



Mental Health and Stress in the Workplace

The HR Research Institute report "The State of Mental Health and Stress in the Workplace" surveyed 778 human resources professionals worldwide and found that most employers recognize mental health and stress affects a range of critical issues, such as employee engagement, productivity and retention. But do organizations have deep insights into these sensitive issues or know how to best address them?

Here are our top 5 takeaways from the report:



73%

of employers offer some form of mental health benefits.

But only **11%**

of HR professionals say their organization is "good at helping employees address mental health issues."



Pro-tip: Healthcare benefits, on their own, are not sufficient. Managers have a responsibility to help create an environment that is supportive and conducive to good mental health.



66%

of companies offer employee assistance programs (EAPs).

But when it comes to well-being solutions, few employers go much farther:

28% of employers provide wellness platforms.

11% of employers offer mental/emotional well-being platforms.

25% of employers provide subsidies for health promotion classes.

22% of organizations have onsite gyms.

3% of organizations provide onsite childcare.

3% of companies provide sleep counseling.



Pro-tip: Organizations should consider benefits and programs that not only get employees involved in their own health and well-being, but make it easier to deal with life's stressors outside of the workplace.



82%

of HR professionals think stress is common in their organization.

But only **38%**

of those professionals believe their organization is good at helping employees address stress.



Pro-tip: Corporate leaders should make it a priority to reduce stress among their employees, for the health of their company and their people.

Most managers recognize they have a direct influence on the top three causes of stress in the workplace:

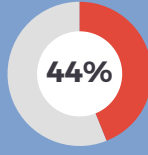
Work demands



Work-life balance issues



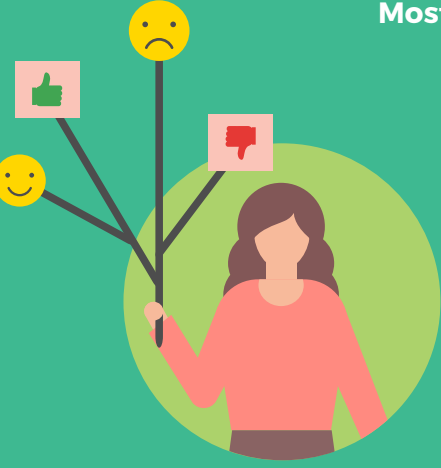
Ambiguity about roles and responsibilities



However, only **18%** of HR professionals agree their managers are "well-trained to recognize employee stress or are able to guide employees who are suffering from stress."

Pro-tip: Make sure your managers understand the adverse effects their demands may have on the mental well-being of their employees and how they can steer their employees toward positive mental health resources.

Most organizations recognize the importance of being able to measure the mental health and/or stress levels of their employees.



Yet only **7%** of companies have a way to gauge the mental health of their employees...

and only **10%** can measure their employees' stress levels

Pro-tip: Consider adding emotional health screening so you can start to track the effectiveness of your mental health and stress reduction programs and make changes to reach more employees.

