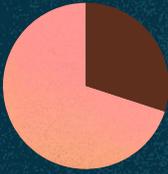
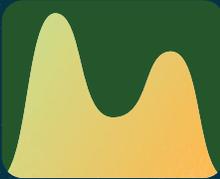


2023

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Table of contents

<b>Top 2023 insights</b>	<b>5</b>
<b>Six action items for employers</b>	<b>17</b>
<b>Additional Survey findings</b>	<b>29</b>
<b>Methodology</b>	<b>71</b>

# For exhausted workers, a shift toward mentally healthy workplaces can't come soon enough

The world has experienced extraordinary changes over the past few years, and the workplace is no exception. Collective trauma from the pandemic, climate disruptions, political strife, and workplace stress and burnout have brought the link between work and well-being into the global spotlight. The issue has gained so much steam that the [World Health Organization](#) (WHO) and [United States Surgeon General](#) recently issued guidelines on workplace mental health.

“After working through the height of a global pandemic, people are exhausted; and, yet, the world shows no signs of allowing employees to slow down and catch their breath,” said Keren Wasserman, a program manager on Lyra Health’s workforce transformation team, which partners with employers to create more mentally healthy workplaces.

The ongoing pandemic and the changes it provoked have also led more workers to view employer-provided mental health support as a right, not a mere perk. As the WHO [recently noted](#), “Working people, like all people, deserve an inherent right to the highest attainable standard of mental health at work, regardless of their type of employment.”

Younger generations, especially, are seeking workplaces where they feel safe discussing their needs, struggles, and personal obligations—and one that provides mental health resources. This includes quality mental health benefits and a work environment designed to help prevent stress and burnout. When employers fail to

invest in their employees’ well-being, employees aren’t afraid to look for an employer who will.

This year’s State of Workforce Mental Health survey—along with additional insights from HR and benefits leaders, clinicians, employees, and organizational psychology experts—shows that employers are not only taking notice of this changing landscape; they’re also taking action.

“We have the power to make workplaces engines for mental health and well-being. Doing so will require organizations to rethink how they protect workers from harm, foster a sense of connection among workers, show them that they matter, make space for their lives outside work, and support their long-term professional growth,” said U.S. Surgeon General Vivek Murthy in his recently released [Framework for Mental Health and Well-Being in the Workplace](#). “This may not be easy. But it will be worth it, because the benefits will accrue to both workers and organizations.”

Successful organizations recognize the link between workforce mental health and business outcomes, and many are adapting by adding high-quality mental health benefits that better support their employees’ well-being. We’re also seeing more dialogue around mental health and more people getting care. These are all positive trends that are paying off with healthier, more engaged, and more productive employees.

Despite the progress, we're seeing work-related stress and burnout grow, and too many people who need care going without it. Our survey data suggest that this may be due to some blind spots and missed opportunities on the part of employers, along with continued reliance on traditional or app-based approaches to mental health care that have proven less effective, plus entrenched structural and cultural barriers.

For our third annual State of Workforce Mental Health report, we surveyed more than 2,500 employees and more than 250 employee benefits leaders at companies in the United States with global workforces. The surveys were fielded between September 19 and December 7, 2022.

Our goal was to better understand the challenges, priorities, and trends shaping mental health in the workplace. The survey results reveal just how much has changed in the three years we've been collecting data—and how much work is ahead to fully support workers' mental health.

Read on for key insights from the data, top challenges both employees and employers face, and best practices to address them so you can foster a more mentally healthy workforce.



Top

2023

insights

# Top 2023 insights



1. Most workers face mental health struggles but, for myriad reasons, many don't get help



2. Many employees struggle to get the right care



3. More people are discussing mental health at work, propelling a culture shift



4. Managers lack needed mental health resources



5. Employees are increasingly stressed and burned out, signaling a need for better work design

# 1 Most workers face mental health struggles, but for myriad reasons, many don't get help

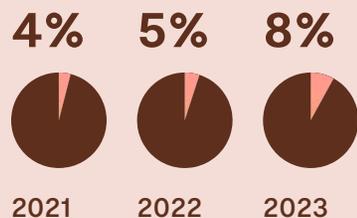
Mental health challenges affect just about everyone. Of the 2,500 employees who responded to our survey, 86 percent faced at least one mental health challenge in the past year, ranging from issues like stress and relationship problems to chronic depression and anxiety, substance use disorder, and suicidal thoughts. Yet just 33 percent said they received mental health support last year, which includes seeing a therapist or psychiatrist, and using self-care resources such as stress reduction apps.

Most worryingly, the prevalence of complex or severe mental health conditions (ADD/ADHD, bipolar disorder, PTSD, and chronic depression) reported by employees increased.

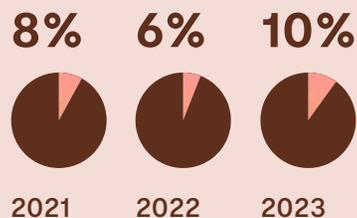
Unfortunately, many of these workers are not getting help. Forty percent of those with severe or chronic depression or anxiety went without mental health care, as did 28 percent of those with complex mental health needs such as ADHD, bipolar disorder, and PTSD. This is despite the fact that all respondents said they're eligible to receive health care benefits from their employer, and 29 percent have mental health care benefits outside of their medical plan.

## Complex or chronic mental health diagnoses increased

Employees reporting ADD/ADHD, bipolar disorder, and PTSD



Employees reporting severe or chronic depression or anxiety



## Despite having health insurance, many employees still aren't getting help:



The survey findings and external research shed some light on why this is happening. First, the pandemic exacerbated an existing shortage of mental health practitioners and long wait times in traditional health care networks and EAPs. A [November 2022 survey](#) by the American Psychological Association (APA) found that six in 10 mental health providers aren't taking new clients, and 72 percent have longer wait times than pre-pandemic.

This forces a stark choice for many people: forgo care or pay a lot more for a mental health provider who is out of network or doesn't take insurance. Yet, as this [National Alliance on Mental Illness \(NAMI\) report](#) notes, cost is one of the biggest barriers to getting treatment—whether it's soaring out-of-pocket costs or expensive psychiatric medications.

Another barrier is [stigma around mental health](#). Despite more people discussing it in the workplace, many employees still fear that their reputation, relationships, or job status could be jeopardized if they disclose their mental health struggles or diagnosis at work.

Finally, a lack of awareness of employer-provided mental health resources can also keep employees from getting care. Of the employees who said they weren't sure what mental health resources their employer offered, just 12 percent received mental health care over the past year.



## 2

# Many employees struggle to get the right care

Overall, workers said they have more access to mental health care than in past years—signaling that employers are making good progress. This year, we saw a rise in the number of employers offering mental health benefits outside of their medical plans, and a 23-point jump in the number of employees who said their benefits effectively addressed their mental health needs (from 44 percent last year to 67 percent in 2023). Yet that still leaves at least one in three employees without the kind of care they need.

This echoes research showing that just one in five people who receive therapy through a traditional health plan or EAP see reliable symptom improvement. Not coincidentally, separate research published in *JAMA Psychiatry* showed that under 20 percent of mental health providers practice evidence-based treatments (EBTs). The Society of Clinical Psychology defines EBTs as proven methods that have been researched and tested in randomized controlled clinical trials and repeatedly demonstrate measurable clinical improvement or recovery from mental health conditions.

The bottom line is that employers must do more than offer access to just any mental health care. To be effective, workers need comprehensive care tailored to their needs and lived experiences. This includes treatment for employees' children. Of the parents supporting a child who struggled with mental health, more than a third said their benefits didn't effectively address their needs.

Meanwhile, two-thirds of employers (67 percent) said it was easy for their employees to find mental health care for their child or teen, but just 51 percent of employees with children under age 26 agreed.

67%



Employee benefits leaders who said it's easy for employees to find mental health care for their child or teen

51%



Workers who said it's easy to find mental health care for their child (aged 26 or younger)

This and our other survey data signal a disconnect between employees and employers regarding the ease of finding mental health care. Ninety-two percent of benefits leaders surveyed said they believe employees are taking full advantage of the workforce mental health benefits offered to them, which indicates they're not fully aware of the barriers employees face.

32%



of employees who supported a child struggling with their mental health over the past year are actively considering leaving their employers (vs. 25% of workers overall)



## 1 in 4 employees are considering leaving their jobs

25% of employees in our survey said they're "actively considering changing employers" in the next year. This is a much higher rate of potential turnover than benefits leaders in our survey estimated: Nearly three-quarters said only between 5-20% of employees are actively considering changing employers in the next year.

The top-reported reasons employees are thinking of quitting:

1. Low compensation
2. Toxic work environment
3. Job negatively affecting mental health
4. Feeling undervalued at work
5. No clear career path or career development

A growing number of companies are a step ahead of these common turnover triggers by offering the high-quality mental health care and supportive culture today's employees expect.

# 3

## More people are discussing mental health at work, propelling a culture shift

While mental health challenges have mounted over the past few years, a silver lining is that mental health is now part of the global conversation—and becoming more commonly discussed at work.

From 2021–2023, the percentage of workers who said mental health is discussed in at least one way in their workplace nearly doubled—whether through company-wide communications, during team meetings, in one-on-one meetings, or peer-to-peer conversations. In fact, almost half of employees (47 percent) said their manager or supervisor helps them prioritize their mental health.

### Employees who said mental health is discussed in at least some way at work



The data also shows that more employees are talking about their own mental health challenges in the workplace—growing from 23 percent in 2021 to 46 percent in 2023. Of those who discussed their mental health, 75 percent did so with a peer, and 63 percent with a manager.

### More employees are comfortable talking about their mental health challenges at work



But the survey findings also show there’s still work to be done. Even if they’re speaking up about their mental health, just 51 percent of employees said they’d feel comfortable requesting a mental health-related accommodation or leave of absence. That’s where managers discussing their own mental health struggles and showing vulnerability can help. Doing so creates a psychologically safe workplace where employees know it’s OK to get the help they need.

Unfortunately, we saw a downward trend here, with less than half of workers (45 percent) saying their company leaders regularly or occasionally discuss mental health—a 7 percent drop from 2022. This may be due to less focus from company leaders on mental health as pandemic-related stressors have eased.

## 4

# Managers lack needed mental health resources

Our survey data suggests that managers are doing their part to support their employees' mental health, but it's often under tough circumstances. Nearly two-thirds of supervisors feel their role has become more important and more difficult since the pandemic began, and they feel ill-equipped to provide helpful support to their team members.

## Benefits leaders overestimate the support available

There's also a disconnect between managers and benefits leaders regarding access to dedicated mental health resources for managers such as workshops, consultations, and training courses. Seventy-three percent of benefits leaders said their organizations had increased training and resources since the onset of COVID-19 to help supervisors support their employees' mental health. Yet, of respondents who self-identified as managers or supervisors, just 52 percent said their company has increased these types of resources.

What's more, only 53 percent of supervisors said they have the resources and training needed to cultivate a supportive work experience—despite the impact a difficult work experience can have on employee mental health. In contrast, 67 percent of benefits leaders said managers have these types of resources and training. Interestingly, 58 percent of employees said their manager or supervisor would benefit from a workforce mental health training program.

**“I have dedicated resources and training to support the mental health of employees (workshops, consultations, courses).”**



**52%**

Managers



**67%**

Benefits leaders

All of these findings underscore the need for more mental health resources and training for managers—especially since work-related obligations can create mental health issues for managers themselves. And that can hinder their ability to do their jobs—or to stay in them. More supervisors in our survey than non-supervisors said they're actively looking to change employers over the next year (30 percent vs. 22 percent).

## Managers are feeling the strain of their roles

“Managers are seemingly tasked with trying to do a lot with very little, and end up taking on the mental burden for their staff because they’re empathetic and feel they should deal with the fallout on administrative decisions as a leader,” said April King, a Lyra therapist in Bakersfield, California.

- 27% ranked “work-related managerial stress” as one of the top 3 factors impacting their mental health
- 64% said their mental health affected their ability to do their job over the past year (vs. 57% of non-managers)
- 30% said they’re actively looking to change employers over the next year (vs. 22% of non-managers)

“I have worked with several clients who have stepped down from a manager position due to stress,” noted Sandy Kurka, a Lyra therapist and licensed professional counselor in Cleveland.



# Employees are increasingly stressed and burned out, signaling a need for better work design

With the help of good managers, employers overall are making strides toward creating better work structures and experiences, which lead to greater work-life balance for their employees. Eighty percent of benefits leaders believe it's an employer's responsibility to prevent workers from developing work-related mental health

**Most employees felt their workplace and supervisors had good structures and policies in place, agreeing with the following statements:**

**83%** 

"I understand how my role contributes to the company's overall success."

**78%** 

"I have clear expectations for performance in my role at my job."

**74%** 

"I have autonomy to decide how to manage and prioritize my work."

**71%** 

"I have a strong working relationship with my direct manager or supervisor."

**68%** 

"I have a manageable and achievable workload at my job."

problems (such as burnout or work-related stress). And 67 percent of workers said they believe they have a "healthy, balanced relationship" with their current job. On the other hand, employees cited "work-related stress and burnout" as the second most common factor affecting their mental health over the past year, with 39 percent ranking it as one of their top three.

Survey responses from both employees and employers uncovered significant issues continuing to plague many workplaces. For example, 40 percent of employees did not believe (18 percent) or were unsure (22 percent) if their manager and company leaders promote and protect a psychologically safe workplace. And nearly one in three employees either disagreed with (21 percent) or were "unsure" (11 percent) whether they "have a manageable and achievable workload."

Some of that may be due to [staff shortages](#) in numerous industries. "Employees in a variety of industries are struggling with their employers being understaffed and feeling expected to complete more than their job's share of work," said Lyra therapist Melody Larsen, a licensed professional counselor in Oregon. "Clients are also struggling with setting appropriate work-life boundaries while working remotely part- or full-time."

Lori Moldovan, a Lyra therapist and licensed mental health counselor based in Miami, noted the impact of layoffs on her clients over the past year. "In this economic climate with major layoffs in certain sectors, employees are expressing their need to 'prove their worth' in addition to company cultures which say one thing and

## Lyra care providers' takes on work-related mental health impacts



Of the nearly 50 Lyra mental health care providers we surveyed, 77% cited work as one of the top stressors their clients have discussed over the past year. The word cloud above shows the most common work-related issues providers mentioned.

80% 

of benefits leaders believe it's an employer's responsibility to prevent employees from developing work-related mental health problems

really expect a work-life balance that tips to the side of work.”

About a quarter of workers (24 percent) didn't agree that they are treated with respect at work (and 11 percent were unsure), while just 4 percent of benefits leaders did not believe their employees are respectful of one another.

Just as troubling, 27 percent did not agree they are “treated fairly at work (e.g., consistent use of policies and procedures, and unbiased decision-making)” and 12 percent said they were unsure whether they're treated fairly at work. This marks an abrupt contrast with the 2 percent of benefits leaders who disagreed that their company's employees are treated fairly at work.

## Factors driving stress and burnout

There also seems to be a lack of understanding among employers about how much work-related stress or burnout impacts their employees.

“In the last several years the mental health industry—and, in particular, well-being initiatives within organizations—have focused on individual interventions. What we understand today is that burnout and employee mental health distress are driven by the work itself,” said Wasserman, of Lyra's workforce transformation team. Workers who feel like they can never step away from their jobs are more likely to feel work-related stress or burnout. Forty-four percent of employees said their manager or supervisor communicates with them after work hours, and 34 percent said they are not “able to disengage from work after the workday is over and on holidays and weekends.” Meanwhile, 44 percent of benefits leaders said their company had already implemented policies discouraging communication outside of work hours, and 40 percent said they were considering this type of policy for 2023.

67%



of employees said they're encouraged to take their PTO

93%



of benefits leaders said employees are encouraged to do so

On top of that, 67 percent of workers said they were encouraged to take their vacation time, versus 93 percent of benefits leaders who said employees were encouraged to do so.

There also seems to be a lack of understanding among employers about how much work-related stress or burnout impacts their

### Over a third of employees feel unable to disengage with work



44%

of employees said their managers communicate with them outside of work



34%

didn't believe they are able to disengage from work after the workday is over and on holidays and weekends



33%

did not feel they are encouraged to take vacation time

### Workers are preoccupied with financial worries

This year, almost half of employees (48 percent) cited financial stress as the top factor impacting their mental health, surpassing COVID-19. That could be why 51 percent of employees also rated financial wellness programs as a “very important” employee benefit. The only other benefits that more employees rated as “very important” were health, dental, and vision care, mental health benefits, and flexible work.

“Financial stress was the biggest challenge for me over the past year,” said Yoav, a search engine optimization specialist at a marketing firm in Israel. “Inflation and fear of job loss were the main causes of this.” He said this stress spilled over into his work life, leading to trouble focusing and missed deadlines.

With inflation, widespread layoffs, and fears of a recession prompting financial concerns for so many, it follows that low compensation was the top reason employees said they'd change jobs in the next year.

employees. Yet it's the second most common factor affecting employees' mental health over the past year, with 39 percent of employees citing it as one of their top three.

All of this points to employers recognizing some, but not all, of the work-related stressors workers face, and the urgent need to design work structures and environments that better support mental health.

# Six action items for employers

Amid the cultural shift and positive strides we're seeing, the survey data highlights some key areas for improvement. Here are six action items employers should do, or continue doing, to foster a mentally healthy workforce in 2023.

# 1 Listen to your employees and encourage dialogue around mental health

It's a hopeful sign that more people are broaching mental health in the workplace and more employers are creating work cultures that champion mental health.

Unfortunately, our survey revealed that many employers are missing similar opportunities to offer mental health support to their employees amid stressful current events. Under half of employees (45 percent) said their employers were able to effectively support them during the critical events of 2022—such as the war in Ukraine, natural disasters, and mass shootings and gun violence. But 74 percent of benefits leaders believed their companies accomplished this.

These stats underscore the importance of choosing a mental health benefits partner that will be there for employees in the moments that matter, providing crisis response and expert-facilitated discussions.

## Take the pulse of your people

To build a mentally healthy workplace, employers need to consistently measure their employees' mental well-being. While a large majority of benefits professionals (85 percent) said their organization had formally gauged the well-being of its workforce in the past year, only 55 percent of employees agreed. This could signal that employees don't feel heard.



**45%**

of employees said their employers supported them amid the critical events of 2022

vs.



**74%**

of benefits leaders who said their companies did this

An important first step to learning what your employees think and feel is to conduct a regular pulse survey to assess how specific aspects of the work experience affect how people are faring. This enables managers with actionable insights to improve well-being, not just track it. Once you've collected feedback, be sure to share a summary of the results and how you'll address key themes that surfaced.

## More dialogue, less stigma

As in any conversation, listening is just half of the equation. Workplaces must also foster dialogue around mental health—top to bottom across the organization. When you normalize and prioritize mental health conversations throughout the workplace, you lessen the stigma associated with mental health—which remains a significant obstacle to getting care.

Mental health stigma can cause people to do without needed help because they're worried it will harm their reputation or job status. Yet forgoing care can worsen their symptoms and make them less likely to take steps to support their mental health, seek resources or treatment, or recover.

Here are a few best practices you can start right away.

### Put mental health on the agenda

One way to communicate the importance of mental health is to treat it like any other high-priority issue in the organization. Include mental health-related topics as agenda items in all-company calls. Making space for this shows employees that it's a top concern for the organization.

### Get specific

The more specific you are when talking about mental health, the more helpful you'll be to employees. Showing first-hand knowledge of your company's mental health benefits will also make clear that the resources are meant to be used. Rather than saying "resources are available," name those resources and how to access them. For example, "As an employee, you have access to free therapy and mental health coaching through our mental health benefit. To get started, click the link in the meeting notes."

### Lead by example

As a leader, you have the power to normalize mental health within your team or organization just by sharing how you're feeling and what you're doing to support your well-being. The goal isn't to elicit sympathy or support for yourself but to convey that it's OK to discuss and look after your mental health.

Vulnerability looks different for everyone, so share in a way that feels authentic for you. It could be as simple as starting a meeting by saying, "I felt overwhelmed and distracted this morning, so I took a 15-minute walk to reset." Or, "I felt like it was getting harder to cope using my usual strategies, so I made an appointment with my therapist this week."

### Proactively check in

Make it a habit to check in about mental health with your team and direct reports. Small, consistent habits are foundational to a culture of mental health and well-being. Start off one-on-one and team meetings with questions like: “On a scale from 0–10, how are you feeling this week?” or, “How could you feel more supported by me or the team?”

Another great way to get people talking about mental health is to encourage and support the formation of employee resource groups (ERGs), if they don’t already exist. Examples include groups for women, veterans, LGBTQIA+, and BIPOC (Black, Indigenous, and people of color). If a group is already established, support employees taking time to meet with their ERG regularly. They can be great places to have necessary, culturally specific conversations about mental health.

### Be conscious of the language you and others use

Your words can impact your employees’ beliefs and attitudes, either by destigmatizing mental health issues, or contributing to stigma and discrimination. Be thoughtful about choosing inclusive, people-first language, such as “a person with a substance use disorder,” rather than “addict,” which reduces someone to their disease. It’s also important to avoid statements like, “She’s being crazy today,” which discourage people from reaching out for fear of being judged.

### Provide mental health training and awareness campaigns

Education can help teams understand, notice, and respond appropriately to signs of psychological distress in themselves and others—and open the door to more conversations. “Mental health ambassadors” can help build awareness of mental health issues and provide non-judgmental peer support. And expert-facilitated group discussions can help employees process timely topics through communal peer support.

# 2 Ensure access to effective care

There's no denying that it can be hard to get an appointment with a mental health care provider. The wait [can often be months](#), which spotlights the importance of how mental health benefit partners manage their provider network's availability. And, as Alethea Varra, PhD, vice president of clinical care at Lyra, noted, "It's not just about access. It's about making sure it's access to the right care. Care that will make a difference in employees' lives, so they get better and move forward with their relationships, jobs, and the things that bring them joy."

Quality mental health care will also make a difference for your business. Offering access to evidence-based mental health care is one of the [most cost-effective moves](#) a company can make.

"We found that, no matter what health plan we offered, access to quality mental health care was not easy to come by for our already very busy employees," said Thomas Adrian, director of HR operations at law firm Sheppard Mullin, which offers Lyra as an employee benefit. "If employees don't have access to this type of care, employers are impacted and paying for it anyway via other claims."

Our survey data, along with [peer-reviewed research](#), suggests that evidence-based care can even affect employee turnover. [More research](#) shows how providing high-quality mental health care benefits lowers companies' health care spending, as well as lost productivity that occurs when employees aren't fully engaged at work due to an underlying condition.

To ensure your employees have access to high-quality treatment that will help them see real results, look for the following in your mental health benefit provider network:

## Evidence-based treatments

Look for top-tier providers who practice EBTs.

There are thousands of psychotherapies today, but many have not been tested. The following four therapies are common EBTs that have been proven to work.

- Cognitive behavioral therapy (CBT)
- Dialectical behavior therapy (DBT)
- Cognitive processing therapy (CPT)
- Exposure and response prevention (ERP)

## The benefits of EBTs

# 27%

[higher on-the-job productivity](#) among employees who received EBTs

# 2x

[higher retention](#) among employees getting high-quality mental health treatment vs. those who received standard mental health care

## A personalized experience for each person's unique needs

A [quality care experience](#) means each person is matched to a provider who is trained to treat their specific mental health condition, and offers the right level of treatment for the complexity of their illness. Unfortunately, many EAPs and health care plans don't offer specialized treatment—especially for children, teens, or those with complex mental health needs.

Look for specialized training in the following areas, and treatments that include mental health coaching, therapy, and psychiatry.

- [Children's mental health](#)
- [Substance use disorders](#)
- [Suicidal ideation](#)
- [Major depression](#)

Quality care also includes enough sessions to see symptom improvement and recovery, with the flexibility to choose the care delivery model that fits each employee's lifestyle, schedule, and preferences. The more personalized the care, the more likely people will participate in treatment and get better.

## Culturally responsive, localized care

Effective treatment recognizes each person's unique cultural identity, so it's essential to choose a diverse network of providers who practice [culturally responsive care](#). This approach guides mental health providers toward fully seeing and valuing clients for all aspects of their identity, background, and experiences—and uses that knowledge to adapt their treatment plan. When people feel safe, understood, and accepted regardless of their identity, mental health care becomes more accessible and effective.

“The first time I used Lyra, there was a checkbox that let me find people who look like me, sound like me, and understand me,” said Tara Kousha, senior vice president of justice, equity, diversity, and inclusion at Catalight, a non-profit that supports people with developmental disabilities. “It's not to say a straight white man can't do that. But it is to say that, in certain moments, we need and want people who deeply either have lived our experience or are educated and knowledgeable on it. If we don't offer culturally responsive care, we're missing 50 percent of our population.”

## Measurable outcomes

Quality care is also measurement-based; yet, according to *JAMA*, [under 20 percent](#) of providers in the U.S., United Kingdom, and Australia engage in it. Measurement-based care means providers monitor whether their clients are progressing based on validated clinical assessments. This allows them to see if care is effective and modify their approach if symptoms don't improve.

To ensure providers are getting results, look for a network that tracks care metrics throughout treatment—including symptom improvement, provider alliance, members' satisfaction, and culturally competent care measures. Outcomes should also be measured across racial and ethnic groups with strong, consistent results across all client demographics, and demonstrate significant, lasting symptom improvement.



## 3

# Unlock access to care for serious mental health conditions

This year’s survey showed that far too many people with self-reported severe, chronic, or complex mental health needs are going without care. Serious mental illness can include more severe forms of the most common mental illnesses like generalized anxiety and depression, as well as more complex diagnoses, resulting in a significant impact on people’s lives and livelihoods, not to mention the impact on the workforce. Some of these include:

- Bipolar disorder
- Obsessive-compulsive disorder (OCD)
- Panic disorder
- Post-traumatic stress disorder (PTSD)
- Schizophrenia

Because these conditions cause “serious functional impairment which substantially interferes with or limits one or more major life activities,” as defined by the National Institute of Mental Health (NIMH), it’s imperative that affected employees get the appropriate care.

Benefits professionals in our survey flagged complex mental health diagnoses as the top challenge among their workforce. And the percentage of workplaces that believe they have employees dealing with complex issues nearly doubled, from 17 percent in 2022 to 33 percent in 2023.

Persistent barriers keep many people from accessing therapy and medication. However, these treatments have been shown to be

highly effective in treating serious mental health challenges and helping people regain their footing at work.

This was the case for Alison, a lab technician at a surgical hospital in New York. After a devastating breakup, she struggled to get out of bed and even contemplated suicide. But since that time, she said, therapy and medication have “helped immensely” and allowed her to move forward in both her personal and professional life.

The growing prevalence of such self-reported serious and complex mental health conditions underscores the need for employers to ensure workers’ access to care across the spectrum of mental health needs, not just mild to moderate concerns. Organizations can help unlock access to this life-saving care by following many of the best practices above, along with the following:

- Enable more face-to-face time with care providers. Ten or 15 minutes with a provider and a handful of sessions doesn’t create lasting improvement. Yet that’s what many traditional health care models and EAPs allow.
- Longer, more structured appointments enable more effective care, and more frequent check-ins help providers follow their cases more closely and know when to adapt treatment.
- Offer access to coordinated care that combines medication and therapy. The combination of medication and therapy is often recommended for people with serious mental health needs.

## 4

# Support both parents' and children's mental health

The pandemic opened many employers' eyes to the challenges working parents face, and the urgent need to support families. Three years later, the need is still there—and perhaps even greater.

“As a dad to a child with special needs, emotional well-being is very personal for me, and I recognize the practical value of robust emotional support,” said Rob Paczkowski, senior director of global benefits at eBay, which offers Lyra and has expanded its benefits offerings during the pandemic. “Maintaining strong mental health is essential for being healthy, productive, and happy every day.”

This year's survey revealed a high demand for employer-provided mental health resources for children, and confirmed the many roadblocks to getting appropriate care. It's a critical issue for employers to address because, when parents struggle to help their kids, the stress can take a toll on their own mental health.

“Knowing that your child is struggling is a profound stressor for a parent. Few things are going to take your employee off their A-game more than their child needing help,” said Kendall Brown, PhD, Lyra program manager, workforce transformation. “A mental health benefit that parents can use to access care for their children can provide tremendous relief.”

Here are some things to consider when looking for a mental health benefit that supports families with kids.

- Easy online signup. This saves time and reduces stress for parents.
- Data-driven, personalized matching to the right expert. This takes the guesswork out of finding the right provider.
- Appointments available within days. With the average wait time for teens at 50 days, it's hard to address immediate needs if you can't get in right away.
- Comprehensive care. A mental health benefit that addresses the diverse spectrum of needs allows parents to find care for the whole family.
- Age-appropriate care. Your mental health benefit should ensure access to providers who offer evidence-based care tailored to the unique needs of kids and teens.
- A commitment to evidence-based care. These proven methods repeatedly demonstrate measurable clinical improvement.
- Care for complex mental health issues. Some conditions require inpatient treatment, so choose a benefit program that lowers the barriers to finding this kind of care.

# Give managers the mental health training and resources they need

Managers' jobs have gotten tougher and more indispensable since the pandemic began—something both managers and benefits leaders in our survey recognize.

“Many managers have seen exceptionally high turnover on their teams in the past year,” said Stuart Sidle, an industrial-organizational psychologist and dean of social and behavioral sciences at Mercy College in New York. “Throwing in hybrid work environments on top of the increased turnover, managers need to find new ways to foster camaraderie and effective collaboration in their teams both in-person and virtually. This requires new thinking.”

Debra Boyce, a Virginia-based licensed professional counselor in Lyra's network, said, “Managers are people, too, and they often have a sense that the corporate policies they are expected to ‘front’ are not necessarily humane and the best thing for their employees. Plus they are under pressure themselves in all of the same ways as the people they are managing.”

Despite these additional pressures, our survey uncovered a lack of training and resources to help supervisors successfully shoulder their responsibilities and support team members' mental health.

When managers are equipped with the right tools and knowledge, they're better able to manage their teams, protect employee mental health, and remove barriers to productivity. Successful businesses

recognize this and the fact that mental-health related training and support for managers can boost performance and retention for all.

Here are a few ways to increase your supervisors' mental health literacy and ensure they have the resources to foster mentally healthy teams.

- Offer a variety of workshops, e-learning courses, and consultations with clinical experts to give managers greater understanding of best practices to promote employee thriving and prevent workplace-driven mental health distress such as burnout.
- Provide specialized training to help managers listen to struggling employees and have empathetic conversations about mental health—with the goal of connecting employees to resources. Training should explain that mental health conditions are common and treatable, much like heart disease and diabetes.
- Include mental health first aid training, which teaches supervisors to “notice and respond” to signs of distress—and to proactively reach out and point them to the right people and resources.

# 6 To combat burnout, design better work

Benefits leaders in our survey overwhelmingly said they feel employers are responsible for preventing work-related mental health issues. [As research has shown](#) and innovative companies increasingly recognize, better work design is key to fulfilling this responsibility, not to mention boosting workers' job satisfaction, motivation, and productivity.

Sharon Parker, a professor and researcher at the Future of Work Institute at Curtin University in Perth, Australia, [defines work design](#) as “the content and organization of one’s work tasks, activities, relationships, and responsibilities.” Work design focuses on aspects of someone’s job such as autonomy, task variety, skill utilization, and a feeling that the job is important. Poorly designed workplaces are often rife with stressors such as overwork, a lack of role clarity, little autonomy, poor-quality leadership, bullying, and aggression, according to [Parker’s research](#).

On the other hand, organizational psychology researchers have found that good work design can do a lot to prevent work-related stress and burnout—two issues that our survey data shows are on the rise. “Good work design includes a positive work environment with good relationships, attention to work-life balance, adequate compensation, and managers who seem to care about their employees’ growth and well-being. All of this can help ensure employees have a work-life that feels fulfilling,” said Sidle.

Tackling work design requires cross-functional efforts between HR and frontline supervisors across an organization. While the exact strategies will vary depending on your company structure and culture, here are some universal best practices to help you get started:

- Implement a workplace assessment that evaluates drivers of burnout. It’s vital to take a data-driven approach that identifies the frequency, severity, and duration of workplace factors that impact burnout so employers know which work factors to address.
- Respond to drivers of burnout by changing related organizational policies and processes.
- Prioritize manager enablement. After identifying which work factors need to be addressed to curb burnout, focus on upskilling managers in these areas. Training managers on new ways of working will help improve team culture and overall organizational health.
- Retest. When using a data-driven approach, it’s important for the process to come full circle so your organization can consistently monitor which work factors are causing burnout and address those areas as they arise.

# Reimagining workforce mental health in a new world of work

As individual employees, teams, and entire organizations enter a new year, employers have an opportunity to rethink or fine-tune their approach to workforce mental health. HR and benefits leaders are especially well positioned to lead the charge in creating a more mentally healthy workforce. For many companies, that will involve doubling down on what worked over the past year, nixing what didn't, and trying new strategies to bolster employee mental health and well-being.

“When mental health needs are met within an organization, human needs are met, which means the organization is taking care of its organizational health,” said Wasserman. “When people show up healthy, energized, and supported in the organization, the organization experiences a mirrored effect where it’s innovative and able to achieve sustainable growth.”

Our survey findings from workers and benefits leaders across professions all point to an unstoppable evolution in how companies address workforce mental health. The most successful organizations in 2023 will be those that take the time to better understand their people’s mental health needs, and offer the resources necessary to address them.



Additional  
survey  
findings

# Prevalence and types of workforce mental health needs

How would you assess your mental health over the past 12 months?



**28%**

My mental health has declined.



**54%**

My mental health has stayed the same.



**18%**

My mental health has improved.

Over the past 12 months, has your mental health had any impact on your ability to do your job?



**40%**

No impact (I feel fine and am working normally)



**44%**

Some impact (I have occasionally felt mental health stressors that have impacted my work)



**12%**

Significant impact (I regularly experience mental health stressors that disrupt my work)



**4%**

Severe impact (on one or more occasions this year, I've experienced mental health stressors that prevented me from working)

Over the past 12 months, which of the following behavioral health issues have you experienced? Pick up to three that have impacted you during this time period.



**51%**

Stress



**44%**

Anxiety



**30%**

Burnout



**25%**

Depression



**13%**

Loneliness



**15%**

Relationship issues (e.g., partner, family, or interpersonal)



**14%**

Grief and loss



**10%**

Severe/chronic depression or anxiety



**8%**

Complex mental health diagnosis (e.g., PTSD, bipolar disorder, ADD/ADHD)



**3%**

Alcohol or substance use disorder



**3%**

Thoughts of suicide



**2%**

Racial or identity-related stress



**1%**

Intimate partner violence



**1%**

Self-harm



**14%**

None of the above

Over the past 12 months, which, if any, of the following factors negatively impacted your mental health? Pick up to 3 that have impacted you during this time period.



**48%**

Financial stress



**39%**

Work-related stress and burnout



**28%**

Family and relationships



**19%**

Work-related managerial stress (e.g., dealing with teams and supervision)



**16%**

Grief and loss



**12%**

Elections and politics



**12%**

Infectious diseases



**9%**

Parental or caregiver stress



**9%**

Holiday stress



**8%**

Employment uncertainty or job loss

Over the past 12 months, which, if any, of the following factors negatively impacted your mental health? Pick up to 3 that have impacted you during this time period.



**6%**

Reproductive rights



**5%**

Gun violence



**5%**

War and political instability



**4%**

Natural disasters and climate change



**4%**

Child care



**3%**

Identity-related stress (e.g., racial injustice, LGBTQIA+ issues)



**2%**

Other



**10%**

None of the above

# Employers' perceptions of workforce mental health needs

Over the past 12 months, how would you assess the mental health of your workforce?



**21%**

Employee mental health has declined



**45%**

Employee mental health has stayed the same



**34%**

Employee mental health has improved

Over the past 12 months, which of the following mental health issues do you believe employees in your workforce have experienced?



**33%**

Complex mental health diagnosis (e.g., PTSD, bipolar disorder, ADD/ADHD)



**28%**

Relationship issues (e.g., partner, family, or interpersonal)



**27%**

Stress



**26%**

Alcohol or substance use disorder



**24%**

Grief and loss

Over the past 12 months, which of the following mental health issues do you believe employees in your workforce have experienced?



**22%**

Racial or identity-related stress



**21%**

Severe/chronic depression or anxiety



**19%**

Burnout



**17%**

Anxiety



**17%**

Thoughts of suicide



**15%**

Intimate partner violence



**14%**

Depression



**14%**

Loneliness



**13%**

Self-harm



**14%**

None of the above

Over the past 12 months, which of the following factors do you believe have negatively impacted your workforce's mental health? Pick the top three that have impacted them during this time period.



**36%**

Infectious diseases (e.g., COVID-19, monkeypox)



**27%**

Work-related managerial stress (e.g., dealing with teams and supervision)



**22%**

Employment uncertainty or job loss



**21%**

Financial stress



**21%**

Work-related stress and burnout



**19%**

War and political instability



**18%**

Identity-related stress (e.g., racial injustice, LGBTQIA+ issues)



**15%**

Family and relationships



**15%**

Parental or caregiver stress



**14%**

Reproductive rights



**13%**

Elections and politics



**11%**

Grief and loss



**11%**

Natural disasters and climate change



**10%**

Gun violence



**10%**

Holiday stress

# Access to quality mental health care and support (employers)

Which of the following benefits or programs does your organization provide? (Select all that apply.)



**53%**

Flexible work (remote work, work-from-home days)



**43%**

Employee assistance program (EAP)



**43%**

Dedicated mental health care benefit (not via health plan)



**42%**

Financial wellness programs



**39%**

Health care plan



**38%**

Commuter or transportation benefit



**38%**

Child or elder care (caregiver) benefits and assistance



**37%**

Vision care plan



**34%**

Dental care plan



**34%**

Stress reduction and/or resiliency programs

Which of the following benefits or programs does your organization provide? (Select all that apply.)



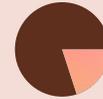
**32%**

Company-provided meals and snacks



**23%**

Fertility or adoption benefits



**20%**

College debt assistance

Do you believe employees at your organization take full advantage of the workforce mental health benefits offered to them?



**92%**

Yes



**6%**

No



**2%**

Unsure

# Access to quality mental health care and support (employees)

Which of the following benefits or programs does your organization provide? (Select all that apply.)



**95%**

Health care plan



**86%**

Dental care plan



**83%**

Vision care plan



**56%**

Employee assistance program (EAP)



**46%**

Flexible work (remote work, work-from-home days)



**37%**

Financial wellness programs



**31%**

Stress reduction and/or resiliency programs



**29%**

Dedicated mental health care benefit (not via health plan)



**24%**

Child or elder care (caregiver) benefits and assistance



**20%**

College debt assistance



**19%**

Commuter or transportation benefit



**14%**

Company-provided meals and snacks



**22%**

Fertility or adoption benefits

Which of the following employer-provided benefits or programs have you used in the past year? (Select all that apply.)



**84%**

Health care plan



**68%**

Dental care plan



**60%**

Vision care plan



**36%**

Employee assistance program (EAP)



**13%**

Flexible work (remote work, work-from-home days)



**13%**

Financial wellness programs



**10%**

Stress reduction and/or resiliency programs



**10%**

Dedicated mental health care benefit (not via health plan)



**9%**

Child or elder care (caregiver) benefits and assistance



**8%**

Fertility or adoption benefits



**6%**

College debt assistance



**4%**

Commuter or transportation benefit



**6%**

Company-provided meals and snacks

Over the past 12 months, have you received mental health support?



**33%**

Yes



**67%**

No

Which type of mental health care have you received? (Select all that apply.)



**39%**

Self-care resources (e.g., meditation or stress reduction app)



**21%**

1-on-1 mental health coaching



**57%**

1-on-1 mental health therapy



**48%**

Mental health prescriptions/medications



**4%**

Inpatient stay



**7%**

Group therapy



**6%**

Couples therapy



**7%**

Family therapy

Did the mental health care you received help you feel better?



**39%**

I felt significantly better



**54%**

I felt somewhat better



**7%**

I did not feel better

How easy is it for you to find an appropriate provider to address your mental health needs using the benefits provided by your employer?



**13%**

Very easy



**29%**

Easy



**36%**

Neither easy nor difficult



**16%**

Difficult



**7%**

Very difficult

How would you describe the resources your company provides for mental health care?



**30%**

A wide range of resources are provided that completely address my mental health needs



**27%**

Some resources for mental health are provided, but there is room to offer additional resources



**24%**

A few resources to address mental health



**12%**

I think my employer provides mental health resources, but I'm not sure what they are



**7%**

No resources are provided to address mental health; it is expected that employees will take care of their mental health on their own

Do you think your current benefits effectively address your mental health needs?



**68%**

Yes



**32%**

No

# Company culture and openness around mental health (employees)

How would you characterize your company culture with regard to its openness to discussing mental health?



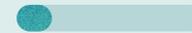
**18%**

Mental health is discussed with managers/supervisors only



**37%**

Mental health is discussed with all employees in public forums or meetings



**19%**

I'm not sure



**27%**

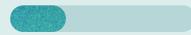
Mental health isn't discussed at all at work

How often is mental health discussed publicly by leaders at your organization?



**15%**

Our company leaders regularly discuss employee mental health (1-2x per month)



**30%**

Our company leaders occasionally discuss employee mental health (1-2x per quarter)



**21%**

Our company leaders rarely discuss employee mental health (1-2x per year)



**18%**

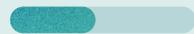
Our company leaders never discuss employee mental health



**16%**

I'm not sure

Have you discussed your own mental health in the workplace over the past 12 months?



**46%**

Yes



**54%**

No

How comfortable would you feel discussing your mental health with your manager/supervisor?



**52%**

Comfortable



**23%**

Neutral



**25%**

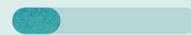
Uncomfortable

How comfortable would you feel discussing your mental health with a peer?



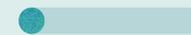
**60%**

Comfortable



**26%**

Neutral



**14%**

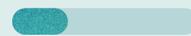
Uncomfortable

How comfortable would you feel discussing your mental health with a company leader?



**24%**

Comfortable



**30%**

Neutral



**46%**

Uncomfortable

Have you discussed your own mental health with any of the following over the past 12 months? (Select all that apply.)



**63%**

Manager/  
supervisor



**75%**

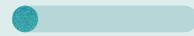
Peer



**15%**

Company leader

My company has been able to effectively support me during the critical events of 2022 (e.g., war in Ukraine, mass shootings and gun violence, natural disasters).



**14%**

Strongly agree



**31%**

Agree



**29%**

Unsure



**15%**

Disagree



**11%**

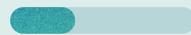
Strongly disagree

My company uses effective communication strategies to address difficult current events with its employees.



**14%**

Strongly agree



**35%**

Agree



**23%**

Unsure



**18%**

Disagree



**11%**

Strongly disagree

**My company's leadership team understands the mental health needs of employees.**



**13%**

Strongly agree



**34%**

Agree



**25%**

Unsure



**16%**

Disagree



**12%**

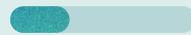
Strongly disagree

**My company understands how to create a mentally healthy workplace.**



**12%**

Strongly agree



**32%**

Agree



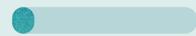
**26%**

Unsure



**18%**

Disagree



**12%**

Strongly disagree

I feel confident seeking mental health support provided by my company if needed.



**18%**

Strongly agree



**41%**

Agree



**22%**

Unsure



**13%**

Disagree



**8%**

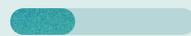
Strongly disagree

I am comfortable requesting a mental health-related accommodation or leave of absence if needed at my company.



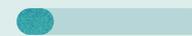
**16%**

Strongly agree



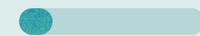
**35%**

Agree



**20%**

Unsure



**18%**

Disagree



**12%**

Strongly disagree

# Expectations of employer-provided mental health support (employees)

Do you expect to seek out mental health support in the next year?



**36%**

Yes



**21%**

Maybe



**43%**

No

When considering a new job, how important is it to you that the prospective employer provides mental health care benefits?



**18%**

Not important. Mental health care benefits are a low priority for me.



**46%**

Somewhat important. I would consider not taking a job if the employer benefits failed to address mental health.



**36%**

Very important. I would not take a job if the employer fails to provide mental health coverage.

I would stay at a job because it provides robust and comprehensive mental health benefits for employees and families.



**21%**

Strongly agree



**41%**

Agree



**24%**

Unsure



**11%**

Disagree



**3%**

Strongly disagree

Do you believe that mental health support has become a higher priority for your company in the past year?



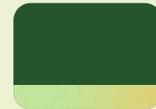
**43%**

Yes



**22%**

No



**23%**

Unsure



**11%**

No change in priority

# Expectations of employer-provided mental health support (employers)

Our global workforce has higher expectations for mental health benefits since the onset of the COVID-19 pandemic.



**37%**  
Strongly agree



**33%**  
Agree



**27%**  
Unsure



**2%**  
Disagree



**1%**  
Strongly disagree

Has mental health support for the entire family become a more urgent priority for your company in the past year?



**70%**  
Yes



**27%**  
No



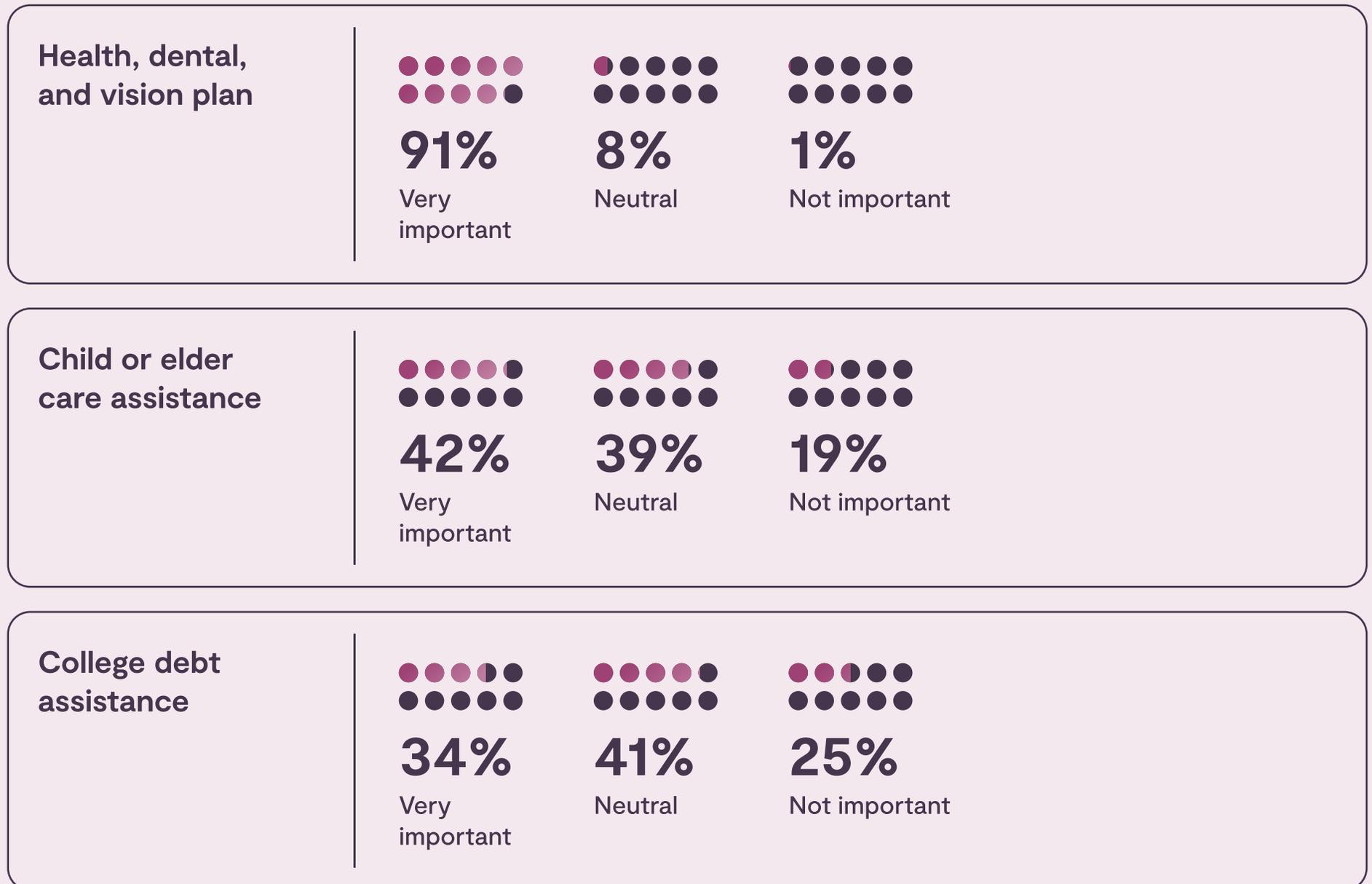
**3%**  
Unsure



**0%**  
No change in priority

# Employees' most valued benefits

Please rank the below employer-provided benefits from most important to least important.



**Commuter or transportation benefit**



**28%**

Very important



**41%**

Neutral



**31%**

Not important

**Company-provided meals and snacks**



**18%**

Very important



**38%**

Neutral



**44%**

Not important

**Dedicated mental health care benefit (not via health care plan)**



**57%**

Very important



**37%**

Neutral



**6%**

Not important

### Fertility or adoption benefits



**26%**

Very important



**41%**

Neutral



**33%**

Not important

### Financial wellness programs



**51%**

Very important



**40%**

Neutral



**9%**

Not important

### Flexible work (remote work, work-from-home days)



**64%**

Very important



**26%**

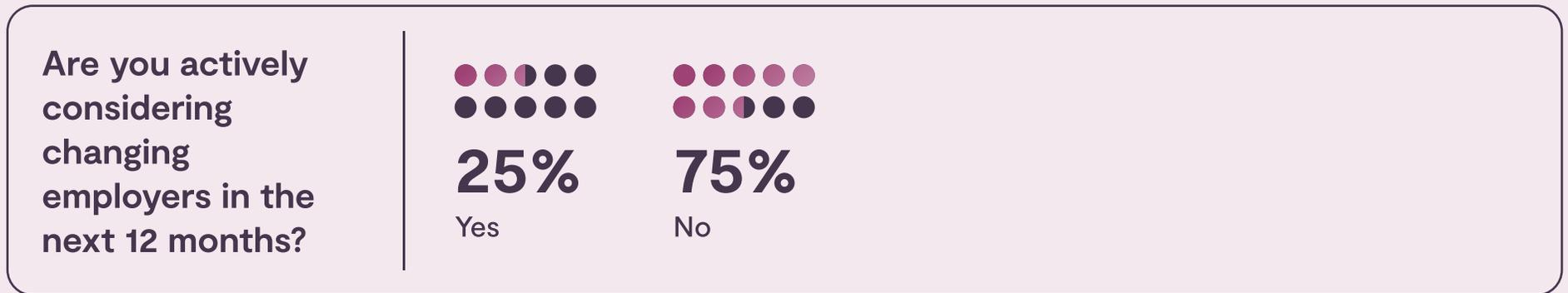
Neutral



**10%**

Not important

# Employee turnover and retention (employees)



**What is the primary reason driving you to consider leaving your current employer in the next 12 months?**



**23%**

Low wages/  
compensation



**11%**

Job is negatively  
affecting my  
mental health



**11%**

Toxic work  
environment



**9%**

Undervalued/  
lack of  
appreciation  
for my work



**9%**

No clear career  
path/career  
development



**8%**

Dissatisfaction  
with company  
leadership



**6%**

Lack of flexibility  
at work



**6%**

My manager's  
behavior



**4%**

Lack of  
meaningful work



**2%**

Insufficient mental  
health benefits  
and support



**2%**

Role that is too  
physically  
demanding and/  
or hazardous



**2%**

Discrimination  
and/or prejudice  
at work



**1%**

Lack of autonomy  
in my role



**6%**

Other

Are you actively considering leaving the paid workforce in the next 12 months?



11%

Yes



89%

No

What is the primary reason driving you to consider leaving the paid workforce in the next 12 months?



13%

Job is negatively affecting my mental health



13%

Lack of work-life balance



12%

Undervalued/lack of appreciation for my work



10%

Toxic work environment



7%

Lack of flexibility at work



6%

My manager's behavior



5%

Caring for aging parents



5%

Caregiving responsibilities



3%

Spouse's mental health



3%

Child care is unaffordable



3%

Child's mental health



3%

Discrimination and/or prejudice at work



27%

Other

# Employee turnover and retention (employers)

What percentage of your workforce do you believe is actively considering changing employers in the next 12 months?



**41%**

0-5% (very few)



**32%**

6-20% (some)



**21%**

21-50% (many)

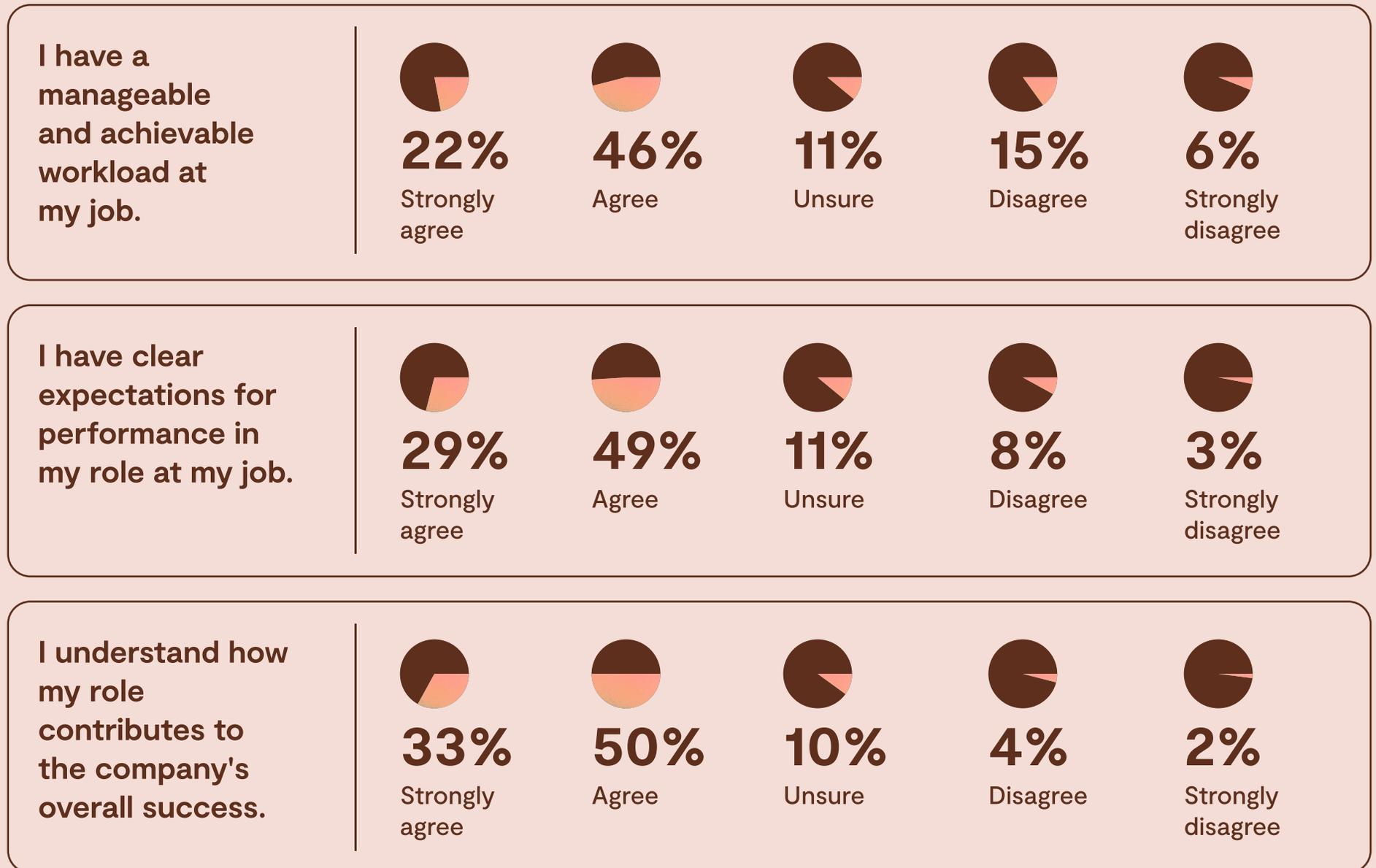


**7%**

51% or more (a lot)

# Work design (employees)

Please rate your level of agreement with the following statements



I feel recognized for my achievements at work.



**20%**

Strongly agree



**41%**

Agree



**14%**

Unsure



**17%**

Disagree



**9%**

Strongly disagree

I take pride in my work.



**44%**

Strongly agree



**44%**

Agree



**8%**

Unsure



**3%**

Disagree



**2%**

Strongly disagree

I believe I do meaningful work at my job.



**36%**

Strongly agree



**46%**

Agree



**11%**

Unsure



**5%**

Disagree



**2%**

Strongly disagree

I have a strong working relationship with my direct manager or supervisor.



**29%**  
Strongly agree



**42%**  
Agree



**14%**  
Unsure



**10%**  
Disagree



**5%**  
Strongly disagree

I have a strong working relationship with my direct team members.



**32%**  
Strongly agree



**49%**  
Agree



**12%**  
Unsure



**6%**  
Disagree



**2%**  
Strongly disagree

I have autonomy to decide how to manage and prioritize my work.



**26%**  
Strongly agree



**48%**  
Agree



**12%**  
Unsure

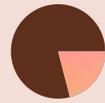


**10%**  
Disagree



**4%**  
Strongly disagree

I am given clear, actionable feedback on a regular basis at work.



**21%**  
Strongly agree



**43%**  
Agree



**14%**  
Unsure



**16%**  
Disagree



**6%**  
Strongly disagree

I am treated with respect at work.



**29%**  
Strongly agree



**47%**  
Agree



**11%**  
Unsure



**9%**  
Disagree



**4%**  
Strongly disagree

# Benefits leaders' top challenges

What are the top three challenges you are facing in your role heading into 2023?



**29%**

Supporting employees' mental health



**23%**

Supporting a hybrid or remote work environment



**23%**

Supporting the unique needs of employees located in different countries



**23%**

Upgrading employee benefits package



**22%**

Talent attraction and hiring



**21%**

Achieving company diversity, equity, and inclusion goals



**21%**

Leadership development and manager training



**21%**

Proving ROI of employee benefits



**19%**

Supporting employees through furlough, layoffs, or reorganization



**17%**

Supporting employees' physical health



**15%**

Achieving company growth goals



**14%**

Communicating effectively with employees



**14%**

Driving employee engagement



**12%**

Maintaining company culture



**11%**

Employee retention

It is easy for our benefits team to manage global mental health benefits.



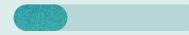
**29%**

Strongly agree



**38%**

Agree



**27%**

Unsure



**5%**

Disagree



**1%**

Strongly disagree

It is easy for our organization to provide parity in global mental health benefits.



**30%**

Strongly agree



**39%**

Agree



**24%**

Unsure



**5%**

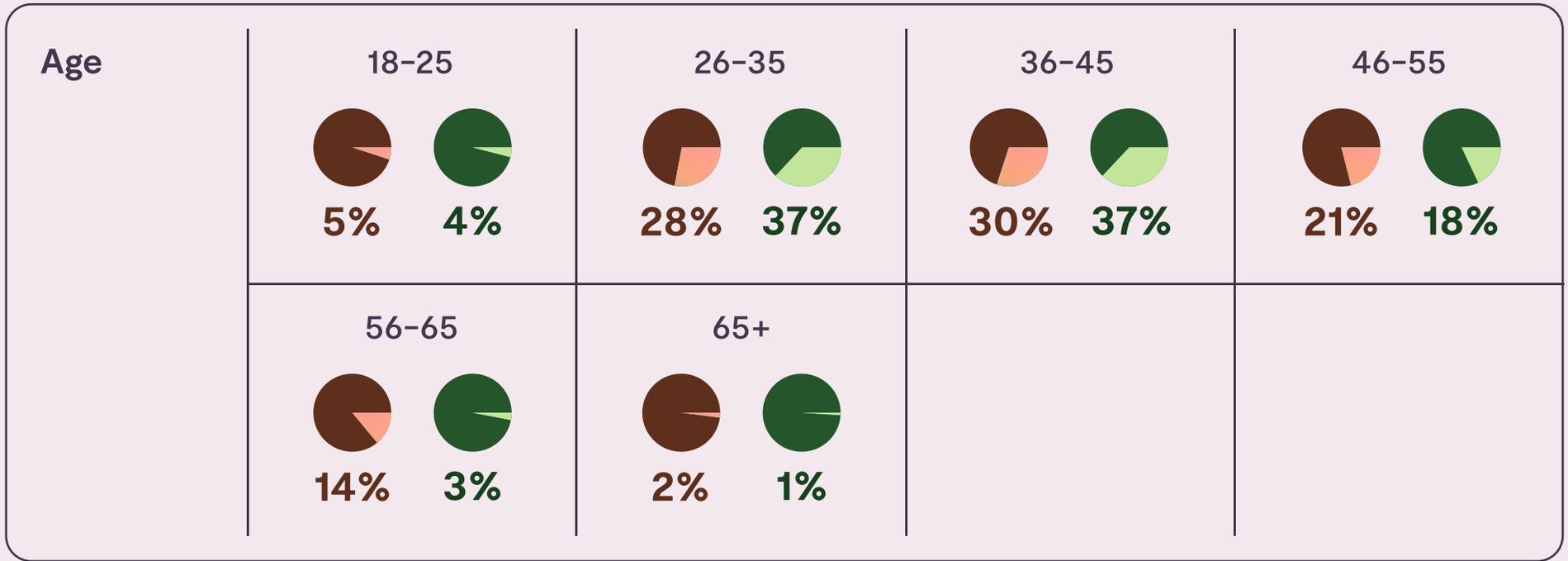
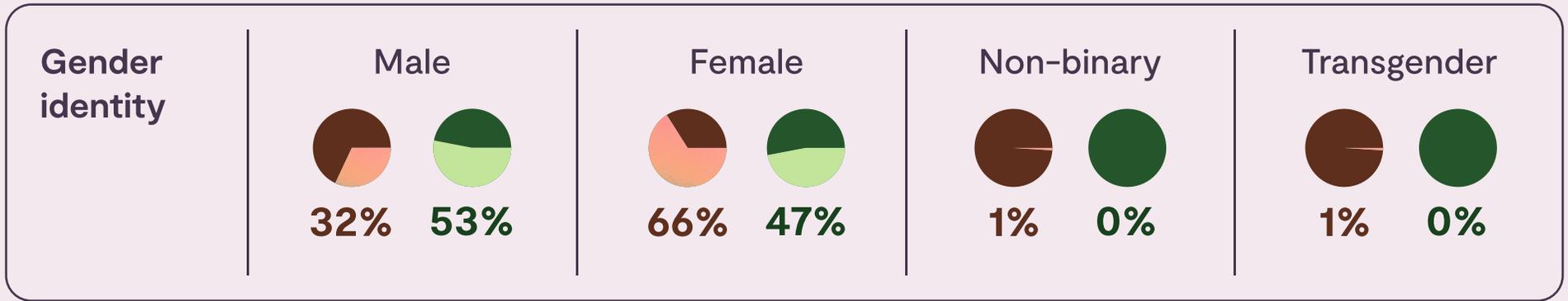
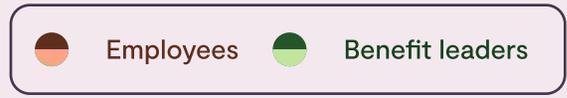
Disagree

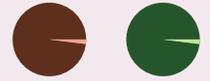
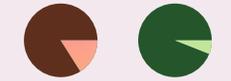


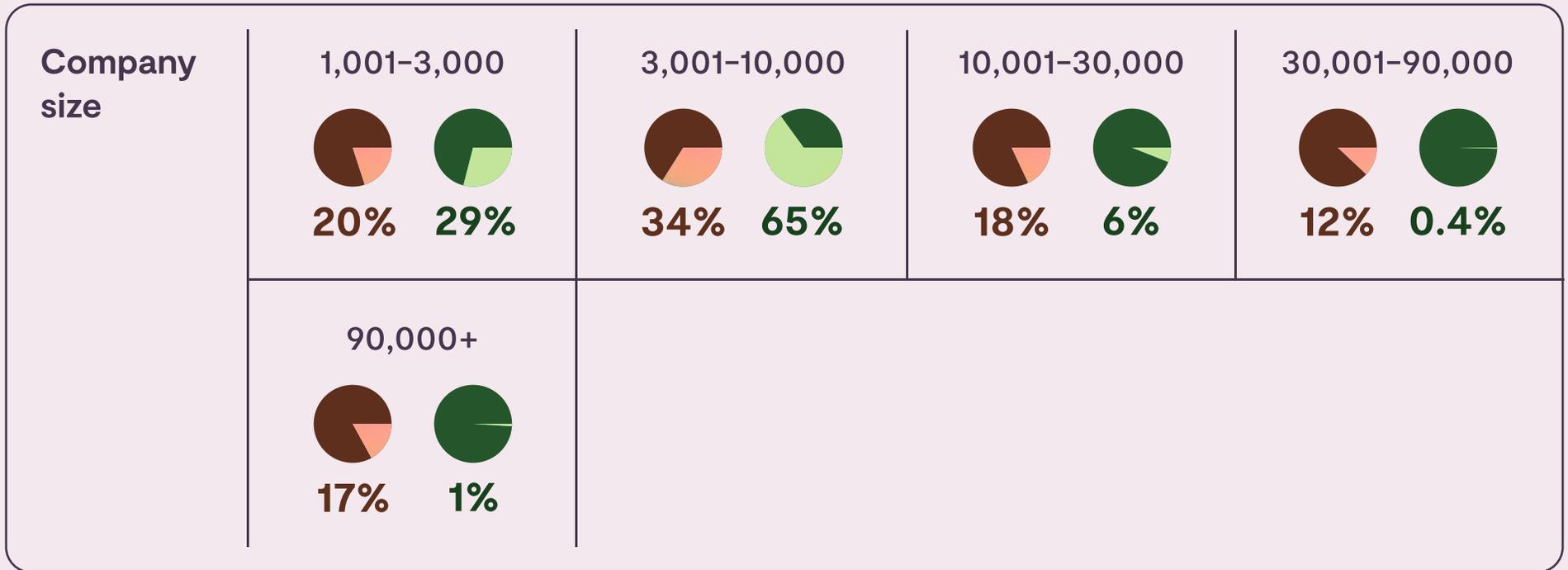
**2%**

Strongly disagree

# Survey demographics



Industry	Construction	Education	Energy/utilities	Finance	Real estate
	 <b>1%</b> <b>2%</b>	 <b>11%</b> <b>1%</b>	 <b>1%</b> <b>2%</b>	 <b>8%</b> <b>9%</b>	 <b>1%</b> <b>2%</b>
	<b>Food</b>  <b>2%</b> <b>2%</b>	<b>Government</b>  <b>9%</b> <b>1%</b>	<b>Health care</b>  <b>16%</b> <b>6%</b>	<b>Hospitality</b>  <b>2%</b> <b>1%</b>	<b>Transportation</b>  <b>4%</b> <b>3%</b>
	<b>Insurance (non-health care)</b>  <b>4%</b> <b>2%</b>	<b>IT/ technology</b>  <b>7%</b> <b>11%</b>	<b>Manufacturing</b>  <b>7%</b> <b>35%</b>	<b>Media and entertainment</b>  <b>2%</b> <b>1%</b>	<b>Retail (including restaurants)</b>  <b>9%</b> <b>9%</b>
	<b>Medical devices</b>  <b>1%</b> <b>1%</b>	<b>Nonprofit</b>  <b>2%</b> <b>0.4%</b>	<b>Pharmaceuticals/ biotechnology</b>  <b>2%</b> <b>1%</b>	<b>Professional services</b>  <b>3%</b> <b>9%</b>	<b>Other</b>  <b>8%</b> <b>4%</b>



# More employee demographics

Which of the following statements best describes your current job?



**33%**

I primarily work from home



**28%**

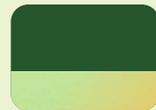
I primarily work from a workplace outside my home (office, clinic, factory, or other jobsite)



**27%**

I work hybrid (equally split between home and workplace outside home)

Do you oversee other employees (e.g., manager, supervisor)?



**37%**

Yes



**63%**

No

Please choose the statement(s) that best describe your situation.



**43%**

I have one or more children living at home with me



**12%**

I have one or more children under age 26 living elsewhere



**8%**

I have an adult dependent in my care and living with me



**3%**

I have an adult dependent in my care living elsewhere



**43%**

None of the above

# Methodology

# Methodology

Lyra Health conducted two separate surveys to better understand the experiences and attitudes of both employees and employee benefits leaders related to workforce mental health.

We first gathered responses from 253 benefits professionals, via an online survey from PureSpectrum, between Sept. 19 and Sept. 29, 2022. All respondents were at least 18 years of age and living in the U.S. when the survey was completed. All respondents also self-identified as manager-level or above working in their organization's "employee benefits" department at companies with 1,000 or more employees.

We then collected responses from 2,501 full-time employees at organizations with global workforces, via an online survey from PureSpectrum between Nov. 17 and Dec. 7, 2022.

All respondents were at least 18 years of age and living in the U.S. when the survey was completed. All respondents self-identified as full-time employees at companies with 1,000 or more workers that provide health insurance.

PureSpectrum partners with the top online sample providers to supply a network of diverse, quality respondents to their client base. The survey data comes from traditional, actively managed, double-opt-in market research panels.

[Request a free demo](#) to learn more about how Lyra can transform mental health care for your company.