C)	(D)
“I would feel comfortable if my coworker(s) talked to me about their mental health at work” (% selecting strongly/somewhat agree)	77%	81% ^B	72%	81% ^D	70%
Do you think it is appropriate to discuss mental health concerns at work, or not? (% selecting yes)	74%	81% ^B	68%	78% ^D	69%
How comfortable do you feel sharing about your mental health at work? (% selecting very/somewhat comfortable)	58%	65% ^B	50%	63% ^D	49%

Q. How much do you agree or disagree with each of the following statements?
Q. Do you think it is appropriate to discuss mental health concerns at work, or not?
Q. How comfortable do you feel sharing about each of the following parts of your life at work?
Base: All respondents (n=2,062), Employer offers mental health training (N=1,114), Employer does NOT offer mental health training (N=948); Employer offers mental healthcare coverage (N=1,316), Employer does NOT offer mental healthcare coverage (N=746)



1 in 5

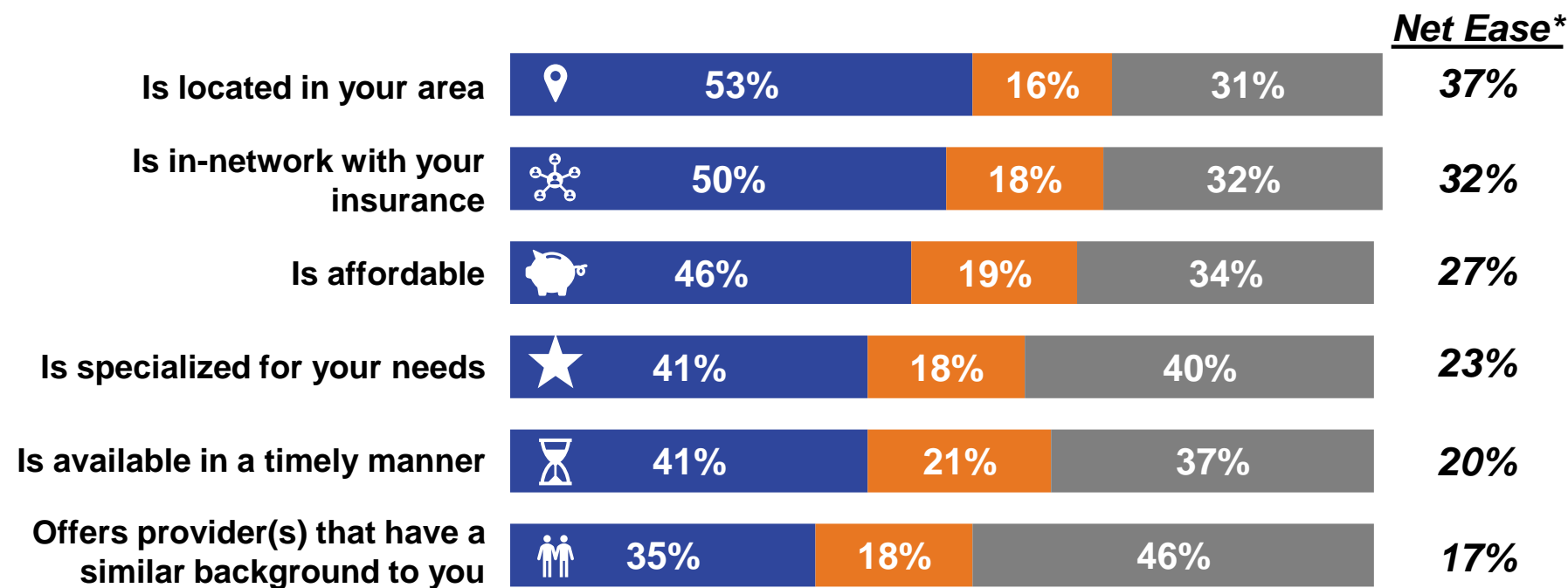
say it is hard to find
mental health care
through their employer
that is affordable, in-
network, and available
in a timely manner



MANY REPORT NOT KNOWING HOW HARD IT IS TO ACCESS MENTAL HEALTH CARE THROUGH THEIR EMPLOYER. EMPLOYER MENTAL HEALTH TRAINING MAY IMPROVE THIS KNOWLEDGE GAP.

You previously mentioned you have access to mental health care coverage through your employer. How easy or hard is it to find mental health care through your employer that...

% selecting ■ Easy (Net) ■ Hard (Net) ■ Don't know



Employees who say their employer **offers mental health training** are more likely to say it is easy to access mental health care through their employer across each aspect (left) versus those who say their employer **does not offer mental health training**.

Q. You previously mentioned you have access to mental health care coverage through your employer. How easy or hard is it to find mental health care through your employer that...
Base (Have access to mental health care coverage via employer): All respondents (n=1,316); Employer offers mental health training (N=876), Employer does NOT offer mental health training (N=440)







*Note: Net Ease = Easy (Net) - Hard (Net)



WOMEN, LGBTQ+, AND YOUNG EMPLOYEES ARE OFTEN MORE LIKELY THAN THEIR COUNTERPARTS TO REPORT IT IS HARD TO ACCESS MENTAL HEALTH CARE THROUGH THEIR EMPLOYER.

You previously mentioned you have access to mental health care coverage through your employer. How easy or hard is it to find mental health care through your employer that...*

% selecting **very/somewhat hard**

		Total	Male	Female	Ages 18-29	Ages 30-49	Ages 50-64	LGBTQ+	Non-LGBTQ+
		(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)
Is available in a timely manner		21%	16%	27% ^B	21%	25% ^F	17%	33% ^H	20%
Is affordable		19%	15%	23% ^B	28% ^F	19%	15%	31% ^H	18%
Is specialized for your needs		18%	15%	22% ^B	20%	20% ^F	15%	26%	18%
Offers provider(s) that have a similar background to you		18%	16%	21% ^B	16%	22% ^F	14%	34% ^H	17%
Is in-network with your insurance		18%	14%	21% ^B	22%	18%	15%	22%	17%
Is located in your area		16%	11%	21% ^B	20%	15%	15%	23% ^H	15%

51%

say they would use a free, confidential, independent mental health support resource if it was a benefit offered by their employer.

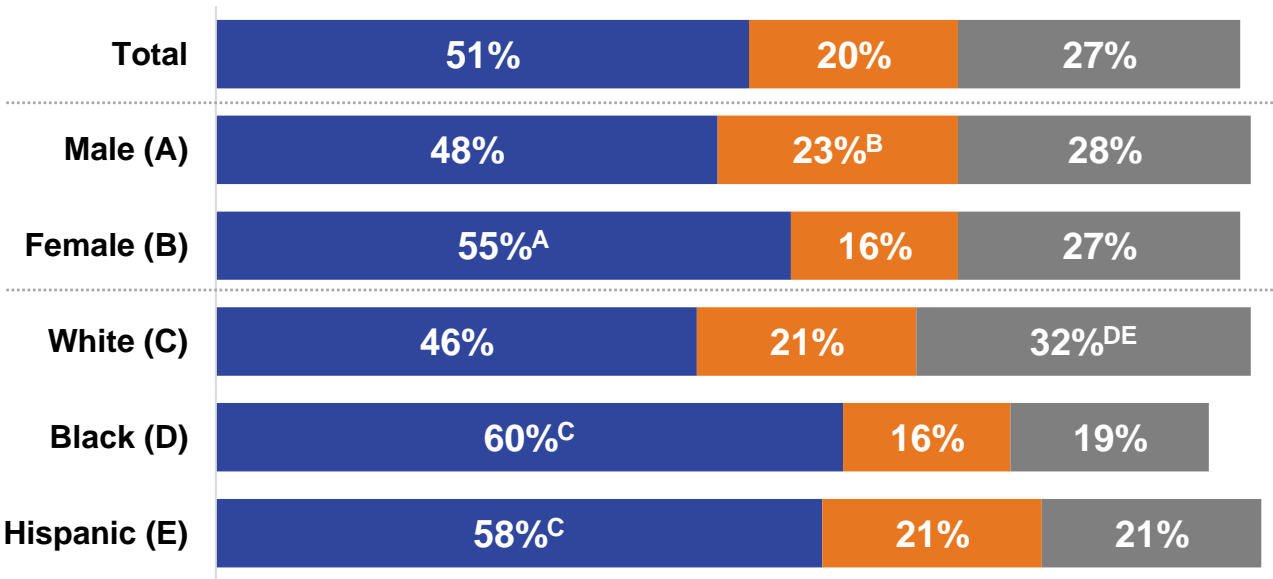


HALF OF EMPLOYEES SAY THEY WOULD USE A FREE, CONFIDENTIAL, INDEPENDENT MENTAL HEALTH RESOURCE FROM THEIR EMPLOYER. JUST UNDER THREE IN TEN SAY THEY DON'T KNOW IF THEY WOULD USE IT.

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

% selecting ☒ Yes ☒ No ☐ Don't know

“I would use a free, confidential, independent mental health support resource if it was a benefit offered by my employer”



Please explain why you would NOT use a free, confidential, independent mental health support resource if it was a benefit offered by your employer.

“I would not **trust** that the information would remain confidential.”

“I don't feel like an app would be that **useful** for my situation.”

“There are **other resources** I would use instead.”

“I don't believe I **need** mental health care support.”

Q. Please answer yes or no to each of the following statements – I would use a free, confidential, independent mental health support resource if it was a benefit offered by my employer
Base: All respondents (n=2,062); Male (N=1,246), Female (N=816); White, non-Hispanic (N=1,396), Black, non-Hispanic (N=233), Hispanic (N=242)
Q. You previously indicated that you would not use a free, confidential, independent mental health support option if it was a benefit offered by your employer. In the box below, please explain why you would not use it. Please be as specific as possible.
Base: Total employees who say they would not use a free, confidential, independent mental health support option if offered by their employer (N=192)

CONCLUSION

5

CONCLUSION

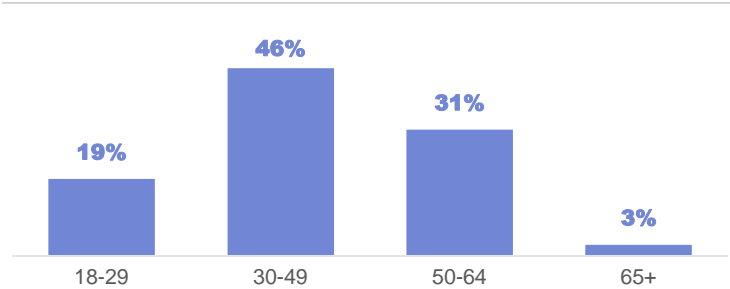
- The vast majority of workers agree workplace training around mental health and well-being would create a positive culture – there is a need for programs like NAMI’s StigmaFree Workplace initiative! However, this data also tells us there are some workers who will simply never feel comfortable talking about their mental health, and that’s okay. Assisting employers in how to communicate about their mental health offerings – or make them available if they aren’t – can make a real difference, for both those starting their career and those who manage others.
- Keep in mind that more targeted approaches across different groups may be needed. For example, younger and entry-level employees may benefit from hearing about resources around burnout and how to avoid feeling overwhelmed at work. People managers and executives need support in how to lead by example as well as how to talk to their employees about mental health.
- In short, to effectively communicate on the StigmaFree Workplace journey, we recommend:
 - First illustrating how the vast majority view training around mental health, and actual mental healthcare coverage, as important in creating a positive workplace culture. This action is crucial to illustrate your “why.”
 - Then, we recommend focusing on the “comfort gap:” While many workers believe it’s appropriate to discuss mental health in the workplace (and that they are comfortable with others bringing it up), fewer are comfortable personally broaching the topic. Moreover, not enough managers are getting the workplace mental health training they both want and need.
 - Access to actual mental healthcare coverage is a good supporting point to use, as a “knowledge gap” alongside the above “comfort gap.” While most who have this coverage offered feel it is adequate, many simply do not know what benefits are offered to them (or what workplace trainings are offered).
 - Finally, highlight that this data clearly illustrates the real impact that workplace mental health training can have. Managers who receive training and feel their workplace prepares them to discuss mental health are more comfortable opening up and leading by example.

RESPONDENT PROFILES

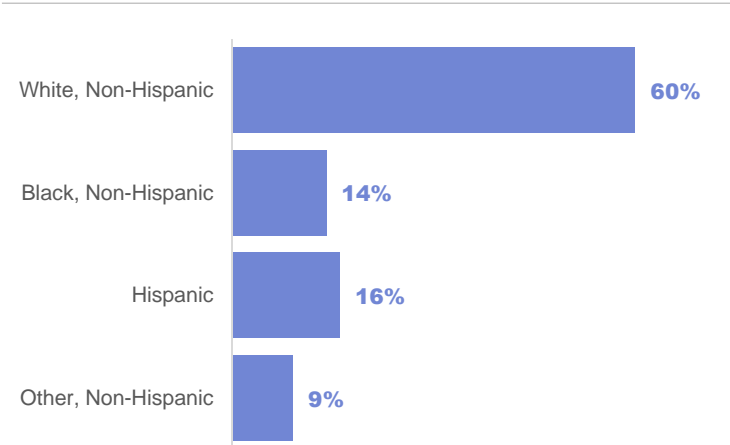
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TOTAL RESPONDENTS

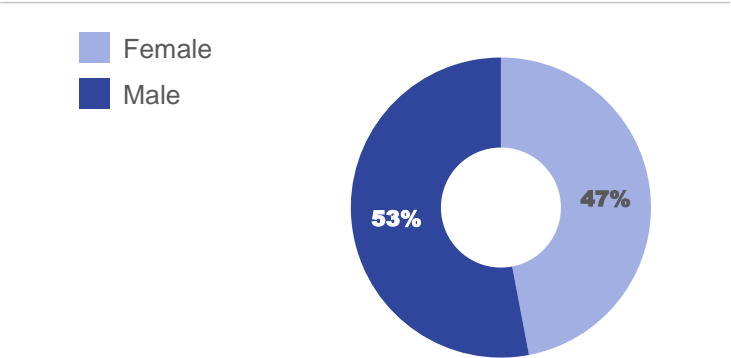
Age



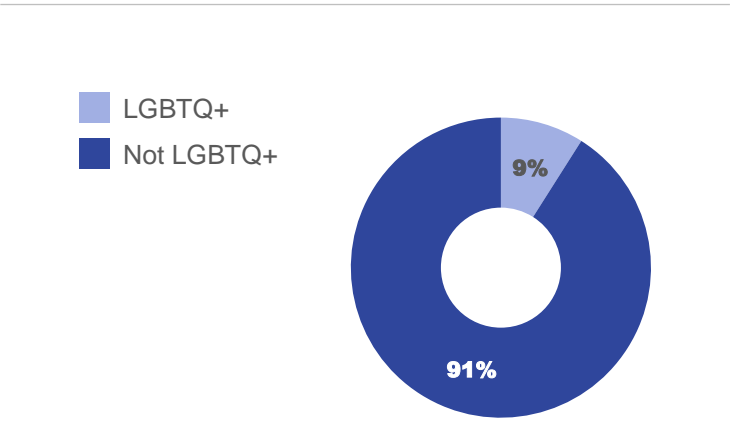
Race/Ethnicity



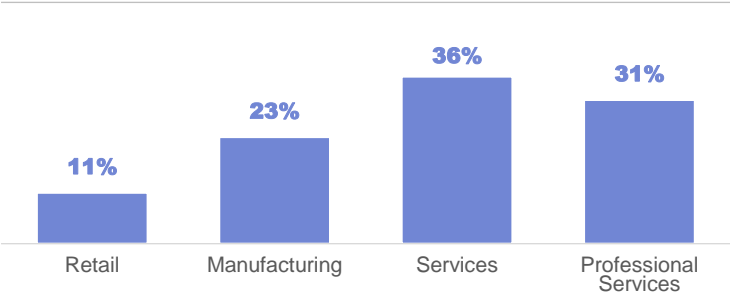
Gender



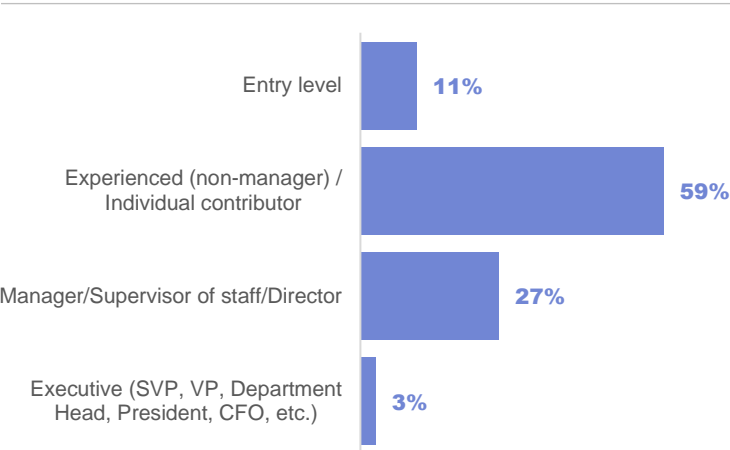
LGBTQ+ Status



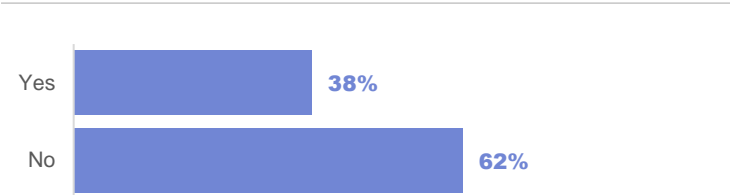
Industry



Stage in Career



Direct Manager

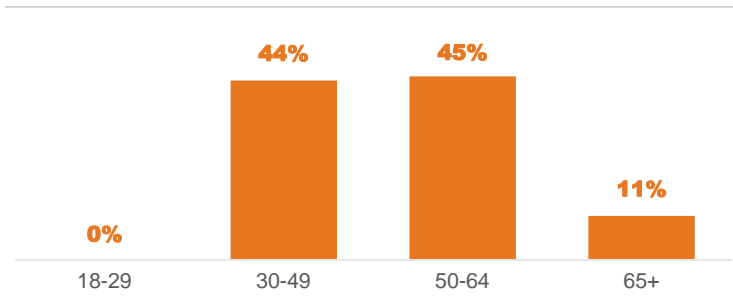


Base: All respondents (n=2,062)

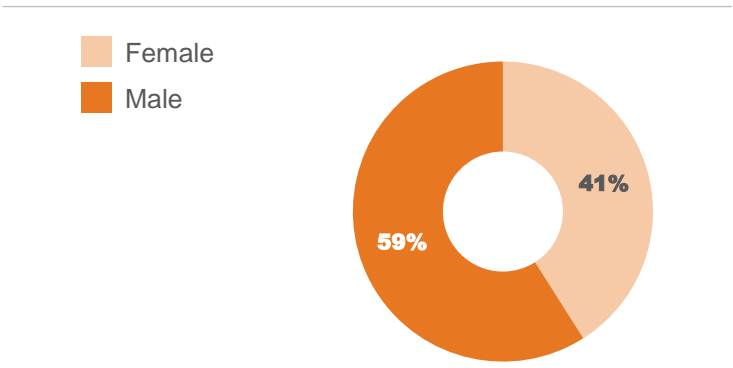


EXECUTIVES

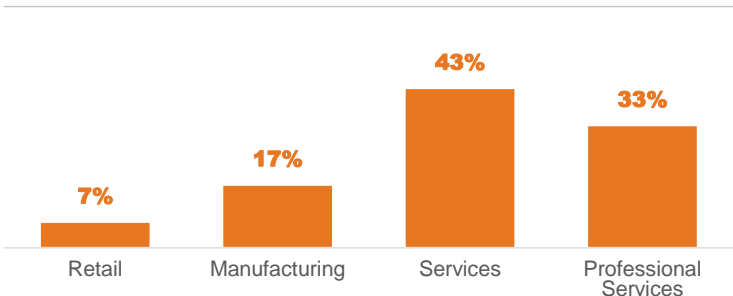
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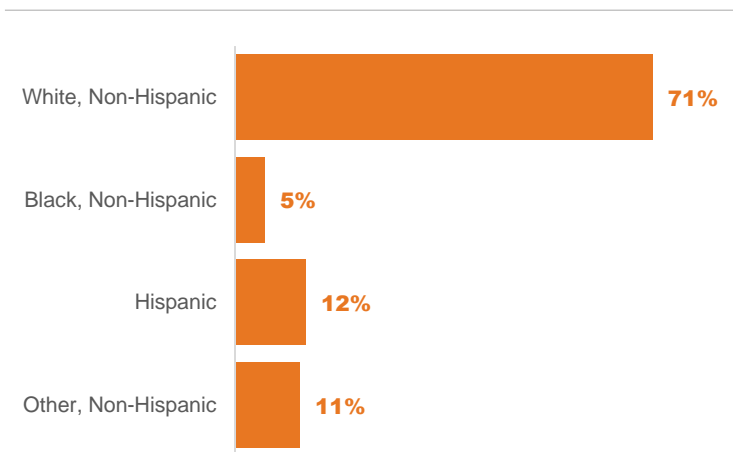
Gender



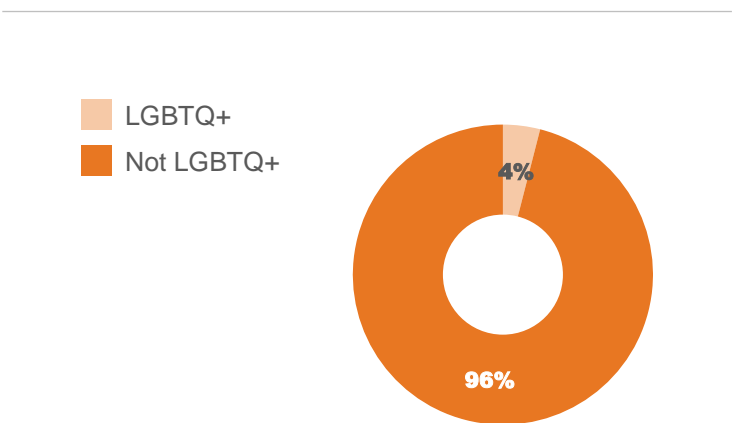
Industry



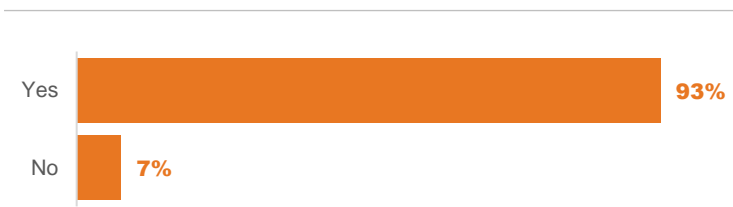
Race/Ethnicity



LGBTQ+ Status



Direct Manager



Base: Executives (N=106)

THANK

YOU

GAME CHANGERS

