

## Report Reveals Work's Negative Impact on Employee Mental Health

A new survey conducted by the Society of Human Resource Management (SHRM) found that 1 in 3 U.S. employees say their job has had a negative impact on their mental health over the past six months. If conditions don't improve, employees are ready to pursue other opportunities. As many of today's employers struggle to attract and retain workers, mental health support may be a way for them to win the race for top talent.

**"Employers and leaders need to understand that work can function as both a risk factor and a protective factor for mental health."**

- Ragan Decker, SHRM lead researcher, Ph.D., SHRM-CP

SHRM Research surveyed 1,000 workers in March 2023. Consider these additional key findings:

- Almost half (45%) of employees have higher expectations for the mental health support their organizations should provide than last year.
- Almost a third (30%) said their job has made them feel overwhelmed.

- Over a quarter (29%) said that work made them feel anxious at least once a week.

The survey found that employees are not only having a hard time but that work often contributes to stress and other mental health issues with factors including workload, compensation, understaffing, poor leadership and a lack of opportunities for career advancement.

### Employer Takeaways

This research aligns with other recent studies about today's mental health challenges and signals a growing awareness of the importance of mental health in the workplace. SHRM Research released these findings to coincide with the observance of National Mental Health Awareness Month. There are several ways employers can offer mental health support and resources. For example, surveyed employees were interested in the following:

- Mental health days: 58%
- Mental health coverage in health plans: 35%
- Free or subsidized virtual mental health services: 35%
- Mindfulness and yoga classes: 26%
- Employee assistance programs: 23%
- Mental health apps: 21%
- Mental health support groups: 16%
- Mandatory mental health training for managers: 16%
- Mandatory mental health training for employees: 16%

Employers are uniquely positioned to support and impact employee mental health, which, in turn, can attract and retain more talent. Contact National Insurance Services for additional mental health resources.