

WORKPLACE MENTAL HEALTH TRENDS REPORT

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As we move into 2025, mental health has solidified its place as a top priority for employers worldwide.

The findings from 2024 underscore a profound shift: mental health is now recognised as a cornerstone of employee well-being and organisational success. Companies are increasingly prioritising mental health as a driver of productivity, job satisfaction, and retention, reaffirming the importance of fostering supportive and inclusive workplaces.

Mental health is essential to workplace success, influencing productivity, job satisfaction, and retention. Organisations that prioritise mental well-being build more engaged, creative, and efficient teams. Access to mental health resources enhances job satisfaction and fosters loyalty, reducing burnout and turnover. Proactively addressing mental health also saves on the high costs of rehiring and training while creating healthier work environments.

The rise of remote and hybrid work has transformed how employees interact, collaborate, and manage stress. These flexible arrangements improve work-life balance but also introduce challenges. Isolation from colleagues, blurred boundaries between work and personal life, and the "always-on" culture driven by constant connectivity can lead to disconnection, overwork, and mental fatigue. Structured mental health strategies are essential to counter these challenges.

In 2024, mental health was both a moral responsibility and a strategic priority. Organisations are increasing investments in manager training to mitigate employee stress. Expanded wellness programs now include counseling, mindfulness resources, and therapy, equipping employees with tools to support their well-being. Inclusive policies are also gaining traction, fostering workplaces where mental health is openly discussed without stigma.

By prioritising mental health, businesses are not just supporting their teams—they're driving long-term success through healthier, more resilient, and engaged employees.

This document explores the key findings on workplace mental health in 2024, providing actionable insights and strategies to help employers foster supportive, resilient, and high-performing teams as they navigate the challenges of 2025.

KEY FINDINGS ABOUT MENTAL HEALTH AT WORK FOR 2024

76%

of employees believe mental health is as important as physical health in the workplace.

81%

of employers increased their focus on employee well-being in the past year.

74%

of organisations report that mental health initiatives have positively impacted employee productivity.

68%

of employees say they would consider leaving their job for one with mental health support.

CURRENT TRENDS IN MENTAL HEALTH AT WORK

Remote and Hybrid Work

Remote Work

Organisations with flexible remote and hybrid work models report a 25% reduction in employee turnover compared to fully in-office setups.



Hybrid Roles

59% of employees in hybrid roles state that flexible work arrangements significantly improve their mental health and work-life balance.

Hybrid Models

Companies with hybrid work policies see a 30% boost in employee satisfaction and a 20% rise in collaboration efficiency with digital tools.



CURRENT TRENDS IN MENTAL HEALTH AT WORK

Remote and Hybrid Work

Remote and Hybrid Work Models

The shift toward remote and hybrid work models has had a profound impact on employee mental health, bringing both benefits and challenges. On the positive side, these models offer greater flexibility and autonomy, enabling employees to better balance personal and professional responsibilities. Many employees have reported improved work-life balance, reduced commuting stress, and increased productivity.

However, these models are not without drawbacks. Isolation from colleagues, limited in-person interaction, and feelings of disconnection are common challenges. Additionally, the blending of work and personal life often leads to blurred boundaries, resulting in burnout and difficulty disengaging from work. Organisations must address these issues to create sustainable remote and hybrid work environments that prioritise mental health.

Mental Health Support Programs

In response to growing awareness about workplace mental health, many organisations have expanded their mental health support programs. Resources like Employee Assistance Programs (EAPs), access to counseling, and mental health workshops are becoming increasingly common. These initiatives provide employees with tools to manage stress, seek help when needed, and build resilience.

Beyond offering resources, organisations are also integrating mental health into their cultures by fostering open communication, reducing stigma, and training managers to recognise and address mental health concerns. This proactive approach not only benefits employees but also strengthens organisational performance by fostering a healthier, more engaged workforce.

RISING MENTAL HEALTH ISSUES IN THE WORKPLACE

BURNOUT

60% of employees feel burnt out at work, with 1 in 3 citing unmanageable workloads as the main cause.

Recent studies reveal that 60% of workers reported experiencing burnout at some point during the year. Tight deadlines, constant connectivity, and high expectations contribute to chronic stress and exhaustion. To address this, employers must establish clear boundaries around work hours, encourage regular breaks, and promote a culture that supports mental health.

For employees, embracing mental health resources, openly discussing challenges, and taking time off when needed are crucial steps to managing stress and preventing burnout. Together, these strategies can create healthier, more sustainable work environments.

ANXIETY

Over 20% of workers report moderate to severe anxiety directly linked to job pressures.

DEPRESSION

Depression is now the leading cause of disability worldwide, contributing to 12 billion lost workdays annually.

Anxiety and depression are increasingly prevalent in the workplace, with many employees struggling to manage these conditions while balancing work responsibilities. According to the World Health Organisation, depression and anxiety disorders cost the global economy approximately \$1 trillion in lost productivity each year.

Prioritising self-care is essential, including speaking openly about mental health in the workplace. Employees should engage in stress-reducing activities, such as mindfulness or exercise, and establish clear boundaries between work and personal life. Additionally, having open conversations with managers about workload and mental health challenges can help alleviate pressure and foster a supportive work culture.

Employer Responsibility: Building a Better Workplace

Leadership and Mental Health

Effective leadership plays a pivotal role in fostering a workplace culture that prioritises mental health. Leaders who actively promote well-being and model self-care establish a supportive tone across the organisation.

Providing managers with training to recognise signs of stress and burnout empowers them to address issues proactively, resulting in higher employee engagement and retention.

Workplace Flexibility and Well-Being

Forward-thinking organisations are adopting flexible work hours, mental health days, and wellness initiatives as standard practices. Policies that enable employees to adjust their schedules to address mental health needs foster a more supportive and inclusive work environment. These measures not only help reduce stress but also boost morale and contribute to a healthier, more productive workforce.

MENTAL HEALTH INITIATIVES

Companies offering mental health resources see a **32%** increase in employee engagement.

FLEXIBLE WORK ARRANGEMENTS

78% of employees with access to flexible work hours report improved mental well-being.

MANAGER TRAINING

Organisations that provide mental health training to leaders experience a **22%** decrease in turnover rates.

LEAD BY EXAMPLE

63% of employees report feeling more supported when leaders openly discuss and prioritise mental health.

SHAPING THE FUTURE TOGETHER

How Mind Matters Consultants Can Help

At Mind Matters Consultants, we understand the critical importance of mental health in the workplace.

Our mission is to help organisations create healthier, more resilient, and productive work environments. We offer tailored solutions to meet the unique needs of your team, including:



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Employee Wellness Programs: Our wellness programs are designed to offer employees practical tools and resources to manage stress, build resilience, and prioritise mental health.

Mental Health Workshops & Seminars: We conduct engaging workshops on various topics such as stress management, mental health awareness, and work-life balance, empowering employees to take charge of their well-being.

Leadership Training: We provide comprehensive training for leaders and managers on how to identify, support, and address mental health issues, fostering a culture of care and open communication.

Consultation & Support: Through one-on-one consultations, we provide ongoing support to both employees and employers, ensuring mental health is prioritised across your organisation.

SHAPING THE FUTURE TOGETHER

How Mind Matters Consultants Can Help



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Wellness Programs

Organisations with employee wellness programs experience a 30% improvement in employee productivity and a 40% decrease in healthcare costs.

Return on Investment

For every dollar spent on mental health initiatives, companies see a return of \$4 in improved employee productivity and reduced absenteeism.

Deloitte, January 2020

By partnering with Mind Matters Consultants, you're investing in the well-being of your workforce, leading to a more engaged, productive, and loyal team.

Together, we can create a workplace where mental health is supported, valued, and seamlessly integrated into every aspect of your organisational culture.

Let's shape a better, more productive, and enjoyable future for everyone.