




# SUPPORT EMPLOYEE MENTAL HEALTH AND ENGAGEMENT WITH EMPATHY

## Flex your empathy muscle and address mental health issues.

As organizations strive to be more empathetic, mental health is an area where the mandate is strong.

 **33%** of employees say they miss work because of workplace stress

 **65%** feel isolated at work because of a hostile or unhelpful environment

 **63%** say stress impacts their mental or behavioral health

NAMI

**50%**

of employees spend 1-5 hours each week at work thinking about stressors.

Colonial Life



Depression and anxiety cost the global economy an estimated

**\$1 trillion**

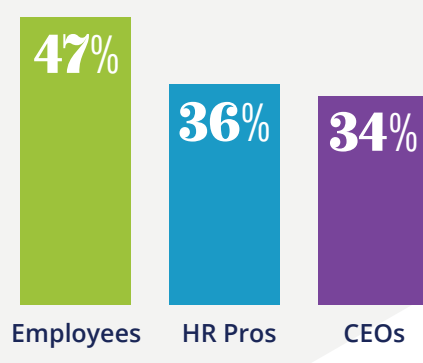
annually in lost productivity.

World Health Organization

Employers that recognize the importance of **empathy in the mental health equation** can significantly impact the well-being of their workforce while enjoying the advantages of **increased employee engagement and productivity**.

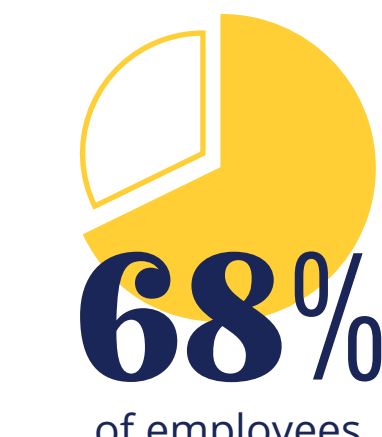


## Here's what our 2019 State of Workplace Empathy Study uncovered.



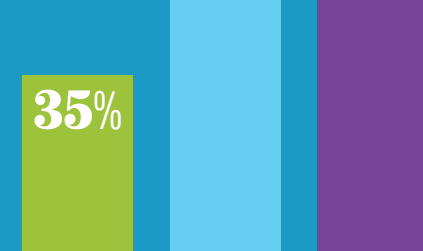
Many employees experienced a mental health issue in the past year, including HR and leadership.

The majority believe companies **portray someone with a mental health issue negatively**.



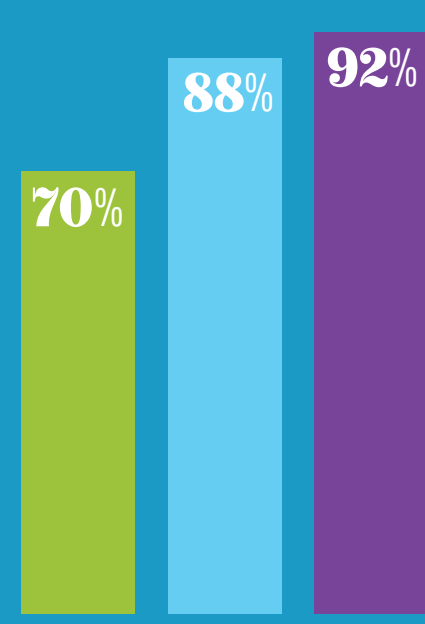
**68%**

of employees think if someone reached out to HR or management about a mental health issue, it would negatively impact their job security.

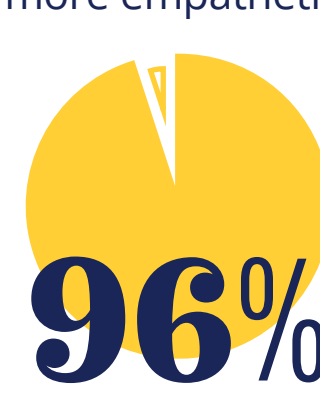


HR pros and leaders are **more likely to seek help** for a mental health issue.

Here's how different groups perceive how much their employer is **emphasizing the importance of mental health**.



There's agreement on the link between empathy and offering mental health benefits to employees. Employers that do so are perceived as more empathetic.

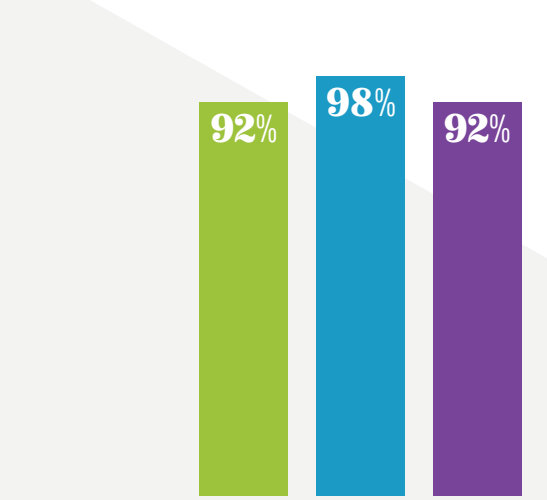
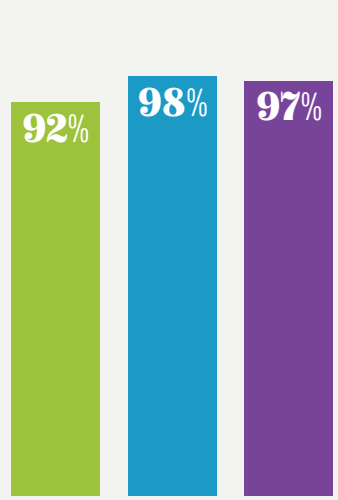


**96%** CEOs

**93%** HR Pros

**91%** Employees

Everyone agrees on what's important to address the mental health needs of employees.



Having an open-door policy

Offering mental health benefits

Providing flexible work hours

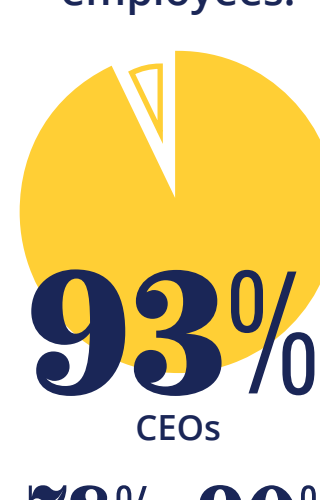
Offering an EAP

Employees

HR Pros

CEOs

Everyone seems to agree that by recognizing the importance of mental health, an employer is **more likely to retain employees**.



**93%** CEOs

**78%** HR Pros

**90%** Employees

## Here's what savvy employers can do to address the disconnect.



**Examine policies and benefits** to determine if they align with how your organization views mental health and whether they support work-life balance.



**Work with internal or external communication partners to craft and deliver a strategy** to ensure employees are aware of what mental health-related resources exist and how to access them.



**Dig into the data around your mental health programs to get a handle on if and how employees are using them.** These insights can help you understand where your workforce may be struggling so you can think critically about what benefits you have and what else you may need.



Want more insights on how empathy can drive business success?

Read our 2019 State of Workplace Empathy Study Executive Summary.



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