

EAPA
Wednesday Wellness
Discussion:
*Mental Health and the Workplace:
NAMI 2024 Survey*

5/8/24



Key Findings:

NAMI 2024 Workplace Mental Health Poll

- 1). 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.
- 2). 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.
- 3). 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.
- 4). Most employees believe employers are responsible for helping employees feel comfortable discussing mental health at work.
- 5). Employers can do more to help direct managers support the mental health of the people who report to them.

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?

% selecting yes

Felt burned out because of your job



52%

Felt so overwhelmed it made it hard to do your job



37%

Felt your mental health suffer because of demands at work



36%

Felt your productivity suffer because of your mental health



33%

Considered quitting because of work's impact on your mental health



27%

Resigned or quit because of work's impact on your mental health



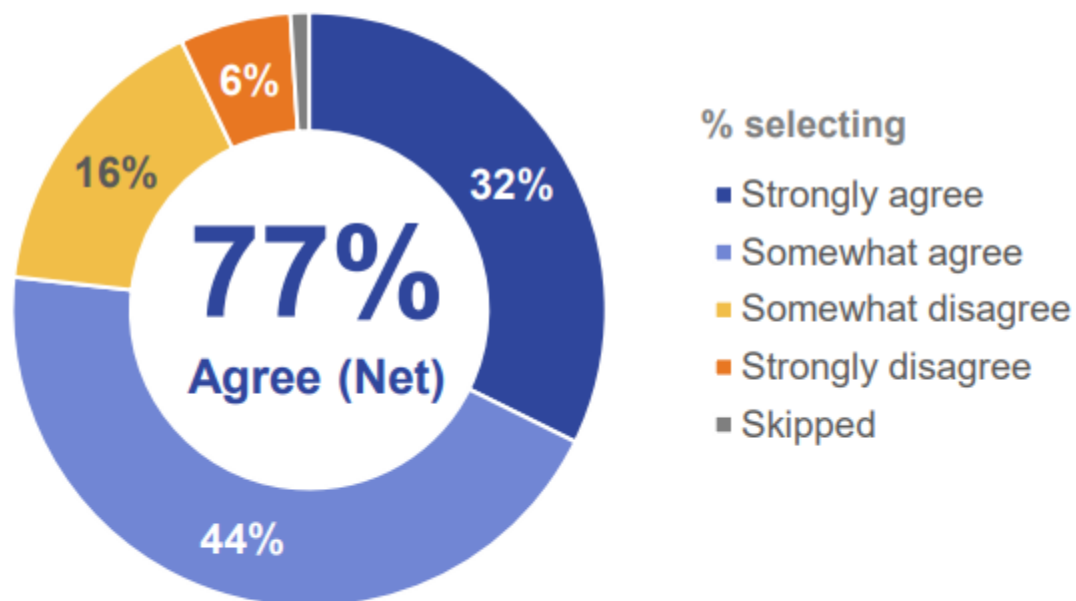
5%

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

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.

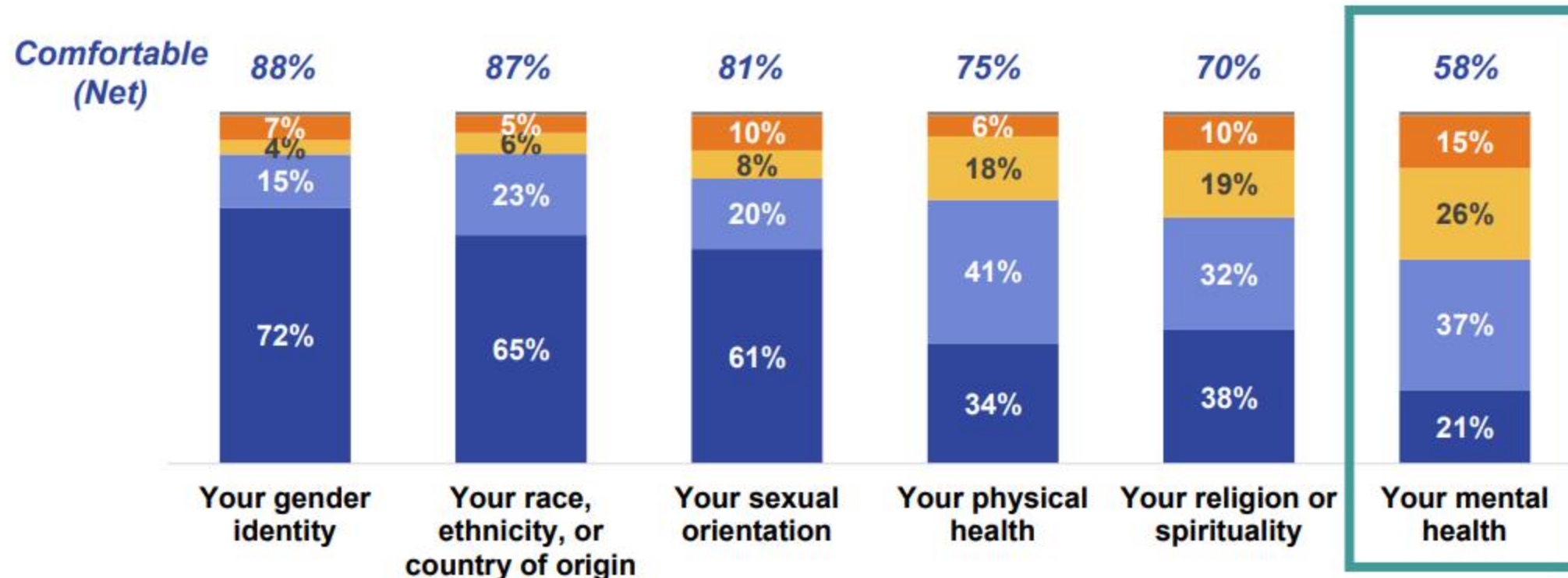
Q. How much do you agree or disagree with each of the following statements?

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)

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

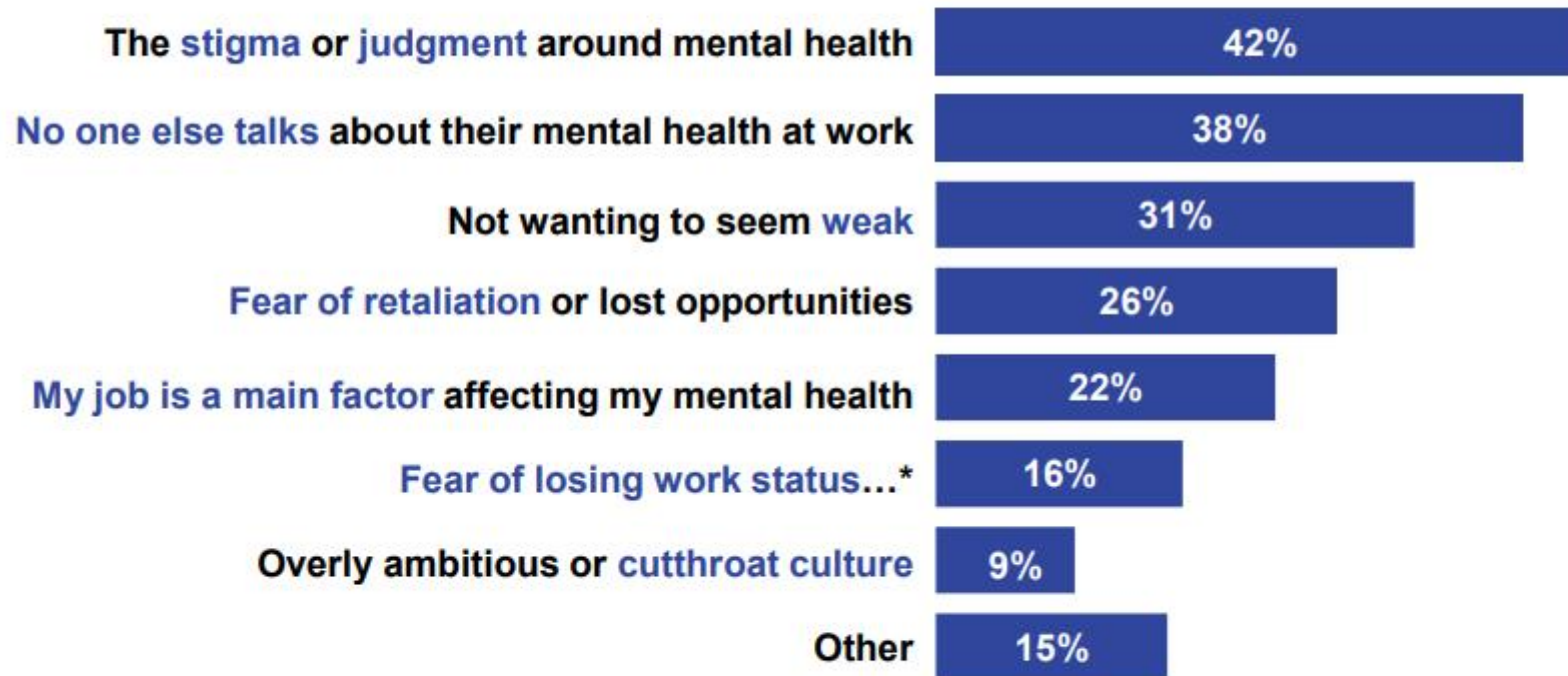


Q. How comfortable do you feel sharing about each of the following parts of your life at work?
Base: All respondents (n=2,062)

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).

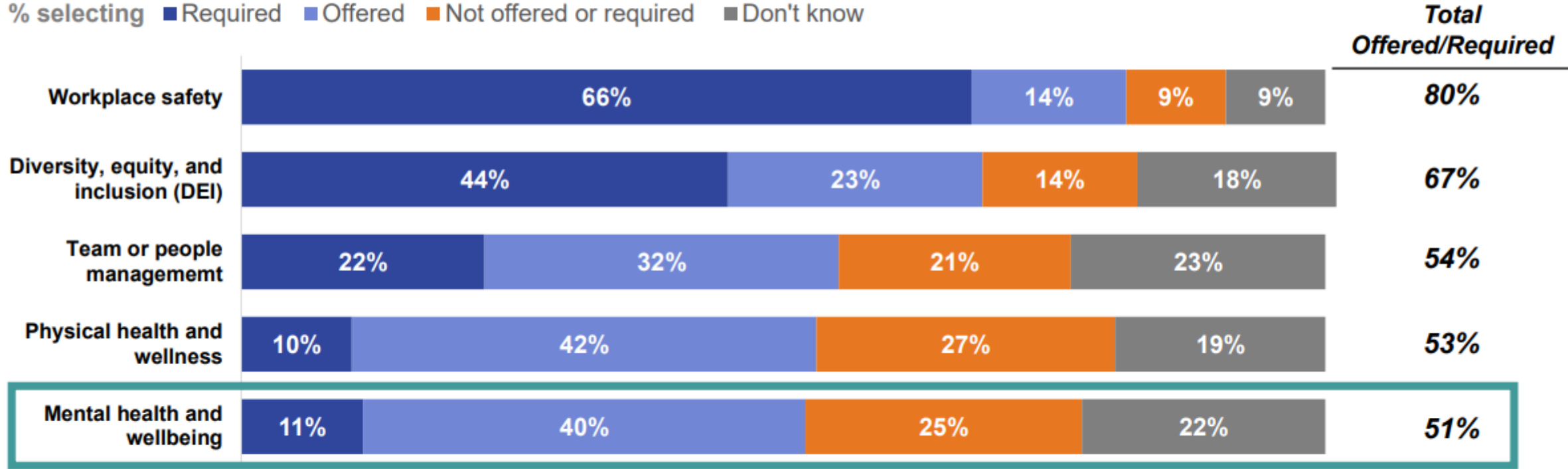
Q. You previously indicated that you are "somewhat uncomfortable" / "very uncomfortable" sharing about your mental health at work. Which of the following reasons MOST affect why you feel this way? Please select up to three responses. Base: Very or somewhat uncomfortable sharing about their mental health 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)

*Note: The full statement is, "Fear of losing work status, such as lost certifications or demotions"



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

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



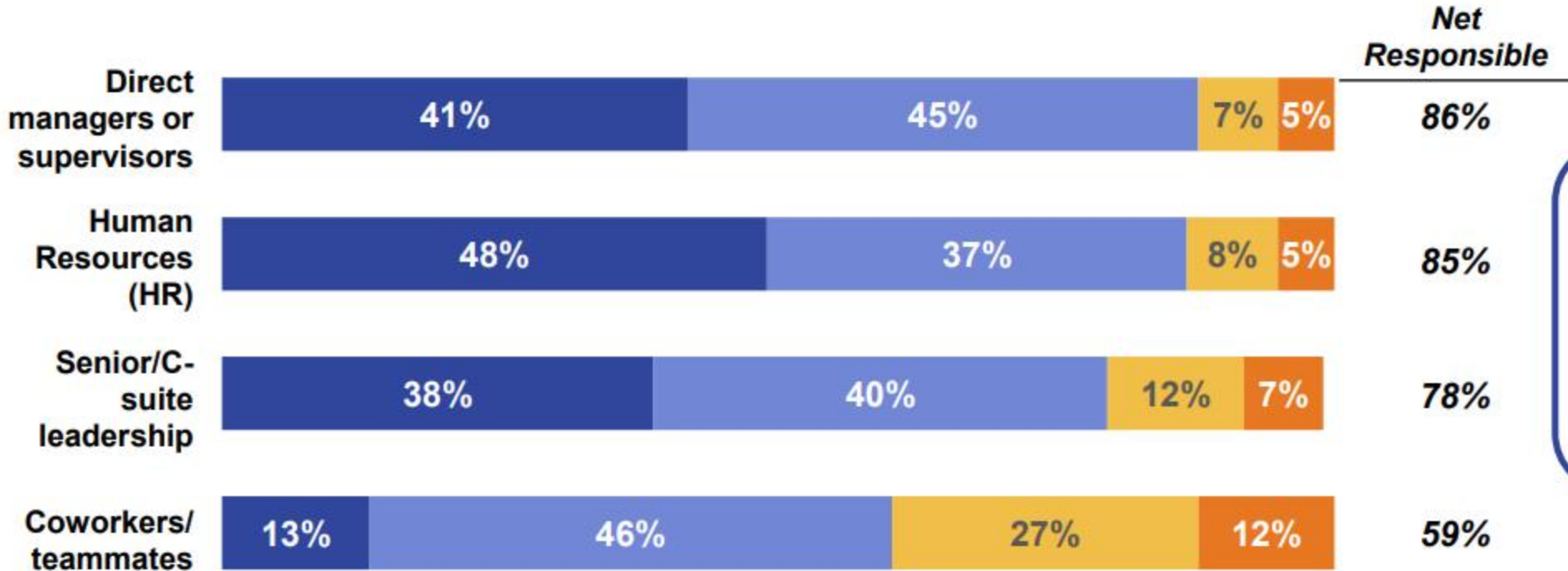
Q. Does your employer require or offer employees any of the following trainings, lectures, webinars, or resources?
 Base: All respondents (n=2,062)



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.

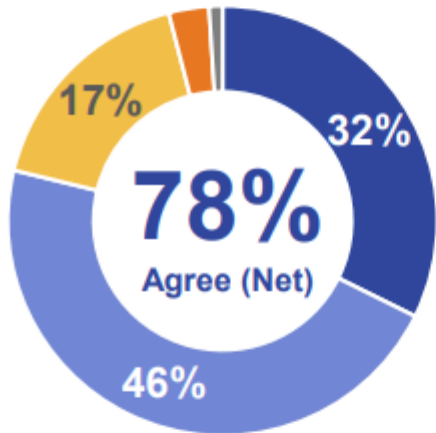
Q. How responsible, if at all, should each of the following be for helping employees feel comfortable discussing mental health at work?
 Base: All respondents (n=2,062); Entry level (N=164), Experienced (N=1,205), Manager (N=585), Executive (N=106)



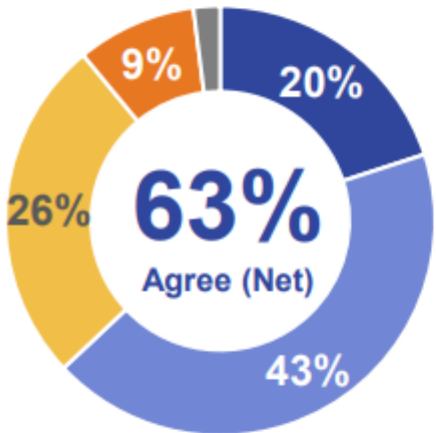
MOST DIRECT MANAGERS AGREE THEY FEEL PREPARED TO SUPPORT THE MENTAL HEALTH OF THEIR DIRECT REPORTS. YET, FEWER AGREE THEIR EMPLOYER HAS PROVIDED THEM THE PROPER RESOURCES TO DO SO.

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”



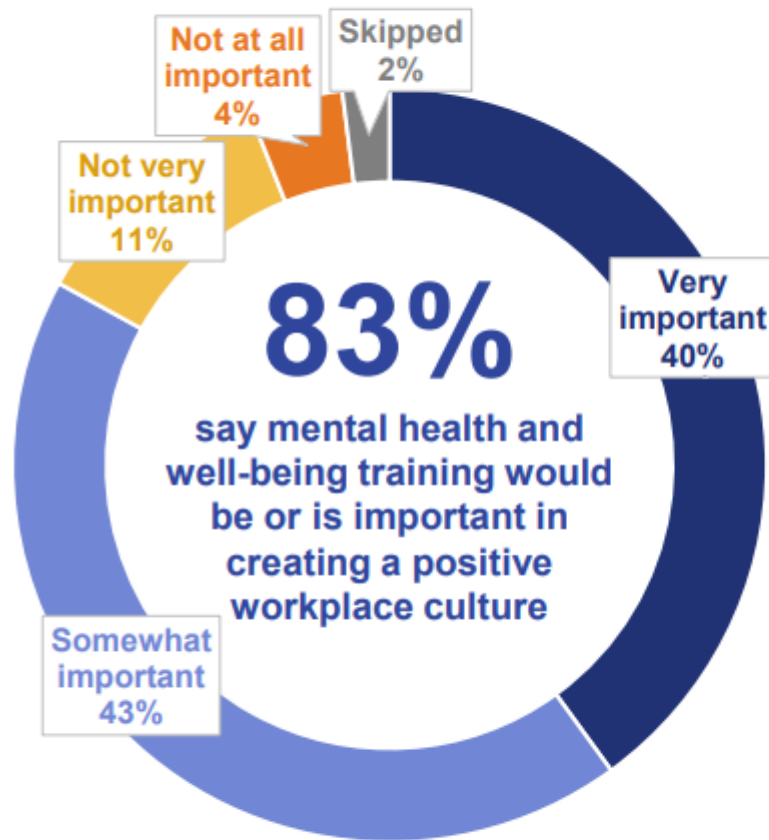
“My company has provided me with the proper resources to support the mental and emotional health of the people who report to me at work”

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)

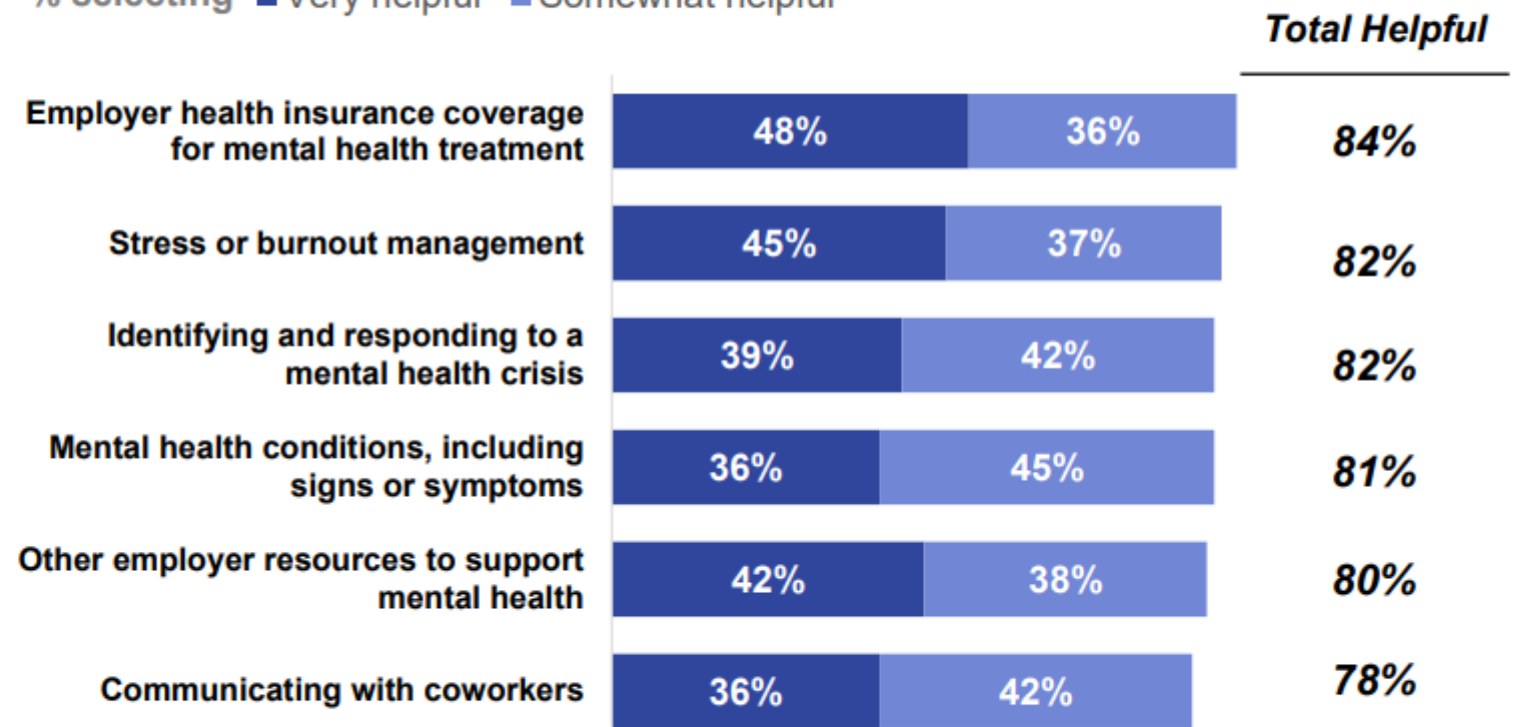


MAJORITY OF EMPLOYEES SAY MENTAL HEALTH TRAININGS AND INFORMATION WOULD BE HELPFUL IN SUPPORTING OTHERS AT WORK.



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)

Discussion Questions for Consideration

- Does your experience of working with employees and organizations reflect the general results from this survey?
 - If not, how are they different?
 - Based on this survey's results, where do you see the greatest opportunity for EAPs in supporting the mental health of employees?
 - When considering your work with employers, where do you see opportunities for supporting organizational leaders, managers, and supervisors as they try to support their employees?
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