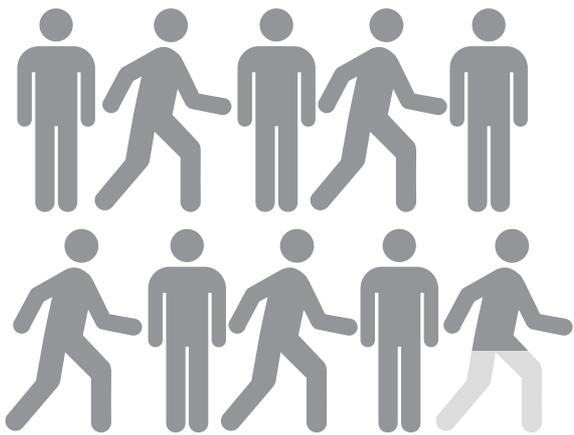# EMPLOYEES BELIEVE EMPLOYERS SHOULD PLAY A ROLE IN SUPPORTING THEIR MENTAL HEALTH

96% agree that **mental health** is as important as **physical health**

88% believe employers have **a responsibility to support** their employees' overall mental health

EMPLOYEES REQUIRE MENTAL HEALTH SUPPORT

76% struggled with at least one issue

The most common issues negatively affecting mental health were:

50% Emotional
45% Financial
39% Interpersonal relations
18% Bullying and harassment

42% diagnosed with a Mental Health Disorder by a health provider.

The top three most common diagnoses were:

23% Depression
20% Anxiety or Panic Disorder
10% Sleeping Disorder including Insomnia

WORKPLACE CULTURE SNAPSHOT

84% reported their employer provides at least one mental health program including FMLA, insurance coverage, flexible schedule, fitness programs or mental health treatment programs.

64% reported their employer communicates available mental health resources.

Building a Culture of Mental Health

73% Said, "communication with management regarding mental health issues is supportive and confidential."

72% Said, "my employer understands mental health disorders are not conditions of weak character."

71% Said, "my employer provides an environment that is supportive of employees' mental health."

EMPLOYEES WANT EMPLOYERS TO TAKE ACTION TO SUPPORT MENTAL HEALTH

I would like my employer to...

42% Provide more info about available mental health benefits, accommodations, and resources

40% Train managers and supervisors to identify emotional distress among employees

36% Offer health promotion and prevention programs (e.g., mindfulness, yoga, tai chi)

31% Offer treatment, rehabilitation and counseling programs for mental health disorders

31% Make it policy that vacation time be taken

30% Have leaders model work/life balance