Mind Share Partners'
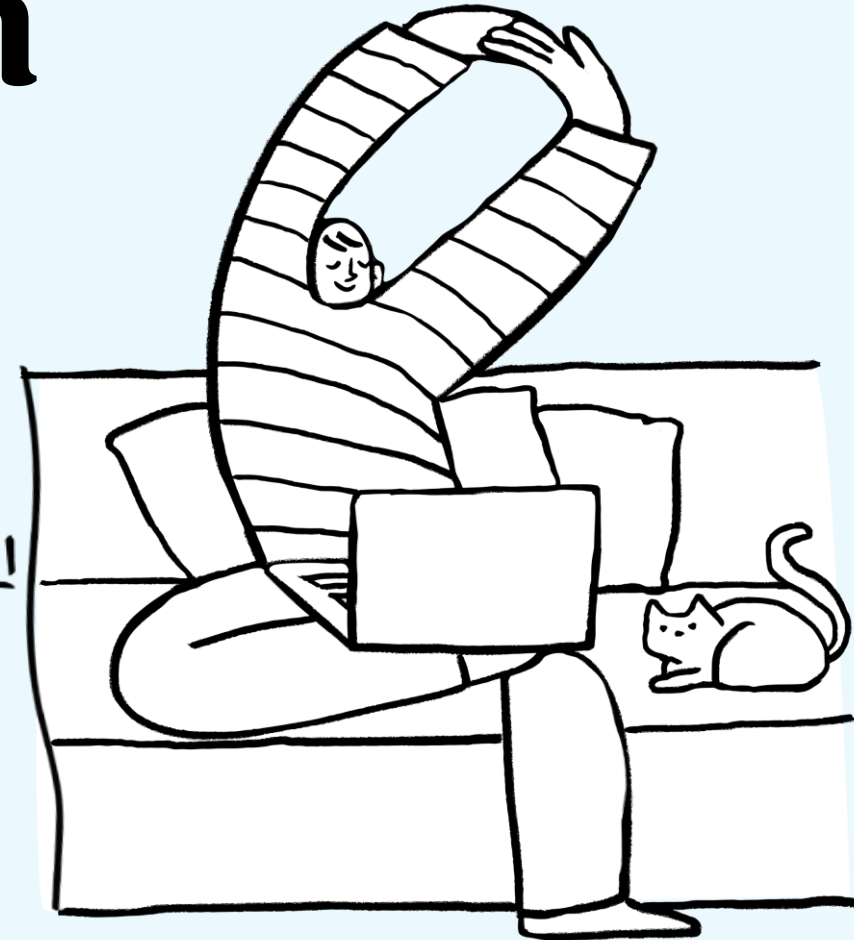
2023 Mental Health at Work Report

In Partnership With qualtrics.℠

MIND SHARE
PARTNERS

Table of Contents

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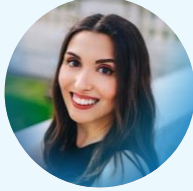
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Foreword

This year's study reveals a critical evolution of the mental health movement in U.S. workplaces. Employers made notable improvements, but therapy and self-care alone are insufficient, especially for marginalized identities. Foundational investments in work and culture—a "back-to-basics"—is the necessary step towards a mentally healthy future for all.

Mind Share Partners opened its doors in 2017 as one of the first U.S. nonprofits focused exclusively on workplace mental health.

At the time, the American workplace was taking its early steps around mental health support. Our Biennial Mental Health at Work Reports began in 2019 as a way to track the experiences and perspectives of full-time U.S. workers around mental health in a rapidly evolving space. Since then, we have served as a stalwart leader, steward, and partner to workers, employers, fellow movement-builders, and everyone in between to help them better understand, navigate, and support mental health at work.

In our 2021 report, we described mental health as being at a catalytic point in time.

The pandemic, economic fallout, and calls for racial justice forced many—individuals and employers alike—to contend with their own unique set of challenges. This historical combination of events had another result: many gained a better understanding of mental health. Many realized that mental health is just as important as physical health, that it's a collective responsibility, and that it's the lack of meaningful support for workers at the cultural and systems levels—not "resilience" nor individual coping skills—that impacts performance, productivity, engagement, attrition, wellbeing, and more.

As the immediate threat of the pandemic waned, the world continued to evolve. In some ways, life returned to some semblance of normalcy—the ability to gather, travel, attend events, and pursue interests. In other ways, things never went back to "normal": growing inflation, navigating remote and hybrid work, forced returns to offices, the growing labor movement and rising tensions between employers and workers, corporate backtracking in social causes like LGBTQ+ rights and investments into DEIBJ—among others.

We're seeing this evolution in our data. Mental health symptoms have declined but personal ratings of mental health have declined, too. Workers are more aware about mental health and reported improvements to their experience of work. But they are also feeling less safety around mental health at work and less support from their employers. As a result, we're seeing people fundamentally re-evaluate their relationship to their jobs, employers, and ideas around work—queue the "Great Resignation."

This year, the very ethos of work itself is undergoing its own transformation.

The movement for mental health is only growing. The momentum to defy stigma, to proactively prioritize mental health as a human need, and to scrutinize the cultures and systems of work that help or hurt our livelihoods has never been greater. We, collectively, have unique and impactful roles to realize Mind Share Partners' mission: to change the culture around workplace mental health so that both employees and organizations can thrive.

Bernie Wong, MHS
Principal & Senior Manager of Insights

MIND SHARE
P A R T N E R S
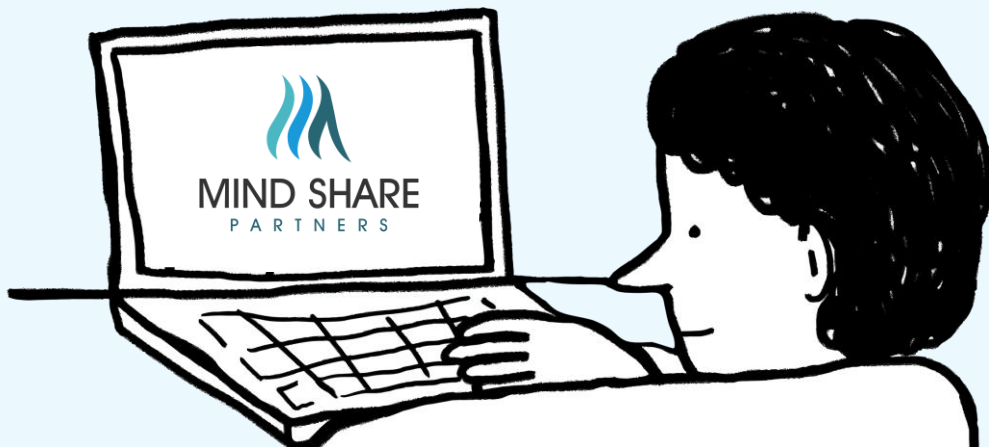
About Mind Share Partners

Mind Share Partners is a national nonprofit changing workplace mental health culture so employees and organizations can thrive.

We do this through two program areas. Our underlined movement building program includes content, campaigns, partnerships, and cutting-edge thought leadership, including a virtual community for mental health ERGs.

Our workplace mental health training, strategy, and transformation program area focuses on a proactive, preventive approach with an equity lens. Our clients include organizations like BlackRock, Genentech, Morrison & Foerster, Pinterest, Tinder, Yahoo, and others.

We run a *Forbes* column, publish articles in *Harvard Business Review*, and have been featured in *The Wall Street Journal*, *The New York Times*, *TIME*, *Good Morning America*, *Fast Company*, and *Bloomberg*.

www.mindsharepartners.org

Join the Movement

Mind Share Partners' *Mental Health at Work Reports* are a part of our movement-building program area aimed to create a mentally healthy future of work for all.

Ways we're building a movement:
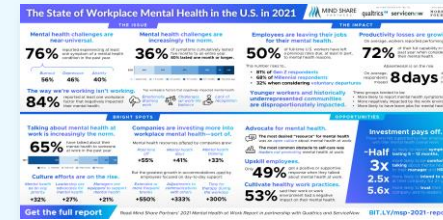
Industry research
to advance our understanding of workplace mental health.

Read last year's report >

Thought leadership
to democratize expertise and make change accessible.

Watch our feature in *Lenovo Late Night I.T.* >

Partnerships
to grow our impact with visionary leaders.

Explore our *Leaders Go First* story campaign >

How to get involved:

Subscribe to our newsletter
for monthly updates, resources, and other news.

Get monthly updates >

Become a sponsor
and join us as a pioneer in leading the workplace mental health movement.

Connect with us >

Book a strategy call
with our team and create your mentally healthy workplace.

Book a strategy call >

I. Headlines

#1. Mental health is improving and worsening at the same time. Personal finances and work are the biggest stressors.

From Mind Share Partners' prior reports in 2019 to 2021, we saw a substantial increase in both the prevalence and duration of mental health symptoms amidst the pandemic. The most common symptoms related to burnout, anxiety, and depression.

This year, our data captures both good news and challenging developments:

- **The prevalence of symptoms declined by 20%, but...**
- **Symptom duration increased, and workers' views of overall mental health declined.**
- **Personal finances** was the most reported factor negatively impacting mental health by a significant margin (39%), followed by **work itself** (23%). This is compared to only 18% who reported pre-existing mental health challenges *not* related to work.
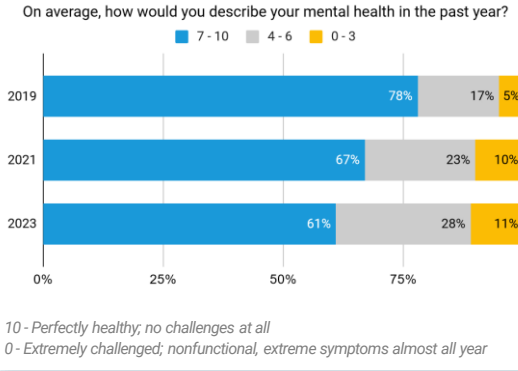
Workers emerged from a global crisis, which, for many, alleviated more acute mental health challenges. However, a deluge of complex forces at the social, cultural, and economic level emerged: inflation, layoffs, rising poverty rates and income inequality, forced returns to office, growing tensions between employers and workers, and more. This comes after many workers were already reevaluating their relationship to work amidst the pandemic.

All of these challenges are systemic and much more difficult to navigate—and nearly impossible to fully resolve—through therapy or self-care apps alone. Thus, this growing sense of malaise—of "not quite crisis, not quite well"—was pointedly captured by the viral term "languishing" in 2021.

Overall Mental Health

On average, how would you describe your mental health in the past year?

Legend: 7 - 10 | 4 - 6 | 0 - 3

Year	7-10	4-6	0-3
2019	78%	17%	5%
2021	67%	23%	10%
2023	61%	28%	11%

10 - Perfectly healthy; no challenges at all
0 - Extremely challenged; nonfunctional, extreme symptoms almost all year

Prevalence of Mental Health Symptoms
(Top 3 Symptoms)

In the past year, have you ever experienced any of the following?

Legend: 2023 | 2021 | 2019

Symptom	2023	2021	2019
At least one symptom	61%	76%	59%
Anxiety	27%	40%	37%
Depression	33%	46%	32%
Burnout	27%	56%	No 2019 data.
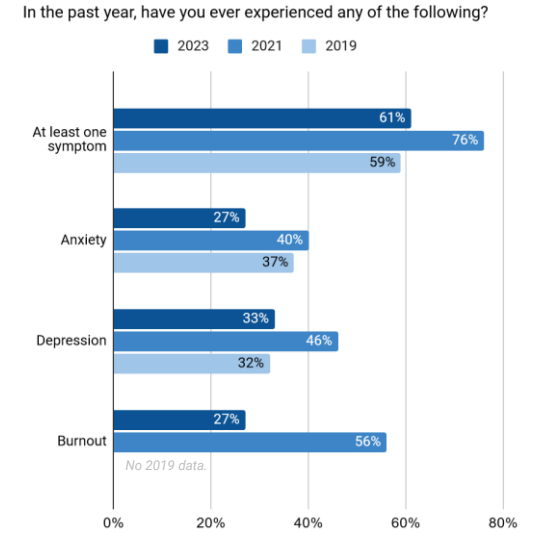
i. Mental Health Screening Form III
ii. WHO. (2019). Burn-out an "occupational phenomenon"

Duration of Mental Health Symptoms

In total, approximately how much of the past year did you experience any of these symptoms?

Legend: Less than 5 months | 5-12 months

Year	Less than 5 months	5-12 months
2019	79%	21%
2021	64%	36%
2023	61%	39%

The New York Times — There's a Name for the Blah You're Feeling: It's Called Languishing. The neglected middle child of mental health can dull your motivation and focus — and it may be the dominant emotion of 2021.

CNN health — 90% of US adults say the United States is experiencing a mental health crisis, CNN/KFF poll finds. By Deidre McPhillips, CNN. 'It's Life or Death': The Mental Health Crisis Among U.S. Teens. "From 2015 to 2019, prescriptions for antidepressants rose 38 percent for teenagers compared with 15 percent for adults." DEPRESSION, SUICIDE RATES RISING. "LIFE OR DEATH": THE MENTAL HEALTH CRISIS AMONG U.S. TEENS

BBC — HOW WE WORK. The CEOs drawing a hard line on return-to-office policies

#2. Employer investments in the experience of work are having a net positive impact on mental health.

In our 2021 report, 53% of workers said work and their workplace had a _negative_ impact on their mental health—a 43% increase from 2019. Emotionally draining work and challenges with work-life balance were topmost concerns.

This year, our data captures an optimistic trend.

The _negative_ impact of the workplace on workers' mental health declined to 31% this year. Still, the top negative workplace factors remained the same from previous years: emotionally draining work, challenges with work-life balance, lack of recognition, poor communication practices, and lack of growth opportunities continue to pose the greatest challenges to mental wellbeing.

The _positive_ impact of the workplace on workers' mental health outweighed the negative with 38% of respondents saying their work or workplace environment played a positive impact on their mental health. The most common _positive_ factors this year were healthy work-life balance, job security,* recognition for work, and connection to or support from colleagues or managers.

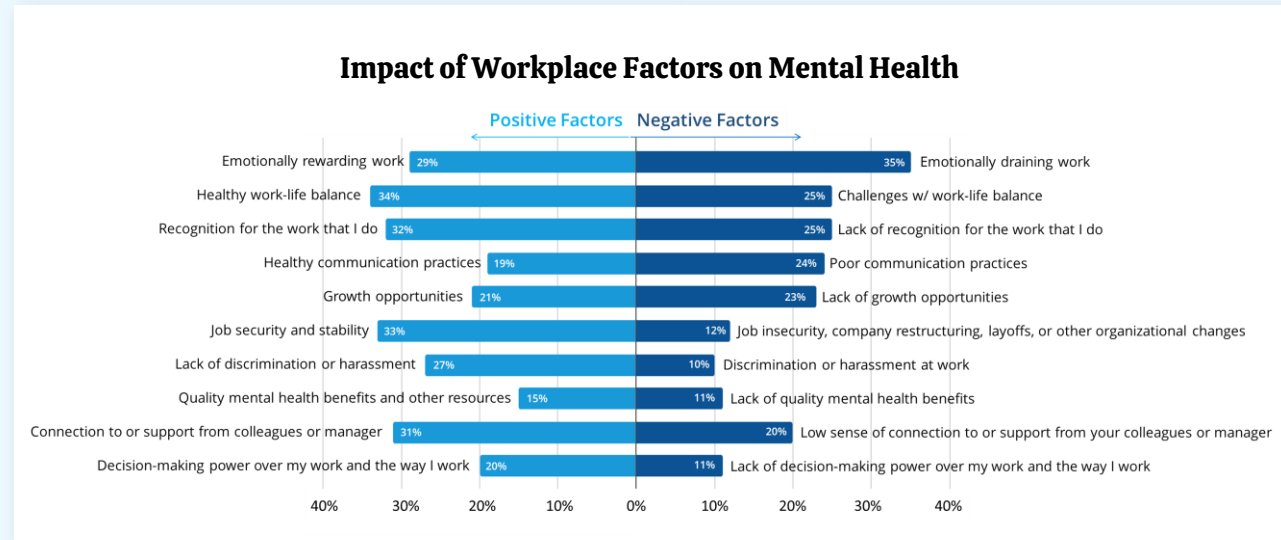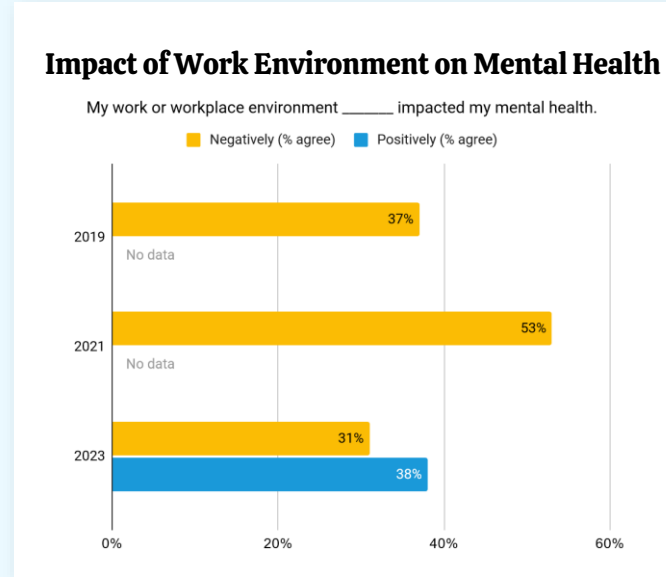The pandemic forced many employers to experiment with new, different, and innovative ways of working. When the world reopened, many—to varying degrees—maintained at least some positive aspects of their investments in workers amidst a global crisis. Whether this positive trend continues is contingent on employers' ongoing investments in organizational culture and their people's experience of work.

_____

* The positive impact of job security may seem counterintuitive amidst waves of layoffs throughout 2022 and 2023. Still, unemployment rates these years pale considerably compared to those during the pandemic. Neither are ideal, but may help explain this datapoint.

Impact of Work Environment on Mental Health

My work or workplace environment _____ impacted my mental health.

■ Negatively (% agree) ■ Positively (% agree)

Year		
2019	Negatively	37%
2019	Positively	No data
2021	Negatively	53%
2021	Positively	No data
2023	Negatively	31%
2023	Positively	38%

(Axis: 0% — 20% — 40% — 60%)

Impact of Workplace Factors on Mental Health

← Positive Factors   Negative Factors →

Positive Factor	Positive %	Negative %	Negative Factor
Emotionally rewarding work	29%	35%	Emotionally draining work
Healthy work-life balance	34%	25%	Challenges w/ work-life balance
Recognition for the work that I do	32%	25%	Lack of recognition for the work that I do
Healthy communication practices	19%	24%	Poor communication practices
Growth opportunities	21%	23%	Lack of growth opportunities
Job security and stability	33%	12%	Job insecurity, company restructuring, layoffs, or other organizational changes
Lack of discrimination or harassment	27%	10%	Discrimination or harassment at work
Quality mental health benefits and other resources	15%	11%	Lack of quality mental health benefits
Connection to or support from colleagues or manager	31%	20%	Low sense of connection to or support from your colleagues or manager
Decision-making power over my work and the way I work	20%	11%	Lack of decision-making power over my work and the way I work

(Axis: 40% 30% 20% 10% 0% 10% 20% 30% 40%)

#3. Workers want healthy work cultures, not self-care perks.

Employers' investments in mental health have historically focused on benefits, self-care resources like meditation apps, and other perks. While all helpful and important, these are insufficient. In fact, they're not actually what employees want most according to our data.

Healthy and sustainable cultures of work and a safe and supportive culture for mental health were rated as more helpful than therapy and self-care resources. Across gender, generation, race/ethnicity, LGBTQ+ identity, and caregiver status, workers rated the following as "moderately," "very," or "extremely" helpful to their mental health:

- 78% - A healthy and sustainable culture of work
- 67% - A safe and supportive culture for mental health
- 64% - Mental health treatment
- 60% - Self-care resources for mental health

To further explore the impact of culture, we compared key outcomes between those who:

- Felt supported by their employer around their mental health (vs. those who didn't)
- Had a positive (vs. negative) relationship with their manager
- Were satisfied (vs. not) with their level of autonomy, flexibility, pay, and growth opportunities

Those who felt supported by their employers...*

- **Had better mental health outcomes**
- **Were more likely to report the positive impact of work** on mental health
- **Were more comfortable talking about mental health** at work
- **Had higher levels of engagement**
  (i.e., trust, pride, job satisfaction, and intent to stay at their employer)
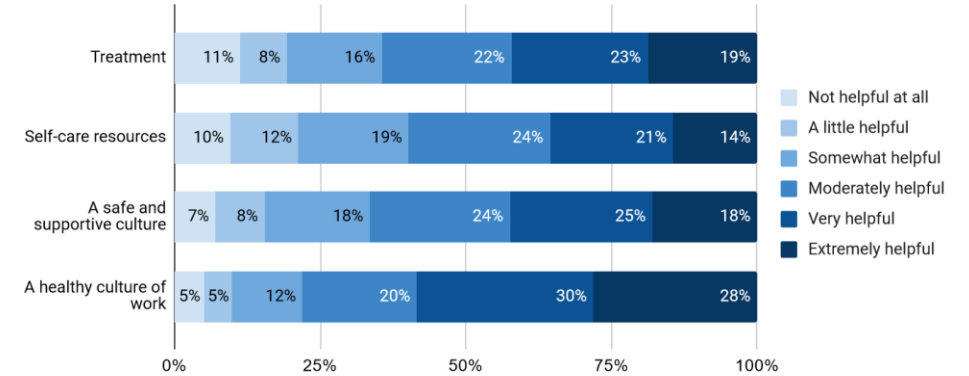
Of course, any employers' approach to employee mental health must include treatment and can include self-care resources. But as they look to the future, the conventional, individualized, and "productized" approach to wellbeing pales in comparison to more meaningful investments into cultures of support and sustainable cultures of work.

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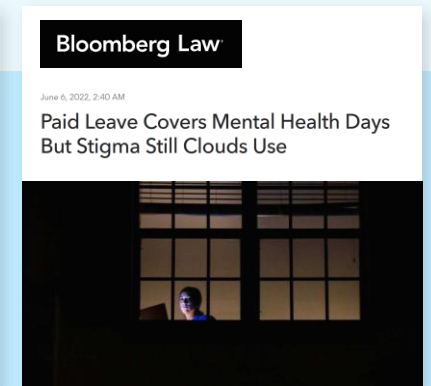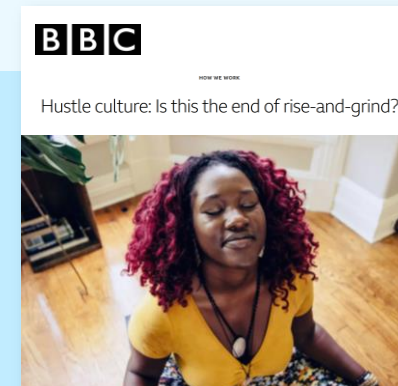** See a breakdown of these outcomes on <u>page 17</u>.*

Most Helpful Supports for Mental Health

Rate the extent to which the following would be MOST helpful to your mental health.

	Not helpful at all	A little helpful	Somewhat helpful	Moderately helpful	Very helpful	Extremely helpful
Treatment	11%	8%	16%	22%	23%	19%
Self-care resources	10%	12%	19%	24%	21%	14%
A safe and supportive culture	7%	8%	18%	24%	25%	18%
A healthy culture of work	5%	5%	12%	20%	30%	28%

Full text answer options were as follows:
- *Treatment for mental health (e.g., therapy, insurance coverage, etc.)*
- *Self-care resources for mental health (e.g., mental health app, mindfulness program)*
- *A safe and supportive culture for mental health (e.g., feels safe to talk about it, get support, etc.)*
- *A healthy and sustainable culture of work (e.g., work-life balance, flexibility, etc.)*


BBC
HOW WE WORK
Hustle culture: Is this the end of rise-and-grind?

Bloomberg Law
June 6, 2022, 2:40 AM
Paid Leave Covers Mental Health Days But Stigma Still Clouds Use

#4. Employers making meaningful investments in DEIBJ see payoffs…

Optimistically, DEIBJ efforts can and do pay off. Among respondents who felt supported by their employer around their social identity (compared to those who didn't):

- **1.9x more likely** to report experiencing **no mental health symptoms**
- **3.5x more likely** to be **comfortable talking** about their mental health to their manager
- **3.9x** more likely to report a **positive impact of their workplace** on their mental health
- **6.2x** more likely to **trust** their company and its leadership
- **2.5x** more likely to be **satisfied with their job**

With some employers cutting DEIBJ roles, scaling back their DEIBJ initiatives, and curtailing more vocal brand participation in social causes, these trends paint a worrying picture for the future of mental health for already marginalized workers.

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* See a breakdown of these outcomes on <u>page 17</u>.
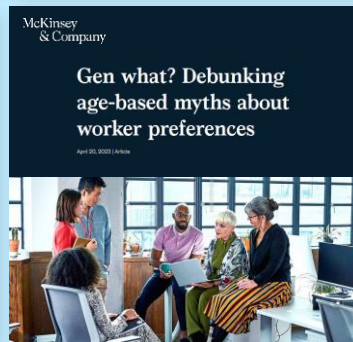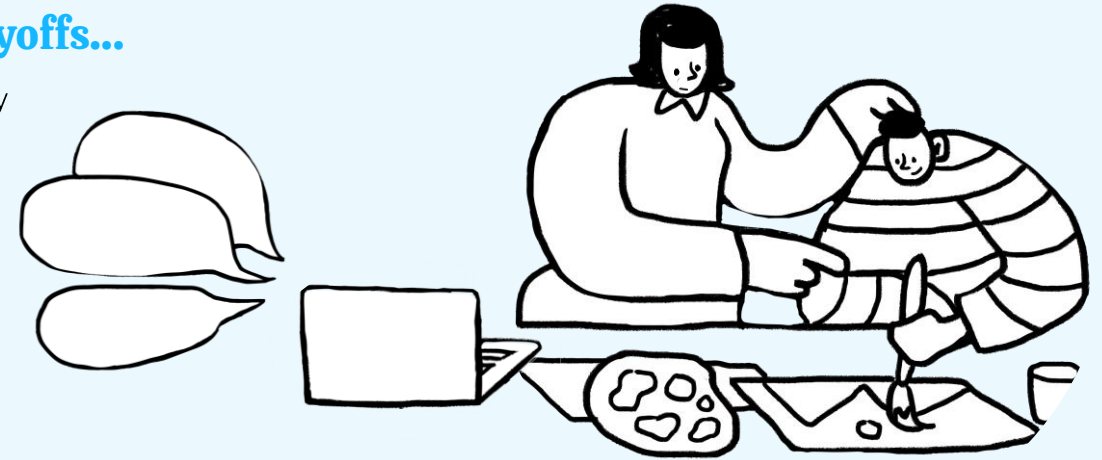
… But marginalized identities continue to face disproportionate challenges.

In 2019, 2021, and still in 2023, we continue to see the ways in which workers from historically marginalized identities and backgrounds face disproportionate challenges when it comes to mental health at work.

This year—much like previous years—**women, Gen Z, Black, Latinx, and LGBTQ+ respondents tended to…***

- **Be more likely to report mental health symptoms**
- **Be less likely to say their company supports their mental health**
- **Be less likely to get a supportive response** when they talked about their mental health at work
- **Be overall less engaged** around job satisfaction, trust, pride, and intent to stay at their employer

Unsurprisingly, these populations were more likely to say that "mental health is a diversity, equity, and inclusion issue," compared to men, older generations, white, and non-LGBTQ+ respondents.

Our message: stay the course. Mental health is a DEIBJ issue. The two are inseparable and intrinsically tied. Investing in workers' mental heath necessitates exploring how experiences around mental health and work itself differ across populations.

———

* See a breakdown of these outcomes on <u>page 18</u>.

#5. Psychological safety takes a nosedive amidst perceptions of declining support from employers.

From 2019 to 2021, we saw an increase in people's comfort and recency talking about mental health at work as well as perceptions of their organization's and leaders' support for mental health. During the pandemic, many employers invested more into mental health resources, awareness campaigns, training, and more.
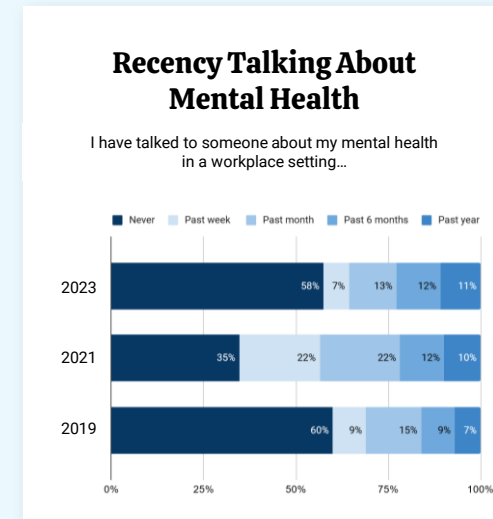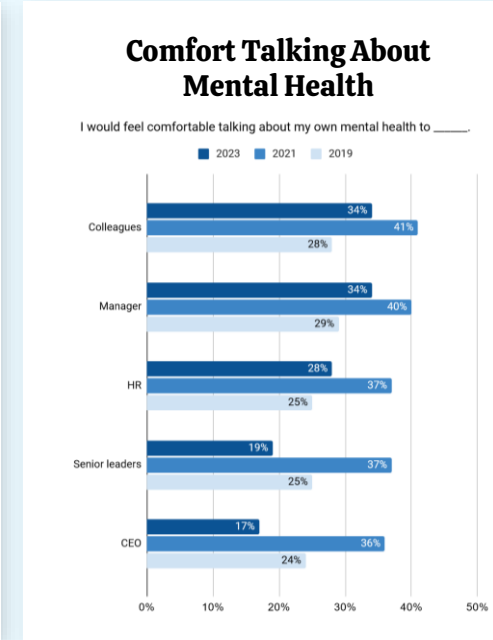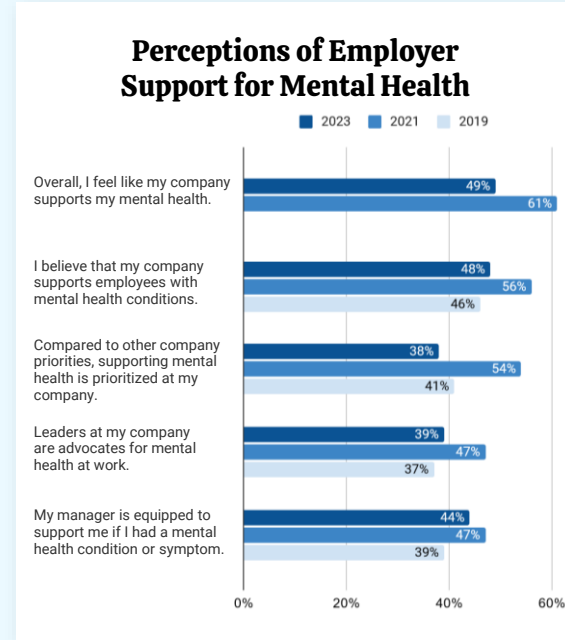
This year, the hopeful trend moved in the opposite direction:

- **Workers' comfort and recency talking about mental health at work declined, nearing 2019 levels.** In fact, comfort talking to senior leaders *halved* from 37% to 19% — *worse* off than in 2019.

- **Less than 40% of workers said their employer prioritizes mental health and saw their leaders as advocates.** Only half (49%) said their company supports their mental health overall.

Unfortunately, this all makes sense. In 2022 and 2023, workers saw employers mandate returns to office and "tighten their belts" around productivity, performance, headcount, expenses, and even investments in DEIBJ. Understandably, many workers are no longer feeling as safe talking about a historically stigmatized topic (and for many, still is). Even with positive investments in mental health and work by employers, mixed messages have degraded safety and trust.

Despite declines in perceptions of employer support, Individual beliefs about mental health continue to improve. Since 2019, workers' willingness to hire or work with someone with a mental health condition remained stable while the belief that someone with a mental health condition could be just as competent as an someone without continued to grow.

Both measures indicate at least steady—if not increasingly healthy—beliefs about mental health in the workplace setting.

SHRM
As Workplace Mental Health Worsens, Employee Engagement Plummets
By Joseph Romsey
July 5, 2023

Harvard Business Review
Leaders, Sharing Your Own Mental Health Story Can Help You Become a Better Ally
by Kelly Greenwood
May 08, 2023

Perceptions of Employer Support for Mental Health

Legend: 2023, 2021, 2019

	2023	2021	2019
Overall, I feel like my company supports my mental health.	49%	61%	
I believe that my company supports employees with mental health conditions.	48%	56%	46%
Compared to other company priorities, supporting mental health is prioritized at my company.	38%	54%	41%
Leaders at my company are advocates for mental health at work.	39%	47%	37%
My manager is equipped to support me if I had a mental health condition or symptom.	44%	47%	39%

Comfort Talking About Mental Health

I would feel comfortable talking about my own mental health to _____.

Legend: 2023, 2021, 2019

	2023	2021	2019
Colleagues	34%	41%	28%
Manager	34%	40%	29%
HR	28%	37%	25%
Senior leaders	19%	37%	25%
CEO	17%	36%	24%

Recency Talking About Mental Health

I have talked to someone about my mental health in a workplace setting…

Legend: Never, Past week, Past month, Past 6 months, Past year

	Never	Past week	Past month	Past 6 months	Past year
2023	58%	7%	13%	12%	11%
2021	35%	22%	22%	12%	10%
2019	60%	9%	15%	9%	7%

#6. When it comes to the hybrid work debate, employee voice matters.

We asked respondents if they were working in-person, hybrid, or remote. We also asked the level of input they had in choosing. When comparing outcomes across work location and level of input (for example, those hybrid by choice vs. those required to be fully in-person), different groupings produced different outcomes. For example:

- Hybrid workers were more proud to work at their employer compared to those fully in-person.
- Fully remote workers tended to show slightly lower rates of burnout.
- Those hybrid by choice were more likely to report symptoms related to anxiety, compared to those not by choice, but they also were less likely to report experiencing symptoms related to depression.

One interesting theme was looking within hybrid workers. Those who had input around their work location, compared to those who didn't, reported:

- Shorter durations of mental health challenges
- Lower <u>negative</u> impact of work on mental health
- Higher <u>positive</u> impact of work on mental health
- Greater comfort talking about mental health at work to colleagues, managers, and HR
- Greater pride working at their current employer
- Less likely to have left a role for mental health reasons

When it comes to the debate around work location, it seems that workers' ability to exercise some level of control and influence over where they work tend to experience better outcomes when it comes to mental health, engagement, and work itself. Of course, this kind of autonomy can look like many things, whether it be work location, or the ability to sign off early, or attend your kid's soccer game.

Ultimately, there will always be pros and cons to in-person, hybrid, and remote work. And it will always vary depending on the company, function, industry, region, culture, your individual team members, and more. And it will vary depending on the level of autonomy workers have in that formula.

In exploring the future of work, it remains critical that employers continue to explore ways to understand the wants and needs of their people; how this looks differently across teams, functions, and individuals; and, ultimately, explore ways to center the voices of their people.
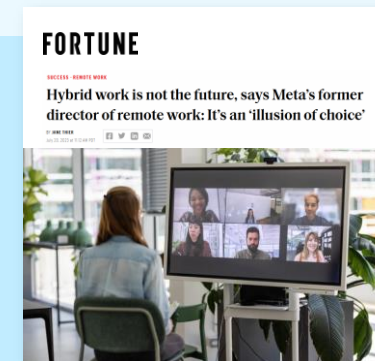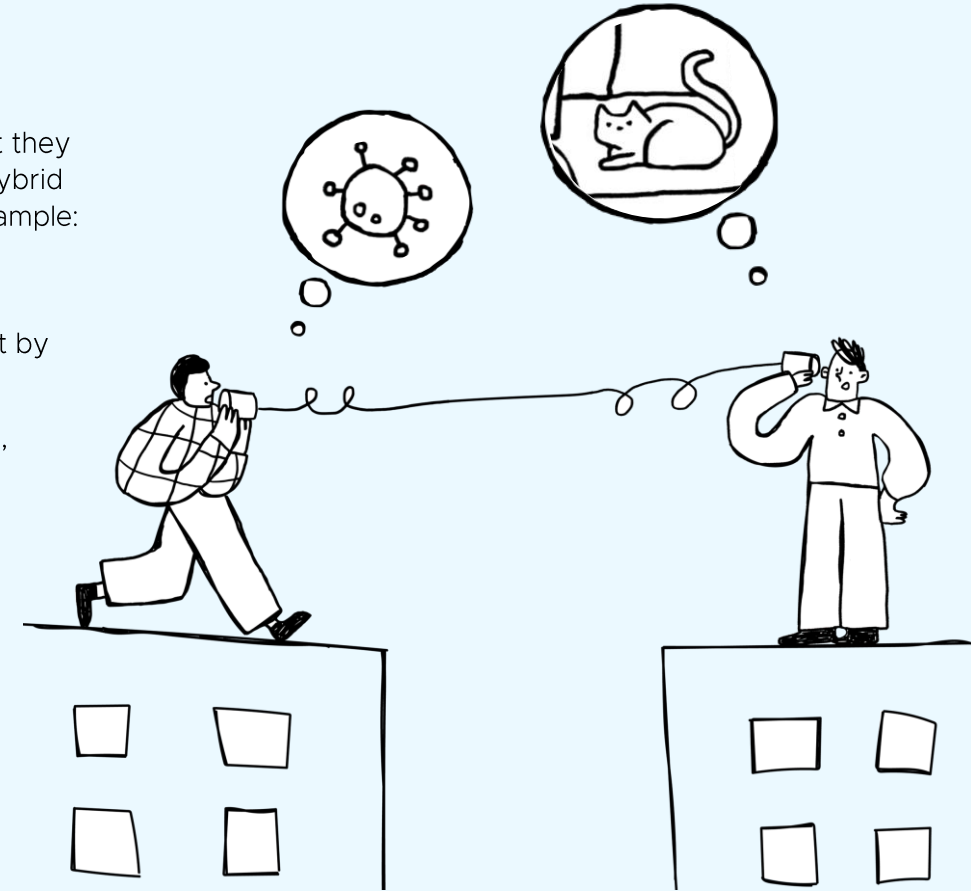
Looking Forward: The Future of Workplace Mental Health

In building and sustaining an mentally healthy workforce, it's easy to be tantalized by the latest mental health technology or "revolutionized" EAP service. Access to treatment is obvious table stakes, but what about the everyday experience of work itself?

The future of workplace mental health will be a "back-to-basics." It will be culture, safety, and community. It will be healthy and sustainable work. It will be opportunity rooted in equity and the voice of workers. Here's how to start:

#1. Reinvest in the foundations.

We've seen a shift in what workers want to what they've always needed. Less enticed by the "bells and whistles" of new, shiny perks, workers want their core needs met first. This means autonomy, flexibility, work-life balance, recognition, stable employment, equitable pay, and growth opportunities.

> Learn about quality jobs

#2. Embed mental health into strategy, systems, and practices.

Employee mental health is typically led by HR teams. But every team, function, and seniority level has their own unique role and value proposition. The most impactful approaches will be strategic, cross-functional, and built into the very nature of the business itself across the employee lifecycle—recruiting, onboarding, performance management, profit and revenue models, and more.

> Download our Ecosystem Framework

#3. Equip your people.

Progress begs knowledge and skill-building for its agents of change. At work, this means leaders for strategy and resourcing; managers in creating healthy team cultures; and HR, legal, IT, and other teams for their respective roles in wellbeing.

Learning can take many forms, but not all are equally effective. Many employers over-index on "noticing the warning signs" rather than taking a true, preventative approach—that is, a culture-based approach. Research shows that proactive approaches have an average ROI of 6:1, compared to reactive, treatment-focused solutions at 3:1.

> Explore training and advising

#4. Stay the course on DEIBJ.

A vibrant workforce is built from unique strengths and differences. But without dedicated efforts to harness these differences, we may inadvertently create cultures and systems that advantage or include one group over others based on erroneous factors. Unfortunately, some employers have recently scaled back their investments in DEIBJ—a mistake that will have real costs to the health and livelihoods of already marginalized identities in the workplace like women, people of color, and the LGBTQ+ community. This also includes populations that face unique challenges around mental health like men, caregivers, older adults, and Gen Z—our future workforce.

Stay the course. Differences are innate. Inequity is not.
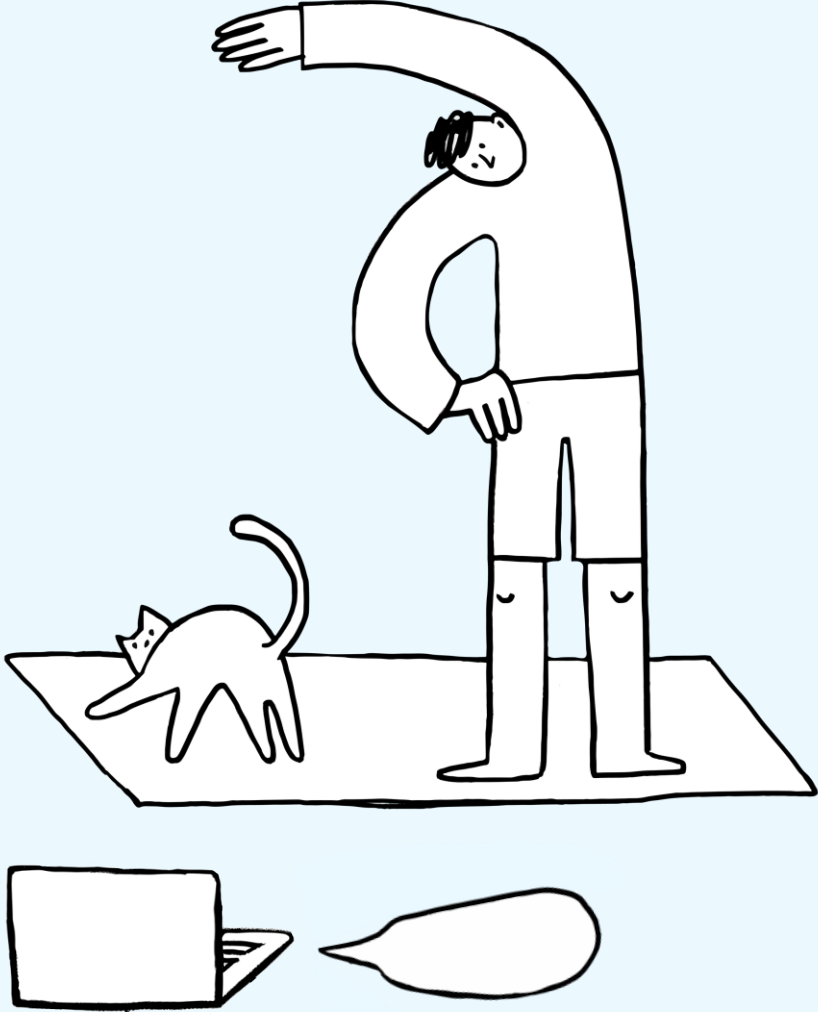
> Learn about mental health & DEIBJ

#5. Be an advocate for change.

Everyone can play their own unique part in creating a mentally healthy future for workers, teams, and organizations alike.

> Join the movement

II. All Findings

Prevalence of Mental Health Challenges

Question	Answer option	2023	2021	2019
On average, how would you describe your mental health in the past year?	7 - 10	61%	67%	78%
	4 - 6	28%	23%	17%
	0 - 3	11%	10%	5%
In the past year, have you ever experienced any of the following?	At least one symptom	61%	76%	59%
	Anxiety	27%	40%	37%
	Depression	33%	46%	32%
	Burnout	27%	56%	0%
	Eating disorders	19%	40%	26%
	Phobias	12%	34%	23%
	Post-Traumatic Stress Disorder	13%	32%	18%
	Mania	8%	34%	19%
	Aggression	4%	25%	13%
	Delusions	13%	32%	18%
	Hallucinations	2%	25%	13%
	Sexual disorders	14%	35%	21%
	Obsessive Compulsive Disorder	8%	30%	17%
	Problem gambling	5%	28%	12%
	No symptoms	39%	24%	41%
In total, how much of the past year did you experience any of these symptoms?	1 week or less	12%	20%	51%
	1-4 months	49%	44%	28%
	5-12 months	39%	36%	21%

Impact of Mental Health on Productivity & Engagement

Question	Answer option	2023	2021	2019
In what ways did mental health affect your productivity at work in the past year? (Top 5 answers)	Difficulty concentrating	36%	38%	29%
	Taking longer to do tasks	29%	21%	16%
	Difficulty thinking, reasoning, or deciding	24%	24%	19%
	Avoiding social activities	23%	32%	24%
	Lower quality of work	22%	12%	12%
Have you ever left a role from a previous job due to mental health reasons?	Yes	28%	50%	34%
	Yes, and it was the primary reason (whether voluntary or involuntarily)	14%	35%	20%
	Yes, and it was voluntary (whether mental health was the primary or one reason among others)	21%	32%	22%
Which of the following played a role in why you left a previous job due to mental health reasons? (Top 5 answers)	Emotionally draining work	61%	32%	n/a
	Challenges with work-life balance	44%	32%	n/a
	Low sense of connection to or support from your colleagues or manager	42%	29%	n/a
	Poor communication practices	42%	26%	n/a
	Lack of growth opportunities	39%	22%	n/a
	Lack of recognition for the work that I do	34%		
In the past year, roughly how many days did you miss work due to any mental health reason?	Average	3.5	8	4.33
	Any day missed	32%	59%	40%
	No days missed	68%	41%	60%
	More than 10 days	7%	17%	3%
In the past year, what percent of your full capability did you feel you were able to perform to at work, considering any experiences with mental health challenges?	Average	71%	72%	n/a
In the past year, roughly how many days did you underperform because of mental health?	Average	13	14	8.6
	No days underperform	60%	36%	58%
	Any days underperform	40%	64%	42%
	Underperform 5+ days	31%	35%	25%

Impact of Work Environment on Mental Health

Question	Answer option	2023	2021	2019
My work or workplace environment has _____ impacted my mental health.	Negatively (% agree)	31%	53%	37%
	Positively (% agree)	38%	n/a	n/a
Please select any of the following workplace factors at your company that have a NEGATIVE impact on your mental health at work. (Top 5 answers)	Emotionally draining work (e.g., stressful, overwhelming, boring, monotonous)	35%	37%	n/a
	Challenges w/ work-life balance	25%	32%	n/a
	Lack of recognition for the work that I do	25%	25%	n/a
	Poor communication practices	24%	24%	n/a
	Lack of growth opportunities	23%	22%	n/a
	No challenges w/ workplace factors	32%	16%	n/a
Please select any of the following workplace factors at your company that have a POSITIVE impact on your mental health at work. (Top 5 answers)	Healthy work-life balance	34%	n/a	n/a
	Job security and stability	33%	n/a	n/a
	Recognition for the work that I do	32%	n/a	n/a
	Strong sense of connection to or support from your colleagues or manager	31%	n/a	n/a
	Emotionally rewarding work (e.g., enjoyable, meaningful, fun, etc.)	29%	n/a	n/a
	No positive workplace factors	15%	n/a	n/a
Which of the following have played the biggest negative impact on your mental health in the past year? (Top 5 answers)	My finances	39%	n/a	n/a
	Workplace - The nature of my work itself	23%	n/a	n/a
	Physical health issues not related to work	21%	n/a	n/a
	My family	20%	n/a	n/a
	Workplace - My organization's leadership	20%	n/a	n/a

Engagement Measures

Question (% agree)	2023	2021	2019
Overall, I am satisfied with my job at this company.	63%	74%	74%
I am currently searching for a new role at a different company.	24%	41%	n/a
I intend to stay at my company for two years or longer.	68%	67%	n/a
I trust my company and its leadership.	52%	58%	n/a
I am proud to work at my company.	61%	65%	n/a

Perceptions of Employers & Leaders

Question	2023	2021	2019
Overall, I feel like my company supports my mental health.	49%	61%	n/a
I believe that my company supports employees with mental health conditions.	48%	56%	46%
Compared to other company priorities, supporting mental health is prioritized at my company.	38%	54%	41%
Leaders at my company are advocates for mental health at work.	39%	47%	37%
My manager is equipped to support me if I had a mental health condition or symptom.	44%	47%	39%
I believe my organization supports me when it comes to my identity, background, and experiences amidst the national political climate.	56%	n/a	n/a

Getting Support for Mental Health

Question	Answer option	2023	2021	2019
I would feel comfortable talking about my own mental health to…	My family	62%	73%	66%
	My friends	63%	74%	56%
	A work colleague	34%	41%	28%
	My manager	34%	40%	29%
	Someone in HR	28%	37%	25%
	Senior leaders at my company	19%	37%	25%
	The CEO (or equivalent) of my company	17%	36%	24%
I have talked to someone about my mental health in a workplace setting…	Never	58%	35%	60%
	In the past week	7%	22%	9%
	In the past month	13%	22%	15%
	In the past 6 months	12%	12%	9%
	In the past year	11%	10%	7%
What was the experience like talking to someone at your company about your mental health?	Received a positive or supportive response	61%	49%	48%
	Received a neutral response	23%	29%	30%
	Received a negative or unsupportive response	7%	14%	15%
What might stop you from approaching someone at work who you think might need support around their mental health? (Top 5 answers)	At least one obstacle	87%	86%	89%
	Not wanting to offend or make someone feel uncomfortable	45%	40%	40%
	Feeling awkward; no right place or time	37%	40%	40%
	Not sure how to start the conversation or what to say	33%	25%	28%
	Not wanting to intervene in their personal struggles	31%	26%	25%
	Not having had any appropriate training	24%	16%	17%
What keeps you from being more proactive about taking care of your mental health at work? (Top 5 answers)	Mental health isn't something we talk about at work	22%	21%	n/a
	Worried about possible consequences	22%	12%	n/a
	It doesn't feel safe to talk about mental health at work	20%	18%	n/a
	Not enough time or bandwidth	20%	20%	n/a
	Worried about what colleagues might think	18%	14%	n/a

Question	Answer option	2023
Rate the extent to which the following would be MOST helpful to your mental health. **Moderately helpful or higher** (Includes moderately, very, and extremely helpful)	Treatment for mental health (e.g., therapy, insurance coverage, etc.)	64%
	Self-care resources for mental health (e.g., mental health app, mindfulness program)	60%
	A safe and supportive culture for mental health (e.g., feels safe to talk about it, get support, etc.)	67%
	A healthy and sustainable culture of work (e.g., work-life balance, flexibility, etc.)	78%
Proper procedure	I know the proper procedure for getting support for mental health at work. (% agree)	64%

Mental Health Attitudes

Question	2023	2021	2019
I would be willing to hire or work with colleagues that have a mental health condition. (% agree)	56%	58%	46%
An employee with a mental health condition can be just as competent as a professional without. (% agree)	66%	55%	52%
When searching for a new role at a new company, how important is it to you that the company has a culture of supporting mental health? **Moderately important or higher** (Includes moderately, very, and extremely important)	74%	82%	74%
Mental health is a diversity and inclusion issue (% agree)	53%	54%	41%

Snapshot:
Question–Based Segmentations

Blue text indicates the subgroup that fares *worse* by ≥ 5%.

		Company supports my mental health [1]		Company measures mental health & underlying factors [2]		Relationship with manager [3]		Satisfaction with autonomy & flexibility [4]		Satisfaction with salary & pay [5]		Satisfaction with growth opportunities [6]		Organization supports my social identity [7]	
		Agree (49%)	Disagree (19%)	Agree (37%)	Disagree (63%)	Positive (59%)	Negative (5%)	Satisfied (64%)	Dissatisfied (11%)	Satisfied (52%)	Dissatisfied (25%)	Satisfied (43%)	Dissatisfied (24%)	Satisfied (56%)	Dissatisfied (12%)
Prevalence	Prevalence of any symptom	53%	86%	74%	69%	54%	87%	54%	80%	53%	77%	51%	75%	58%	79%
	Burnout	20%	45%	23%	34%	20%	51%	21%	46%	20%	43%	18%	43%	24%	41%
	Anxiety	22%	42%	28%	35%	23%	38%	24%	34%	23%	35%	23%	33%	26%	37%
	Depression	26%	50%	29%	45%	27%	54%	28%	52%	26%	48%	27%	45%	31%	49%
	Symptoms lasted 5-12 months	33%	54%	30%	46%	37%	57%	35%	51%	36%	48%	34%	49%	38%	48%
Impact of Work	Work negatively impacts my MH	20%	62%	30%	38%	20%	75%	22%	60%	23%	47%	20%	52%	26%	53%
	Work positively impact my MH	55%	18%	52%	33%	52%	15%	48%	18%	50%	21%	53%	19%	51%	13%
Getting Support	Comfortable talking about mental health at work to my manager	54%	12%	64%	20%	49%	9%	44%	12%	44%	21%	46%	19%	46%	13%
	Have talked about mental health at work in the past month	23%	25%	40%	19%	21%	22%	21%	18%	19%	19%	19%	17%	20%	24%
	Received a supportive response	74%	44%	65%	48%	71%	60%	71%	56%	70%	54%	67%	52%	71%	52%
Engage-ment	I trust my company and its leaders	79%	17%	77%	45%	68%	13%	66%	25%	69%	28%	74%	22%	74%	12%
	I am proud to work at my company	85%	30%	80%	55%	76%	21%	76%	31%	78%	39%	82%	34%	81%	33%
	I intend to stay 2+ years	85%	49%	79%	67%	78%	45%	78%	44%	82%	52%	86%	47%	83%	49%
	Job satisfaction	86%	29%	84%	57%	78%	16%	79%	27%	83%	36%	85%	31%	81%	32%

Full-text questions for segmentation:
1. "Overall, I feel like my company supports my mental health."
2. "My organization regularly measures & shares summary employee mental health and underlying factors."
3. "Which of the following best describes your relationship with your manager around mental health?"
4. "I am satisfied with the level of autonomy and flexibility I have over my work and schedule."
5. "I am satisfied with my salary, pay, and similar financial compensation for work."
6. "I am satisfied with the growth opportunities and pathways to career advancement in my current organization."
7. "I believe my organization supports me when it comes to my identity, background, and experiences amidst the national political climate."

Snapshot: Key Outcomes by Social Identity

Blue text indicates the subgroup that fares _worse_ by ≥ 5%.

		Male	Female	GenZ	Millen.	GenX	BB	White	Black	Latinx	API	LGBTQ+	Non-LGBTQ+
Prevalence	Prevalence of any symptom	51%	79%	94%	80%	55%	33%	57%	72%	79%	58%	85%	59%
	Burnout	20%	33%	43%	34%	23%	16%	28%	29%	32%	25%	38%	26%
	Anxiety	18%	34%	45%	43%	20%	8%	26%	31%	35%	23%	42%	26%
	Depression	25%	40%	58%	45%	28%	16%	32%	38%	51%	26%	53%	32%
	Symptoms lasted 5-12 months	33%	44%	41%	36%	40%	47%	42%	39%	35%	34%	46%	39%
Impact of work	Work positively impacts my MH	40%	36%	37%	41%	34%	40%	39%	42%	32%	27%	43%	38%
	Work negatively impact my MH	27%	34%	34%	41%	25%	23%	30%	35%	31%	33%	40%	30%
Getting Support	Comfortable talking about mental health at work to my manager	38%	31%	23%	38%	32%	36%	37%	27%	32%	22%	34%	34%
	Have talked about mental health at work in the past month	14%	23%	33%	29%	15%	7%	18%	20%	22%	21%	35%	18%
	Received a supportive response	65%	60%	53%	56%	64%	77%	71%	50%	61%	35%	55%	61%
Organizational Perceptions	Company supports my mental health	53%	46%	38%	49%	49%	54%	52%	46%	38%	48%	48%	49%
	Mental health is prioritized	39%	37%	36%	42%	37%	37%	39%	40%	33%	34%	36%	38%
	Leaders are advocates for mental health	43%	34%	40%	40%	35%	41%	39%	42%	33%	34%	39%	39%
Engagement	Trust in company and leadership	52%	51%	45%	54%	49%	54%	53%	49%	47%	50%	48%	52%
	Pride working at company	65%	58%	54%	62%	57%	68%	64%	59%	52%	54%	55%	62%
	Intent to stay 2+ years	70%	67%	58%	69%	71%	70%	72%	60%	64%	65%	62%	69%
	Job satisfaction	65%	62%	54%	65%	61%	68%	66%	59%	58%	59%	60%	64%

III. Appendix

Methodology

Sampling

We collected responses from 1,500 individuals via an online survey from June 2, 2023 to August 11, 2023 through a Qualtrics panel of survey respondents.

All respondents in our report were at least 16 years of age, employed in a full-time position at a company with at least 11 employees, and resided in the U.S. at the time of survey completion.

Qualtrics gathers responses through panel partners that randomly select respondents for surveys where respondents are highly likely to qualify. Each sample from the panel base is proportioned to the general population and then randomized before the survey is deployed. For hard-to-reach groups (e.g., C-level executives, transgender community, etc.), Qualtrics utilizes niche panels brought about through specialized recruitment campaigns.

For this survey, we collected a statistically significant number of responses across a variety of demographic groups, including gender identity, racial and ethnic background, LGBTQ+ identity, primary caregiver status, generation, and level of seniority.

Analysis

The data in this report are rounded to whole numbers. As a result, cumulative sums for questions with multiple answer options may differ by a percentage point.

All findings included in this report were statistically significant at a 95% confidence level.

Additionally, all findings calculated for all respondents (i.e., when not segmenting by demographic group or question answer), were weighted to more closely align with U.S. census data for groups that were overrepresented in our sample, while still maintaining statistical significant sampling in order to analyze group-specific outcomes.

After conducting weighted analyses for all-respondent outcomes, the weighted results consistently fell within the 95% confidence interval of the unweighted results. Thus, throughout this report, we report the weighted outcomes for all-respondent outcomes and do not provide unweighted versions of those results as we do not foresee significant differences in these outcomes as a result of our statistically significant demographic sampling.
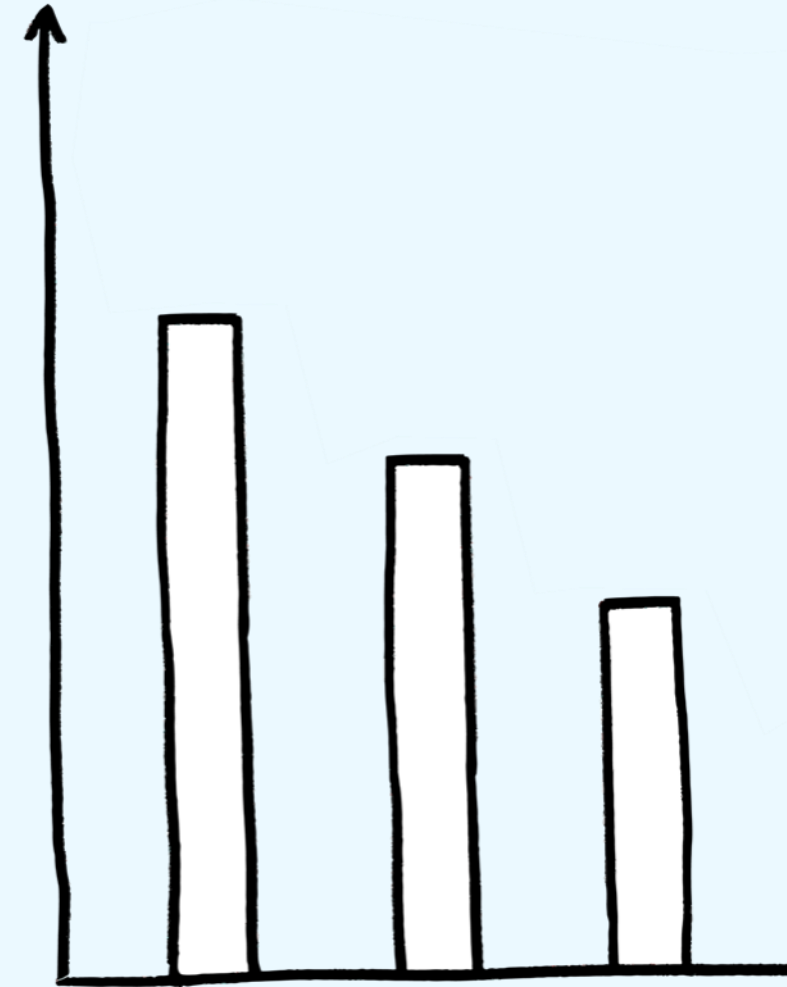
Demographics*

Generation

Gen Z (<26)	15%
Millennial (27-42)	38%
Gen X (43-58)	27%
Baby Boomer (59-77)	20%
Silent Gen (78+)	0%

Gender Identity

Male	45%
Female	50%
Non-binary / third gender	5%

Race/Ethnicity

Caucasian	59%
Black / African American	23%
Hispanic / Latinx	11%
Asian or Pacific islander	11%
Native American	4%
Prefer to self-describe	1%

LGTBQ+ Identity

LGBTQ+	18%
Not LGBTQ+	82%

Trans Identity

Transgender	7%
Cisgender	94%

Caregiver Status

Caregiver	53%
Not caregiver	47%

Seniority

Individual contributor	45%
Manager	34%
Executive	11%
C-level	11%

Education

Some high school	1%
High school graduate	17%
Some college	18%
Associate degree	12%
Bachelor's degree	30%
Some postgraduate	2%
Master's degree	17%
Ph.D., law or medical degree	3%
Other advanced degree	0%

Region

South	44%
West	16%
Northeast	19%
Midwest	20%

Industry

Tech	10%
Legal services	2%
Financial services	11%
Other professional services	9%
Retail, consumer products, or similar	17%
Education	10%
Non-provider healthcare	9%
Other	33%

Organization Type

For-profit company, privately-held	46%
For-profit company, public	32%
Nonprofit	11%
Government	12%

Organization Size

Less than 50	14%
51-200	21%
201-500	15%
501-1000	21%
5001-10000	15%
10000+	15%

All findings were weighted to more closely align with U.S. census data for groups that were overrepresented in our sample.