

SUPPORTING MENTAL HEALTH IN THE WORKPLACE

Disconnect between awareness of mental health and willingness to use support services



Overview

Supporting Mental Health in the Workplace surveyed 1,535 employees to measure the impact of Covid-19 on respondents' mental health to help employers understand how best to support the mental health of their teams.



KEY FINDINGS

The supports most valued by employees:

1. Information
2. Digital team get togethers
3. Counselling services
4. Extra time/days off
5. Classes

6 in 10

are comfortable discussing mental health **with family and friends**

1/3 have become more aware of their **colleagues' mental health**

Just **1 in 10** are comfortable discussing with their **employer**

Just **2 in 5** employees feel resources provided by their employer during Covid-19 have been **sufficient to support their mental health**

What can employers do to support their workforce?

Support needs to be:

Visible

- Regular awareness and education on available support
- Leaders share their experiences of needing help and using support services
- Specific team meetings to discuss what's available
- Dedicated pages on internal intranet portals
- External expert talks
- Emphasise confidentiality

Accessible

- Make support easy to find
- Acknowledge workforce accessibility issues
- Support should be online/digital as well as in-person
- Classes need to cater to all levels
- Mix of evening, lunch and weekend classes
- Record talks so they can be accessed later

Varied

- Survey team to understand needs
- Wide variety of support should be offered, e.g. counselling, information sessions, physical exercise, subscriptions to digital apps, social meetups, expert advice and insights, time off, volunteer time
- Encourage employees to watch out for each other
- Provide physical health support i.e. healthy food options, fitness classes and apps