

Executive Summary Infographic

2023 Workplace Mental Health Trends

Insights about 5 mental health trends and needs to help you support your diverse workforce in the new world of work



Workplace stress is the top driver of mental health needs

Stress and anxiousness are soaring, and work-related challenges are the top reason why. It's no wonder that employees expect more mental health support from employers. We uncovered 5 mental health trends to help HR and benefits teams get started.

What difficult moments do you use Calm for?



Source: US General Population Survey conducted by Calm, October 2022

TREND 1

Family mental health is a top workplace priority

Rates of youth experiencing anxiety or depression nearly doubled during the pandemic and are still high—especially among Black, Hispanic, and LGBTQ+ youth.¹

A third of parents said their kids are feeling anxious or stressed all the time



Indicated their kids are feeling nervous, anxious, or stressed all the time

Indicated their kids are feeling down, depressed, or hopeless all the time



Recommendations: Offer support to help employees address kids' stress, anxiousness, and sleep, including digital mental health tools, mental health breaks, and mental health days off.

1. The U.S. Surgeon General's Advisory [Internet]. Washington (DC): US Department of Health and Human Services; 2021. PMID: 34982518
Source: US General Population Survey conducted by Calm, October 2022

TREND 2

Younger workers want more mental health support

Gen Zers and millennials are the most stressed and anxious, but all generations are turning to digital mental health tools, especially to help get good sleep.

Coming to Calm for help reducing anxiousness



Coming to Calm for help with sleep



All generations believe in mental health care

80% of all respondents feel that seeking support for your mental health makes you strong

Recommendations: Consider adopting digital mental health tools for sleep support as a first step to taking a more preventive approach to workforce mental health.

Note: Calm user data, age ranges: Gen Z: less than 26, millennials: 26-40, Gen X: 41-56, and boomer: 57-75
Source: Calm User Data and US General Population Survey conducted by Calm, October 2022

TREND 3

Mental health is not equal across all populations

Marginalized populations are at higher risk of mental health challenges resulting from discrimination, but they feel less supported at work.

Feeling nervous, anxious, and stressed*



Feeling down, depressed, or hopeless*



Lower-income populations have less access to mental health support

26% vs 44%
\$25k-\$50k vs \$150k+

Recommendations: Offer more mental health breaks during the day and digital tools for managing stress, anxiousness, and sleep issues that align with identity.

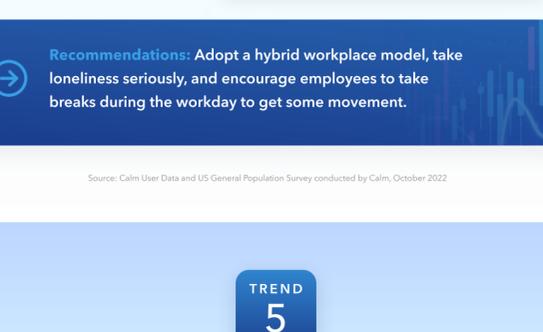
*Health challenges experienced "more than half the days" or "nearly every day" per month
Source: US General Population Survey conducted by Calm, October 2022

TREND 4

Hybrid workers take the most care of their mental health

Employees are more isolated, lonely, anxious, and sedentary post pandemic. But hybrid employees are less lonely and get more movement. As a result, they are the most happy and least stressed.

Emotional welfare of employees by type of workplace



The mood of those who completed a Calm movement session lifted

18% more likely to report feeling less anxious and stressed than those who didn't

Recommendations: Adopt a hybrid workplace model, take loneliness seriously, and encourage employees to take breaks during the workday to get some movement.

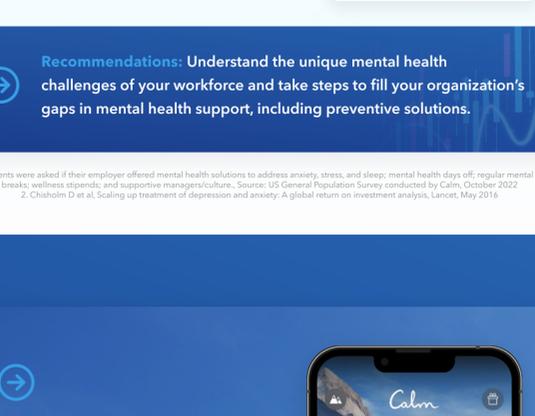
Source: Calm User Data and US General Population Survey conducted by Calm, October 2022

TREND 5

All industries have more work to do to support employee mental health

Stress, anxiousness, and sleep issues are pervasive in all industries, but nearly 70% of employees said their employers do not offer mental health tools to help.

Percent of respondents indicating mental health preventive benefits are offered by employer²



For every \$1 invested in programs to support mental health, employers can save \$2 to \$4 on other expenses.²

\$1 Invested → \$4 Saved

Recommendations: Understand the unique mental health challenges of your workforce and take steps to fill your organization's gaps in mental health support, including preventive solutions.

*Respondents were asked if their employer offered mental health solutions to address anxiety, stress, and sleep; mental health days off; regular mental health breaks; wellness stipends; and supportive managers/culture. Source: US General Population Survey conducted by Calm, October 2022
2. Chisholm D et al, Scaling up treatment of depression and anxiety: A global return on investment analysis. Lancet. May 2016

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Download the full 2023 *Workplace Mental Health Trends Report*, which is chock-full of future-of-work insights.

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