Mental Health at Work
An overview of findings from Mind Share Partners’ 2019 Mental Health at Work Report.
Download the full report: www.mindsharepartners.org/mentalhealthatworkreport

by: MIND SHARE PARTNERS
in partnership with: SAP qualtrics

Experiencing symptoms of negative mental health at work is the norm, not the exception.
60% experienced symptoms of a mental health condition in the past year.
Symptoms were equally prevalent across levels of seniority.

Employees are afraid to talk about mental health at work...
60% had never talked to anyone at work about their mental health in the last year.
52% of conversations were described as neutral or negative.
Employees were least comfortable talking to HR & senior leaders.

Work and mental health are inextricably tied.
61% said that their productivity was affected by their mental health.
37% said that their work environment contributed to their symptoms.

Employees are also open to helping others.
Employees were 2x as likely to feel comfortable giving support to a colleague than asking for it.

Companies need to support mental health to retain and attract talent.
Employees left past roles for their mental health.
34%* of all respondents
50% of millennials
75% of Gen Z-ers

86% said it’s important to them that a company’s culture supports mental health.

Employees want resources to support their mental health at work.
#1 Mental health training
#2 Clearer information about resources
#3 More open culture about mental health at work

Demographic groups experience mental health differently; mental health is a diversity and inclusion issue.

Millennial, Gen Z & LGBTQ+ respondents
had higher rates of mental health symptoms.
had symptoms for longer durations.
were more likely to have gotten mental health treatment.
were more comfortable talking about mental health at work.

Women
were more likely to have gotten treatment for a mental health condition in the past.

Black & Latinx respondents
experienced higher rates of every mental health symptom compared to all respondents.
were more likely to have left a previous role for mental health reasons.

Mind Share Partners’ 2019 Mental Health at Work Report surveyed 1,500 individuals via an online survey from March to April 2019 through a Qualtrics’ survey panel. All respondents 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. All findings were statistically significant at a 95% confidence level. Read more about our methods in the full report.

*Correction: November 21, 2019. 34% of respondents left past roles for mental health reasons, whether voluntarily or involuntarily (previously 20%, which was voluntary only).