

In the Zoom chat:

**Pop in and say “Hi”
and share where you
are in the world**



Workforce State of Mind: 2024 Mental Health Insights & Trends



Meet the speakers



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POLL

**How well does your organisation
support employees to manage
work stress?**



POLL

Are you planning to increase investment in initiatives that help employees to manage work stress?

1 minute to settle in





Why does employee mental health matter?

Workforce State of Mind report

In our sixth annual survey on workplace mental health, we partnered with Dimensional Research to conduct a survey among employees, CEOs, and HR leaders in the U.S. and U.K. in January and February 2024



Employees

2,006 RESPONDENTS

- Respondents in the UK and the US working > 30 hours per week spanning knowledge, service, and manual workers
- Survey asked wide range of questions about experiences with mental health and employee benefits


CEOs

207 RESPONDENTS

- Respondents in the UK and the US working > 30 hours per week
- CEO, president, or an equivalent business leader at a company that offers job benefits and has at least 100 employees
- Asked about their experiences with mental health and about their company's mental health benefits for employees

HR Leaders

245 RESPONDENTS

- Respondents in the UK and the US
 - Survey includes wide range of questions about their experiences with mental health, including questions on company benefits for employees
- 

KEY TREND #1

Work stress impacts personal lives significantly



of employees say that work stress has negatively impacted their physical health



of employees say that work stress has caused them to gain weight



of employees say that work stress has caused a personal relationship to end



of employees say that work stress has contributed to serious mental health challenges, such as substance use or suicidal ideation

TAKE ACTION

How can we help employees manage work stress?



Encourage employees to set healthy boundaries

Make space in work schedules to support teams in creating those boundaries

Create opportunities for flexibility in and outside of work

Offer comprehensive mental health benefits to meet employees' needs

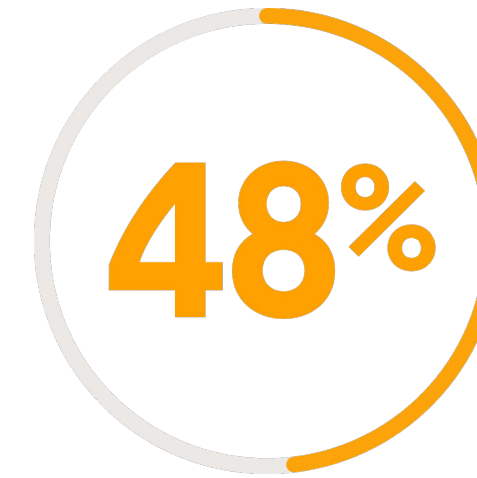


KEY TREND #2

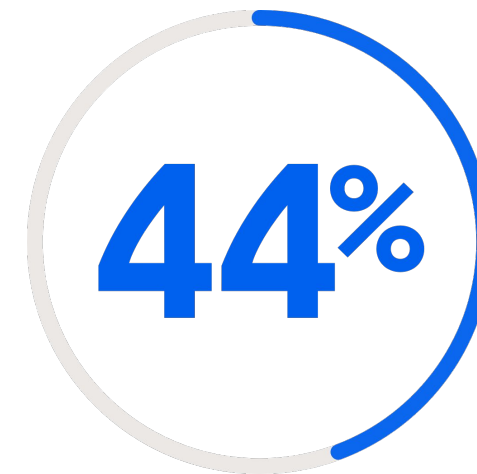
Interpersonal relationships can make or break workplace mental health



of employees say work helped them find a community of people with similar backgrounds or lived experiences



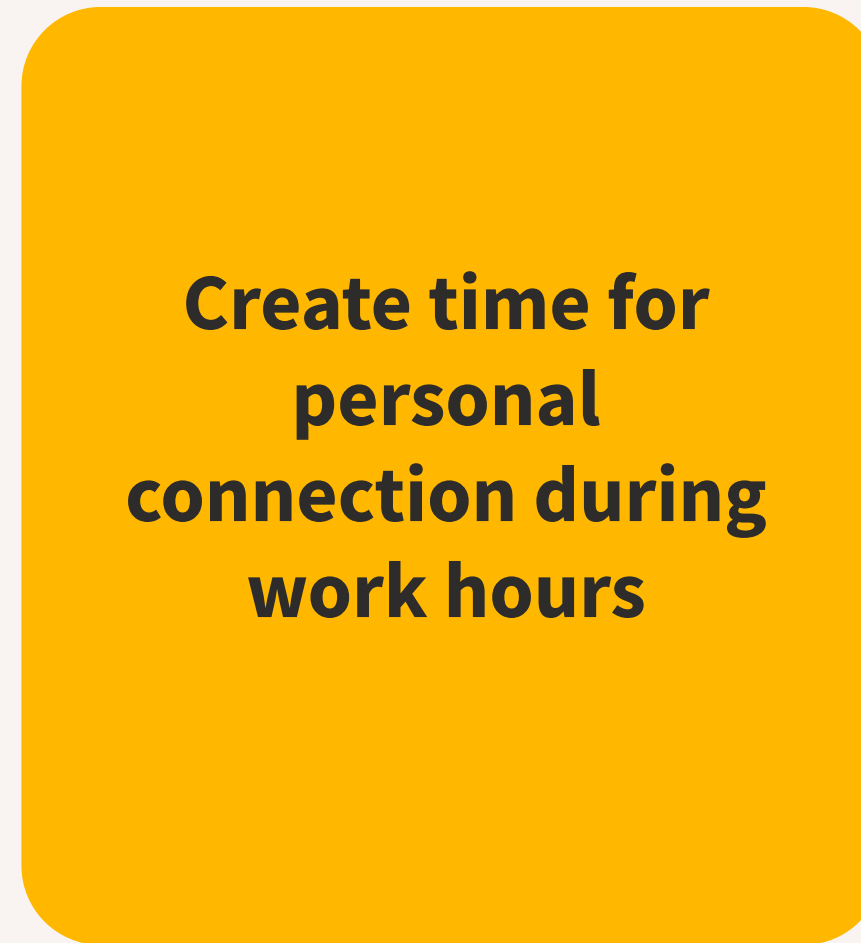
of employees say work helped improve their confidence or sense of self



of employees say work helped them build connections and feel less lonely

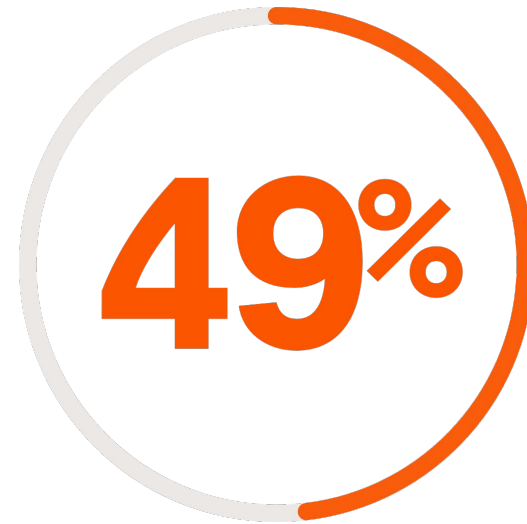
TAKE ACTION

What actions can we take to foster interpersonal relationships in the workplace?



KEY TREND #3

Managers play a critical role in fostering healthy workplaces – but they need more support



of employees say they turn to their manager for mental health support



of HR leaders report that managers are required to take mental health-specific training

TAKE ACTION

How can we support managers in their role in building a healthy workplace?

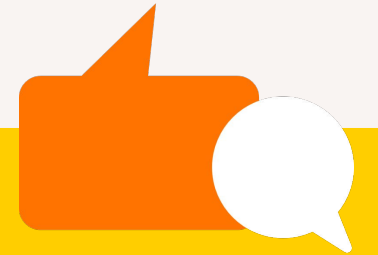
Provide leadership and mental health-specific training for managers

Prepare managers to respond effectively to global events



Empower managers to make decisions that support their teams' well-being

Ensure managers and HR leaders have access to mental health support



KEY TREND #4

When it comes to employee mental health resources, trust is paramount



Leaders are talking more about their own mental health



35% of employees report that their company's leaders talked about their own mental health in 2020



89% of employees report the same today

TAKE ACTION

What steps can we take to build trust in mental health resources?



Encourage leaders to share personal experiences with mental health openly

Create mental health literacy campaigns to promote awareness of available resources

Provide access to mental health support services for employees and their families

Ensure mental health benefits are accessible, comprehensive, and tailored to employee needs

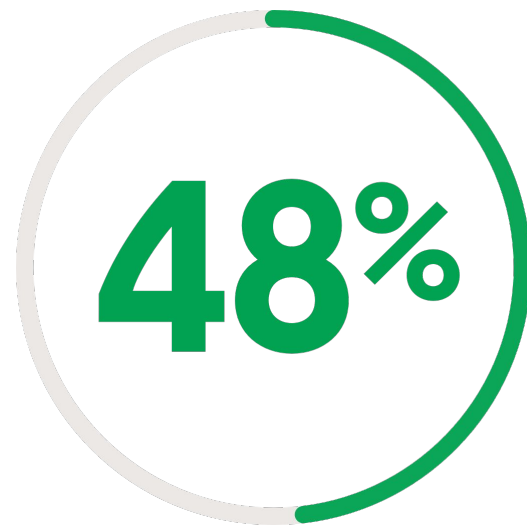


KEY TREND #5

With continued instability, building employee mental resilience is increasingly important



90% of CEOs say they're concerned about employees having the mental strength to respond to changes



48% of HR leaders say that mental health leaves of absences are increasing

TAKE ACTION

How can we enhance employee resilience in the face of continued instability?

Invest in resources to improve mental resilience



Build organizational structures that support employees' basic needs

Foster open communication and psychological safety for discussing mental health challenges



Support employees returning from mental health leaves of absence

Q&A



Thank you

We'd love to hear from you!

Get in touch with us at

<https://organizations.headspace.com/contact>

