

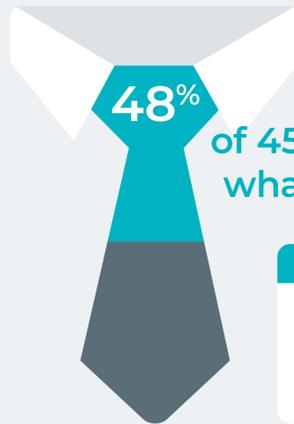
Mental health wellbeing.

One size doesn't fit all.

There's no such thing as a one-size-fits-all approach to mental health wellbeing in the workplace. Our research suggests employers must adopt a more considered, personal advice and support service. One which can be tailored to an individual's unique situation no matter their age, gender or issue.

“What will my peers think?”

Both men and women are concerned about how their colleagues will react if they open up about their mental health. Women are especially concerned about what their bosses will think and fear it could affect their chances of a promotion.



48% of 45-54 year olds worry about what their boss thinks

Insight:

Employees need to know that it's ok to not feel ok. But for them to open up, they need to be reassured that they can access highly confidential advice and support anytime, anywhere – especially outside the working day.



Research shows a clear distinction between each generation's attitudes towards mental health. Gen Z are far more likely to admit to having a mental health condition than those in Gen X or Baby Boomers.

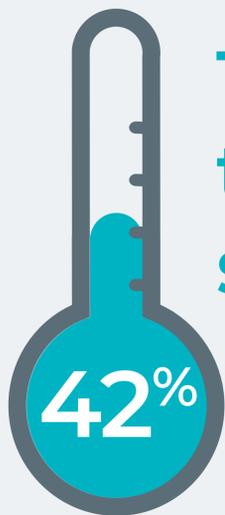


71% of 18-24 year olds say they are affected by stress

Compared to only 41% of over 55s

Insight:

There needs to be a wide range of advice and support available. Each individual is different therefore their needs will be different. Some may want quick, self-help answers they can access online, others will want to speak to someone face-to-face and have a case manager who will be by their side until a resolution is reached.



The hidden truth behind sick days

42% of respondents admitted to calling in sick citing a physical illness, when in fact they were suffering from a mental health issue.



Only 10% of over 45s admit to mental health being the reason for their absence



71% of over 55s claim to have never been off ill due to a mental health issue

Insight:

Providing employees with a choice of communication methods could help them make that first step and call for help. Once they get in contact, they need to be offered the support that's right for them, which will be there until their issue is resolved.

People don't want to talk about it



Despite the increased presence and discussion around mental health, a large number of people do not want to talk about it and feel their health is a private matter.



50% of over 55s

would not feel comfortable talking about their mental health.



27% of those aged 25-34

say their mental health is a private matter.

Insight:

For employees to consider seeking help they need to know that their case will not be shared with their employers and that they can access advice away from their place of work.