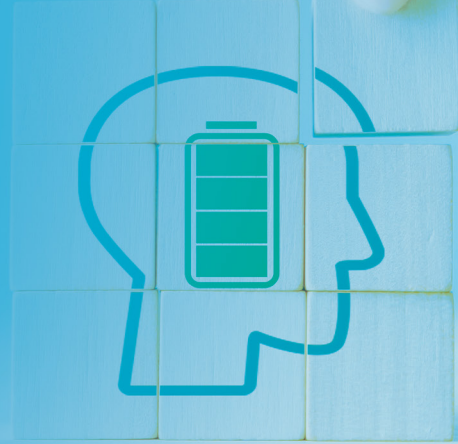


The State of Workplace Mental Health: 2024



The Problem

Individuals spend a significant portion of their lives at work, which can be a primary source of stress. Addressing mental health helps reduce stress, leading to happier, more fulfilled employees. Psychological and physical health are connected. Poor mental health can lead to issues like hypertension, heart disease, and a weakened immune system. Ensuring that employees are mentally healthy improves their overall well-being.



1 in 5 American adults will have a diagnosable mental health condition in any given year.

46%



of Americans will experience a diagnosable mental health condition in their lifetime, with half developing by age 14.

28 Million

American adults with a mental health condition do not receive treatment.

Some groups face unique mental health challenges and risks.

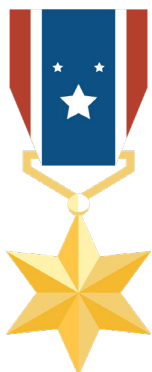
LGBTQ+ face particular barriers around:

Resources

- Basic needs
- Physical healthcare
- Mental healthcare
- Family benefits
- Finances

Inclusion

- Navigating disclosure
- Pronouns
- Bias
- Micro-aggressions
- Conflict



Veterans have specific risk factors including:

- Homelessness/Unsheltered
- Mental health diagnosis
- Substance misuse
- Legal and financial challenges
- Unemployment
- Relationship strain
- MST (Military Sexual Trauma)
- IPV (Intimate Partner Violence)

The Solution

Learn how to have a conversation with employees.



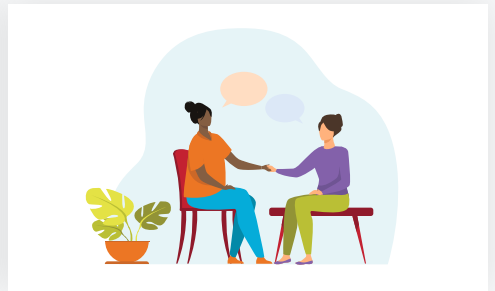
Attune

Start by knowing yourself and the people you are talking to.



Affirm

Next, validate your own feelings and the feelings of others.



Advance

Finally, aim to enrich the conversation by creating and delivering ideas to move the conversation forward.

Action steps to promote mental well-being in the workplace

- Provide all employees with access to mental health self-assessments.
- Offer free or subsidized mental health screenings.
- Include mental health coverage in health insurance plans with minimal out-of-pocket costs.
- Provide access to employee assistance program (EAP) services.
- Provide mental health specific training for managers and employees.
- Distribute educational materials on mental health.
- Establish and maintain quiet spaces in the workplace.

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