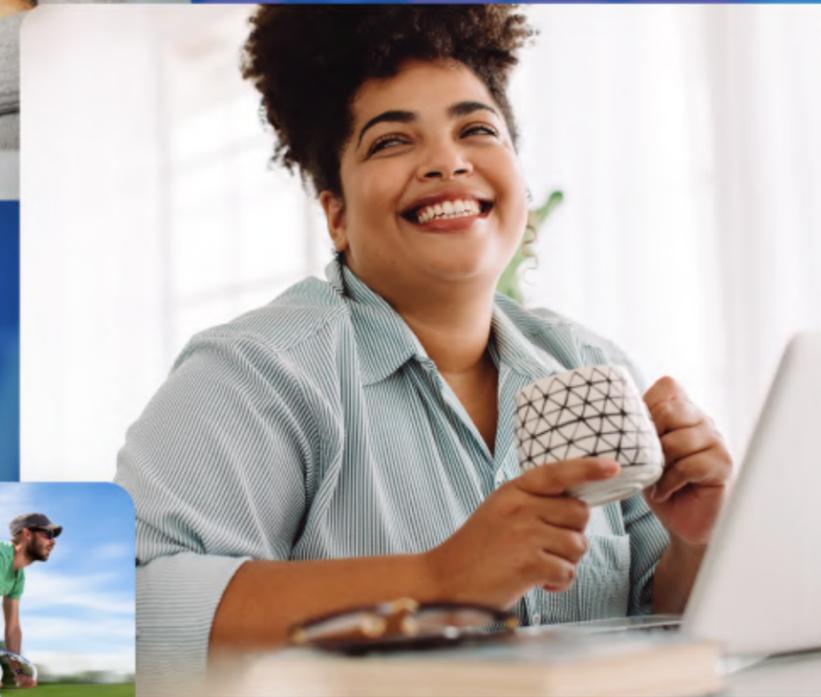


2023

# Workplace Mental Health Trends Report: The Future of Work





# Mental health is a top priority in the new world of work

A new world of work has emerged in the wake of the pandemic. Different generations are adjusting to the virtual/hybrid workplace as the new normal. Stress, burnout, loneliness, and anxiousness have skyrocketed, and mental health is now at the top of every employer's priority list. Employers, also faced with rising healthcare costs, economic uncertainty, and labor shortages, must find new ways to reduce costs while still driving employee well-being, productivity, and retention.



# Mental health trends in the workplace in 2023

It's no longer enough to just talk about mental health at work. Leading companies and leaders recognize that because mental health directly affects business performance, innovation, and culture, it's a core pillar of their future-of-work strategy.

## Here's what you'll learn from this report:

- ✓ Workplace **mental health insights** from aggregate user patterns of 4 million+ Calm subscribers and a survey of 2000+ members of the general US population conducted in October 2022
- ✓ **Emerging mental health needs and benefit gaps** to support your diverse workforce population in the new world of work
- ✓ **How your industry stacks up** when it comes to mental health support and what gaps still exist
- ✓ **Recommendations for HR/benefits leaders** on how to address mental health challenges while balancing costs as part of your future-of-work strategy

# Mental health in the workplace: post-pandemic and beyond

Mental health rose to the forefront of HR/benefits leaders' priorities during the pandemic, but where are we today in 2023?



## Workplace stress is the top driver of mental health needs

What difficult moments do you use Calm for?

Facing challenges at work

42%

Undergoing personal illness

33%

Changing health of a family member

21%

Losing a loved one

19%

Having a health procedure

18%

Starting a new job

11%

Moving somewhere new

10%

Going through a break-up

10%

Experiencing financial loss

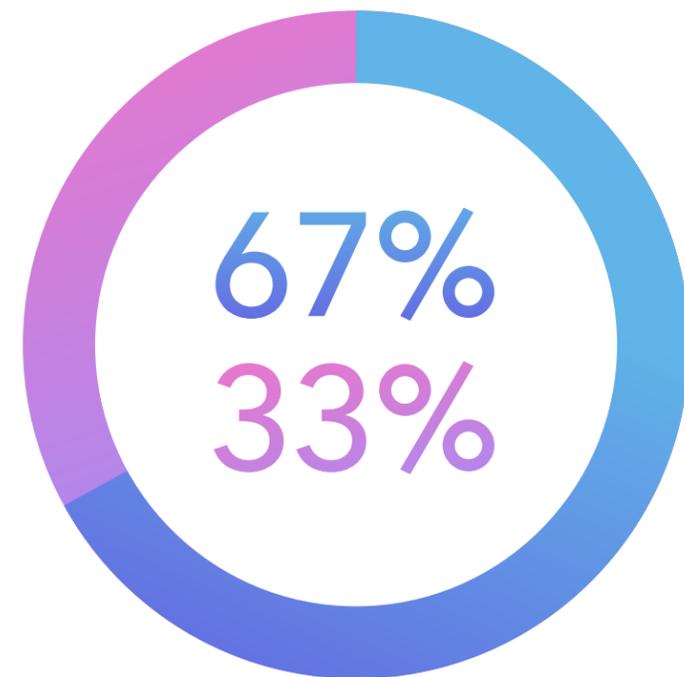
7%

Source: Calm user survey, 2022

## Mental health is a must-have benefit

It's not surprising, then, that 67% of our study respondents said that employers should help their employees take care of their stress and anxiousness, and only 33% said it's up to individuals to seek out help.

### Who should provide mental health support for stress & anxiousness?



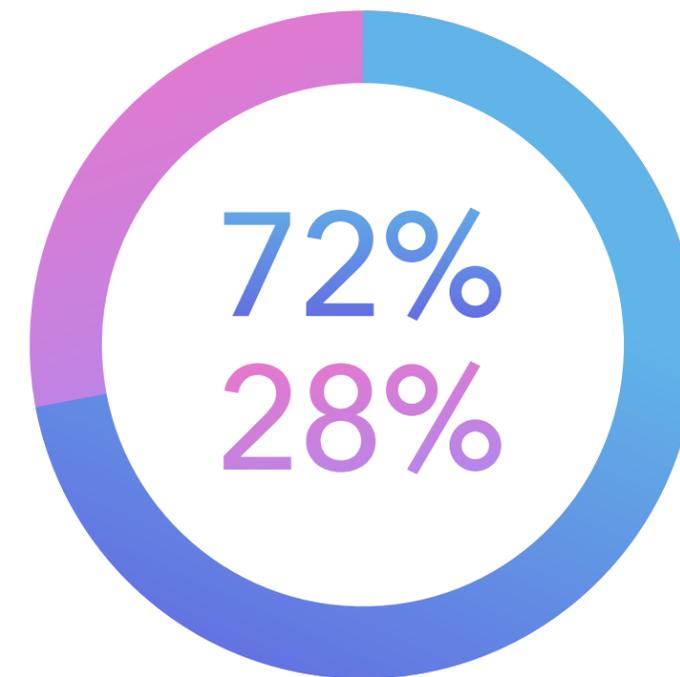
● Employer should help ● It's up to individuals

Source: US General Population Survey conducted by Calm, 2022

## Mental health goes mainstream

The mental health stigma is decreasing: 72% of survey respondents said that everyone should take care of their mental health vs. only 28% said care was for those with diagnosed mental health conditions.

### Who should take care of their mental health?



● Everyone ● Only people with diagnosed conditions

Source: US General Population Survey conducted by Calm, 2022

# An ounce of prevention is worth a pound of cure

Employees understand the value of prevention to support a healthy mind. In our survey, 63% of respondents said preventive mental health care is as important as preventive physical health care, and 75% said their mental health is closely related to their physical health—despite a traditional US healthcare system that treats mental and physical illnesses separately.

Because mental and physical health are closely related, people with depression are two to four times more likely to increase medical spend compared to people without depression.<sup>1</sup> As a result, for every \$1 invested yearly in **prevention and intervention programs to support mental health**, employers can save \$2 to \$4 on other expenses.<sup>2</sup>

With healthcare costs rising, employers should make it a priority to invest in a preventive tools like Calm Business to reduce stress and anxiousness and minimize mental health costs downstream.

In the next section, we'll dive deep into five mental health trends and provide key benefits recommendations to support a more preventive strategy for mental health.

## Preventive mental health care matters

63%

Indicated preventive mental health care is as important as preventive physical health care

75%

Indicated their mental health is closely related to their physical health

\$1 → \$4  
Invested Saved

For every \$1 invested yearly in prevention and intervention programs to support mental health, employers can save \$2 to \$4 on other expenses.<sup>2</sup>

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

# 5

## Future-of-Work Mental Health Trends in 2023

### TREND

1

Family mental health is now a top workplace priority

### TREND

2

Younger generations want more mental health support, and every generation needs sleep

### TREND

3

Mental health is not equal: neurodivergent, LGBTQ+, Hispanic, and low-income employees feel unsupported

### TREND

4

In the new world of work, hybrid employees are taking the most care of their mental health

### TREND

5

While some industries are doing better than others, all industries have more work to do

TREND  
1

## Family mental health is now a top workplace priority

The pandemic highlighted that employers need to do more to support the whole family, not just the individual employee. Mental health is a family priority—if one member suffers, the whole family is affected. And when families suffer, the workplace is affected. In our survey, we found that 1 in 2 female parents say they think about their children’s mental health while working. Employers must be thoughtful about how they support the mental health of the entire family and help employees navigate challenges in their personal life.



1 in 2 female parents

say they think about their children’s mental health while working

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

# Increasing focus on family mental wellness

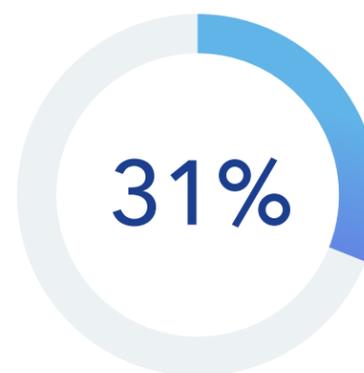
During the pandemic, rates of youth experiencing depression or anxiety symptoms nearly doubled.<sup>3</sup> This trend is reflected in the growing demand for family mental wellness support that we're seeing on Calm.

Users are listening to kids' content more in the past year, suggesting an increased focus on family wellness

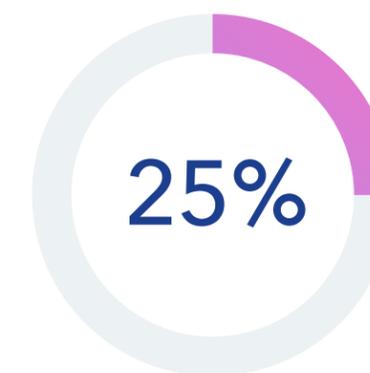


Source: Calm user data 2021-2022

## A third of parents said their kids are feeling anxiousness and stress 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.

## Black, LGBTQ+ and Hispanic youth have higher mental health needs\*

15-21%

Higher

Anxiousness, stress, and depression in Black youth

32%

Higher

Depression or hopelessness in LGBTQ+ youth

41%

Higher

Sleep challenges in Hispanic youth

\*Higher mental health needs than general population youth, according to parents

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

# Family mental health care responsibilities tend to fall more on women

Moreover, the burden of care tends to fall more on women. When we took a look at our user data on Calm, we saw that a third of women are using kids' content versus less than a quarter of men, indicating that women are taking more ownership of family mental health needs. In our survey, women also said they take less care of their own mental health after becoming a caregiver, while men take better care of themselves.



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

# Parenting doesn't stop during the workday for women and LGBTQ+ parents

1 in 4

parents have missed work to take care of their kids' mental health needs

1 in 3

LGBTQ+ parents\* have missed work to take care of their kids' mental health needs

1 in 3

female parents with kids under 5 have missed work to take care of kids' mental health needs

1 in 3

LGBTQ+ parents\* say they are interrupted at work to discuss their children's mental health needs

\*Parents who identify as LGBTQ+ Source: US General Population Survey conducted by Calm, October 2022

## It's a two-way street: Kids are initiating mental health discussions in their households

According to our survey, while **62%** of parents say they sometimes initiate the conversation about mental health with their kids: **47%** say it's their kids who initiate these conversations—with more younger kids taking the lead.

 **47% of parents**

Say it's their kids who initiate the conversation about mental health

 **Children 5 to 8 yrs old**

Are initiating the most mental health conversations

 **55% female vs 44% male**

Parents with kids age 5-8 say their kids initiate mental health conversations with them

# Insights for HR/benefits leaders

Parents, especially female and LGBTQ+ parents, will need more mental health support from their employer for themselves and their children.

## Female and LGBTQ+ parents' mental health benefits wish list for preventive care

When we asked parents what mental health benefits they wished their company provided as preventive support for both themselves and their families, here's what topped the list (especially for female and LGBTQ+ parents). These preventive recommendations can be less costly and easier to implement in the workplace, and they help to provide support for a healthy mind beyond therapy.

Source: US General Population Survey conducted by Calm, October 2022  
 Note: These percentages for female and LGBTQ+ parents were higher than male parents across the board.

### Female and LGBTQ+ parents' benefits wish list



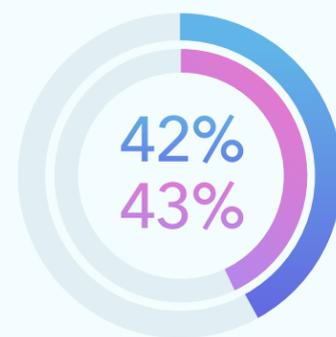
Wellness stipend



Dependent support



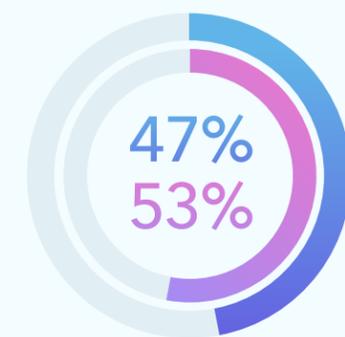
Mental health days off



Mental health solutions to address kids' stress, anxiousness, and sleep



Allotted time for mental health breaks



Regular meditation/stretch breaks during workday

● Female ● LGBTQ+



## Male parents have needs too

While men with children generally asked for less support for their kids' mental health than women do, there are a few exceptions (in addition to requests for paid paternity leave).

- **Tapping into parent support groups**

More men than women asked for help from parent support groups at their organization when it comes to family mental health advice.

- **Changing mindset of the next generation of fathers**

Men with younger children, under age 5, closely mirrored women's benefit needs, possibly suggesting that the next generation of fathers is taking on more responsibility when it comes to supporting their children's mental health.

## Parents want more managers to be empathetic in regard to their caregiving roles

More female parents feel less supported by their workplace culture than male parents when it comes to mental health. But both indicated more needs to be done to improve manager empathy in relation to caregiving demands.

# 49%

### Supportive culture

Forty-nine percent of male parents vs 34% of female parents said their workplace culture is supportive of their mental health.

# 32%

### Empathetic managers

About a third of all parents want their employer to train managers to be more empathetic and supportive of caregiver needs.

# 40%

### Mindful managers

Forty percent of parents or guardians also want mindful manager training, or training of managers to be more self-aware, better able to regulate their emotions, and able to create a less stressful work environment.

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

TREND  
2

## Younger generations want more mental health support, and every generation needs sleep

Gen Zers and millennials will increasingly influence your workforce needs. These younger generations are more vocal than older generations about asking for mental health support from their employer. But while younger generations might push employers to adopt digital mental health tools, Gen Xers and baby boomers are increasingly catching up as well.



### All generations believe in mental health care

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

### Yes, please, to employer support

69% Gen Zers/millennials say that employers should help take care of their stress and anxiousness

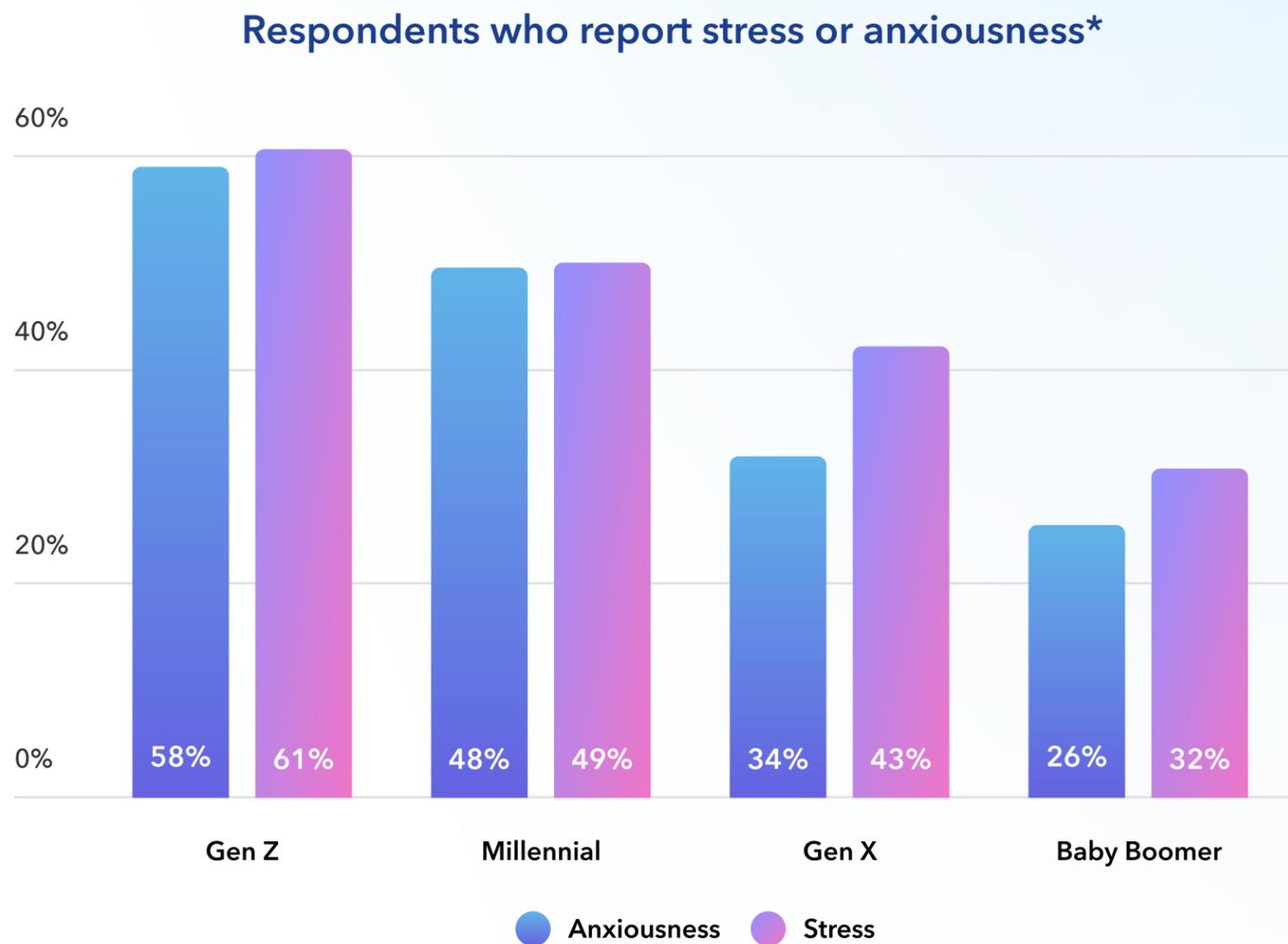


### Let's talk about my mental health

72% of Gen Zers want to talk about mental health openly at work

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

# Gen Zers and millennials report the most stress and anxiousness across all generations



\*Emotions experienced "frequently" or "all the time" Source: US General Population Survey conducted by Calm, October 2022

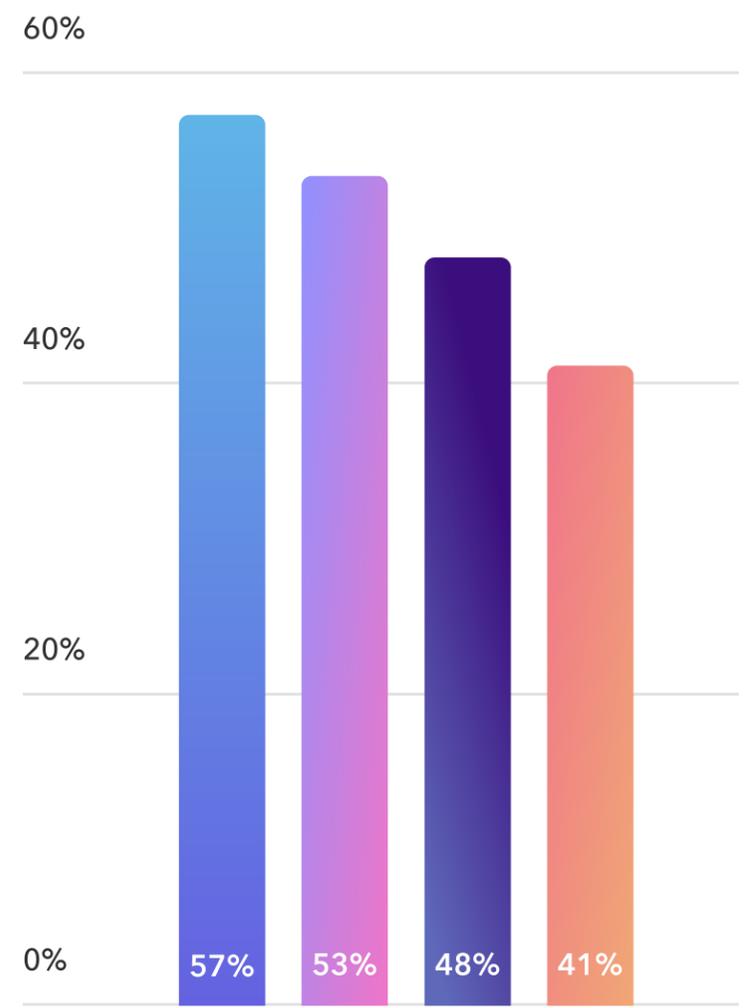


# Millennials and Gen Zers want more help reducing anxiousness

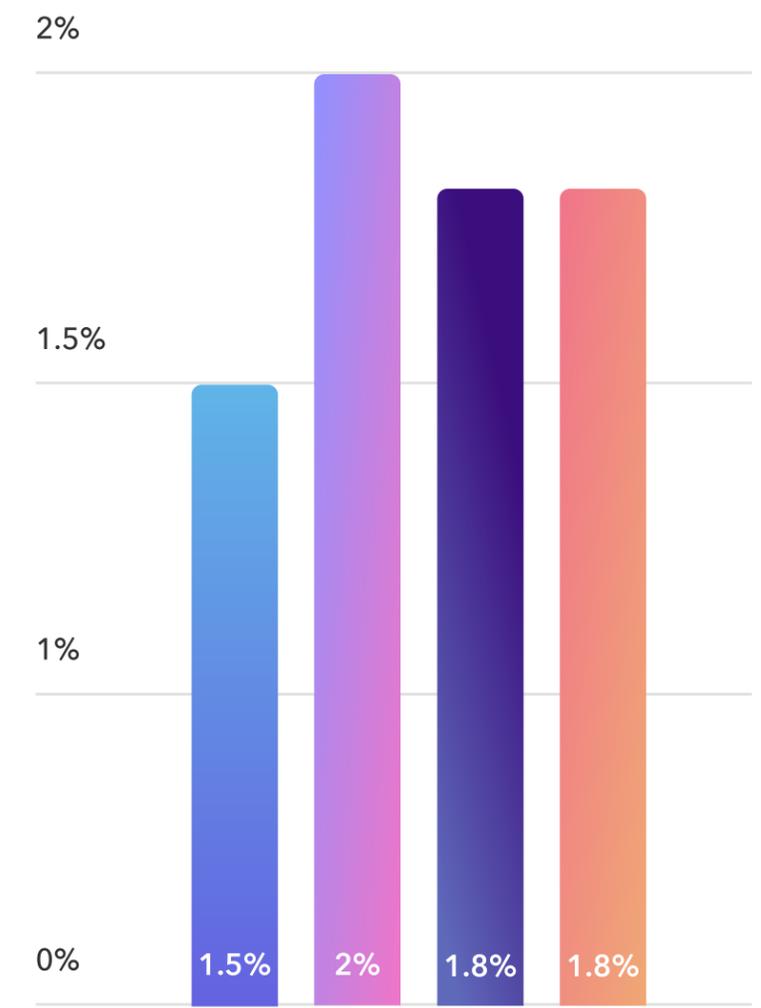
More millennials and Gen Zers are turning to digital mental health tools to address anxiousness, but how generations are approaching their mental health is nuanced. Millennials are the most likely to use meditation to address stress and anxiousness, followed by Gen Xers and boomers, while Gen Zers are the least likely. But sleep is universal: all generations, across the board, rely on digital health tools like Calm to support their sleep issues.

Note: Calm user data, age ranges: Gen Z: less than 26, millennials: 26-40, Gen X: 41-56, and baby boomer: 57-75  
Source: Calm user data 2022

### Percent of respondents coming to Calm for help reducing anxiousness



### Percent of respondents coming to Calm to learn to meditate



● Gen Z ● Millennial ● Gen X ● Boomer

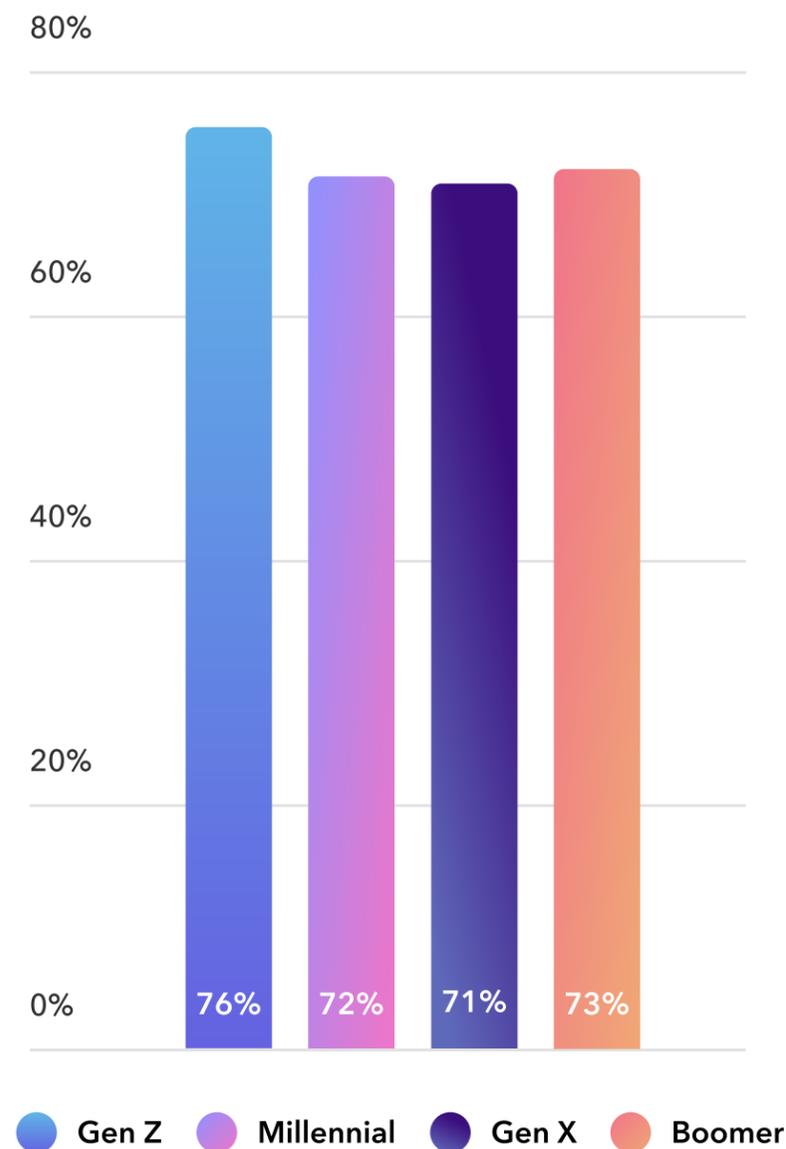
# Addressing sleep can be a safe entry point for mental health support

Addressing sleep can help break the mental health stigma and provide a safe entry point to broader mental health support. In our Calm user data, sleep is a universal need, as all generations reach for Calm to help lull them to sleep (with Gen Zers slightly more likely to listen to a Calm sleep story).

HR/benefits leaders can consider implementing sleep support as the first step to a more preventive approach to mental health in the workplace.



Percent of respondents coming to Calm for help with sleep



Source: Calm user data

# Sleep content is popular on Calm

When we took a look at the top 10 meditations, we found that falling asleep is a top use case for Calm users. And of course our popular sleep stories—narrated by celebrity actors, including Matthew McConaughey and Ramon Tikaram—are some of the most-listened-to content on Calm.

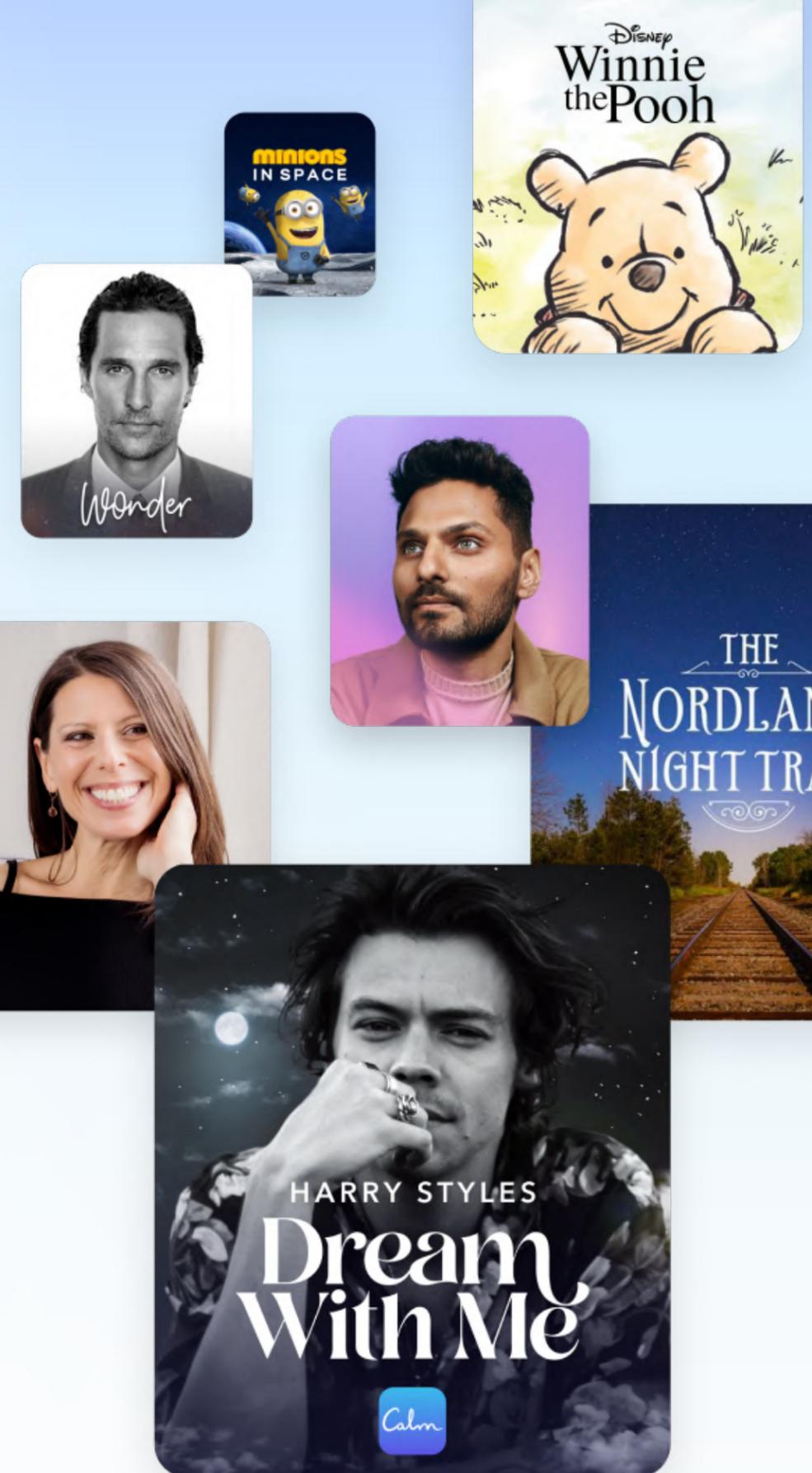
## Top 10 Meditations\*

- 1 [Daily Calm](#)
- 2 [Daily Trip](#)
- 3 [Daily Jay](#)
- 4 [Deep Sleep](#)
- 5 [How to Meditate](#)
- 6 [Deep Sleep Release](#)
- 7 [Softly Back to Sleep](#)
- 8 [Drifting Off with Gratitude](#)
- 9 [Gently Back to Sleep](#)
- 10 [Timed Meditation](#)

## Top 10 Sleep Stories\*

- 1 [Dream with Me, by Harry Styles](#)
- 2 [Wonder, by Matthew McConaughey](#)
- 3 [The Nordland Night Train, by Erik Braa](#)
- 4 [Crossing Ireland by Train, by Cillian Murphy](#)
- 5 [Beauty and the Beast, by Paris ASMR](#)
- 6 [Winnie the Pooh, by Tamara Levitt](#)
- 7 [The Curious Case of Overnight Oats, by Keith Morrison](#)
- 8 [A Rainy Day in Paris, by Ramon Tikaram](#)
- 9 [Minions in Space, by Agnes and the Minions](#)
- 10 [The Bookshop, by Nimmy Marsh](#)

\*Note: Top 10 meditations and sleep stories are ranked based on the number of sessions completed in 2022 by Calm subscribers.



# Insights for HR/benefits leaders

## Break the stigma with a good night's sleep

While different generations respond to stress and anxiousness differently, sleep is a universal need. HR/benefits leaders can tap into this fact by supporting sleep as the first step to helping break the mental health stigma associated with using mental health benefits.

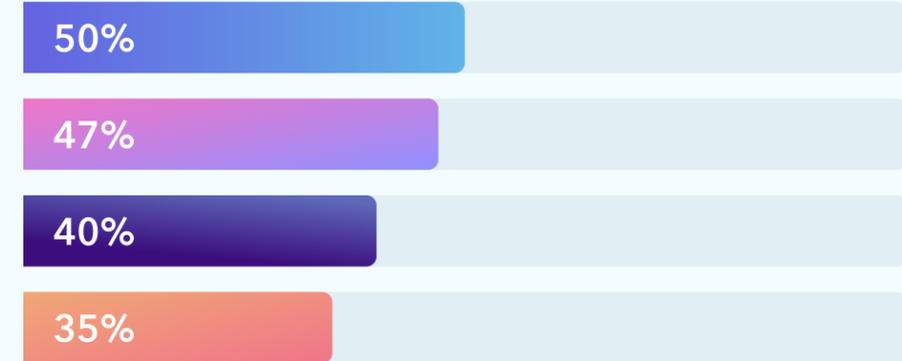
## Listen to younger generations to find out what's next

Your Gen Z and millennial populations are the most stressed and anxious, requiring an increased focus on mental health support for these segments of your workforce. As your workforce ages, you will increasingly recruit and retain younger generations as part of your workforce. Listen to their needs and inputs to stay ahead of what's next when it comes to benefits to support the future of work. Here are a few trends to keep in mind.

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

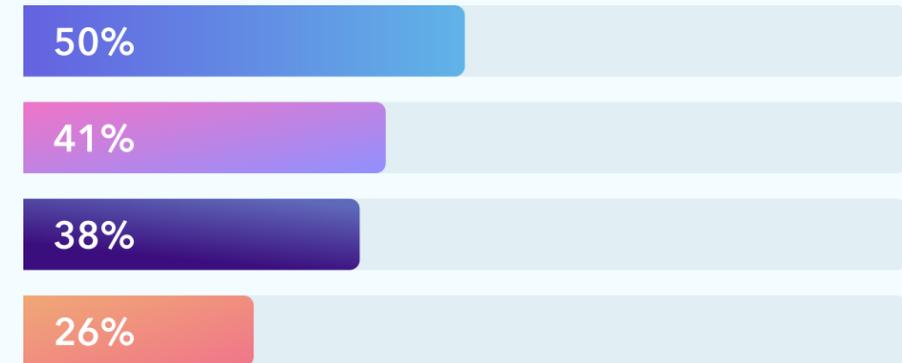
### The power of digital

Gen Zers and millennials wish their company offered digital mental health solutions to address stress, anxiousness, and sleep.



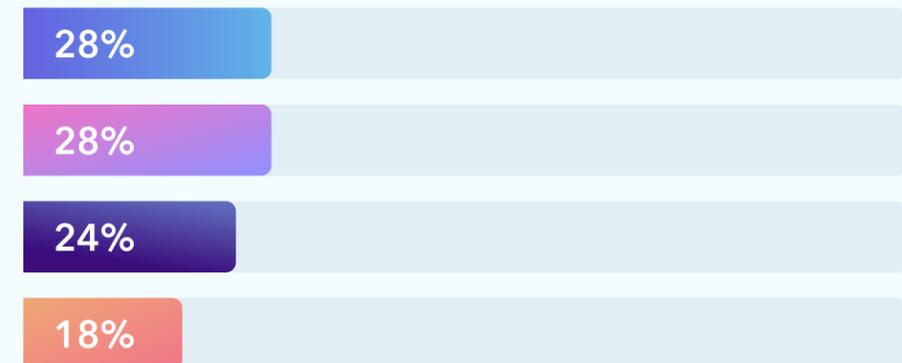
### My culture matters

More Gen Zers than boomers wanted their employer to offer mental health resources that aligned with their culture/identity.



### If you build it, they will come

More Gen Zers and millennials than boomers said their company offers mental health days off.



● Gen Z ● Millennial ● Gen X ● Boomer

TREND

3

## Mental health is not equal: neurodivergent, LGBTQ+, Hispanic, and low-income employees feel unsupported

In the future of work, ensuring that your diverse workforce feels supported is critical to enhancing employee innovation and productivity. Incorporating mental health as part of your diversity, equity, inclusion, and belonging (DEIB) initiatives should be a key part of your workforce well-being strategy, as recommended by the US Surgeon General's Framework for Workplace Mental Health & Well-Being.<sup>4</sup>



Mental health and DEIB are closely related because your diverse populations might have experienced varying degrees of discrimination in their personal and professional lives, from exclusion and microaggressions at work to bullying or even violence. These traumatic events can lead directly to mental health conditions, including stress, anxiousness, depression, and suicidal thoughts.

As you continue to develop your organization's DEIB programs in the context of mental health support, here are key populations that still feel unsupported.

# Neurodivergent employees have unique mental health needs

Neurodivergent employees are an often-overlooked population of your workforce when it comes to DEIB, and supporting neurodivergent employees is increasingly being a top priority for organizations.

Neurodivergent employees might have attention deficit hyperactivity disorder (ADHD), autism spectrum disorder, or dyslexia but possess valuable skills, such as mathematics, pattern recognition, and memory. According to the *Harvard Business Review*, a growing number of leading companies have enhanced their HR processes to support their neurodivergent talent—and they’re seeing an increase in productivity, innovation, process improvements, and employee engagement.<sup>5</sup>

In our survey, we found that neurodivergent employees have greater mental health needs than the general population, which indicates that more attention is required to support your neurodivergent employees.

## Neurodivergent employees vs. general population

Feeling nervous, anxious, and stressed\*



Feeling down, depressed, or hopeless\*



Having a difficult time falling asleep\*



● Neurodivergent ● General Population

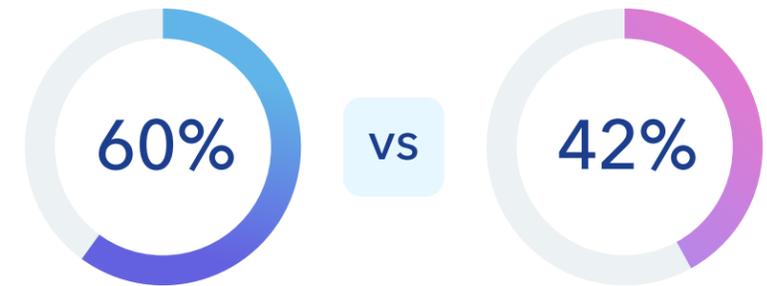
\*Health challenges experienced “more than half the days” or “nearly every day” per month  
Source: US General Population Survey conducted by Calm, October 2022

# LGBTQ+ employees have greater mental health needs

Studies, including a Kaiser Family Foundation study,<sup>6</sup> have highlighted the elevated rates of depression, anxiety, and suicidal thoughts in the LGBTQ+ community. The history of discrimination and stigma in the LGBTQ+ community, including lack of acceptance by family members, can contribute to higher rates of mental illness. In our survey, we found significantly higher rates of stress, anxiousness, depression, and sleep issues in LGBTQ+ respondents versus the general population, indicating that employers will need to do more, in terms of mental health benefits and workplace culture, to support the mental health of the LGBTQ+ community.

## LGBTQ+ employees vs. general population

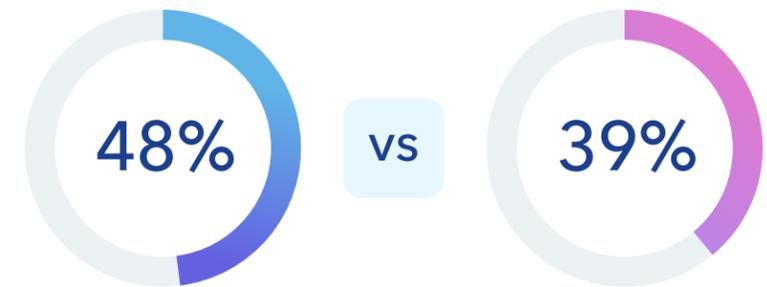
Feeling nervous, anxious, and stressed\*



Feeling down, depressed, or hopeless\*



Having a difficult time falling asleep\*



● LGBTQ+ ● General Population

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

# Hispanic respondents reported the most mental health needs

Across race and ethnicity, we found that Hispanic respondents experience the most mental health challenges “more than half the days” or “nearly every day” per month.

Feeling nervous, anxious, and stressed\*



49% 41% 43% 35%

Feeling down, depressed, or hopeless\*



43% 42% 31% 28%

Having a difficult time falling asleep\*



47% 37% 40% 31%

● Hispanic ● Black ● White ● Asian Americans and Pacific Islanders (AAPI)

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

# Insights for HR/benefits leaders

Neurodivergent, LGBTQ+, and Hispanic employees want more preventive support when it comes to their mental health.

49%

## Mental health support that aligns with my identity

Almost half of Hispanic and LGBTQ+ employees said they wish their employer offered access to mental health support that aligns with their culture and identity.

36%

## Caring managers are a mixed bag

Thirty-six percent of Hispanic employees vs 43% of whites felt supported by their manager when it comes to their mental health. This could indicate better manager training regarding DEIB and mental health is needed.

50%

## Access to mental health tools

Fifty percent of LGBTQ+ and neurodivergent respondents wish their employer offered mental health solutions to address stress, anxiousness, and sleep issues.

53%

## A place to decompress

Fifty-three percent of LGBTQ+, 49% of neurodivergent, and 51% of Hispanic respondents wish their employer offered access to self-care break rooms at their workplace.

57%

## Give me a break

Sometimes the day can be intense. Fifty-seven percent of LGBTQ+ and 54% of neurodivergent respondents want time set aside for mental health during the workday.

58%

## Mental health days off

Fifty-eight percent of neurodivergent and 56% of LGBTQ+ respondents wish their employer offered mental health days off.

Note: Neurodivergent and LGBTQ+ percentages were all significantly higher than the general population averages  
Source: US General Population Survey conducted by Calm, October 2022

# Your lower-income populations have greater mental health needs

In our survey, we found that lower-income populations have more mental health challenges than higher-income populations. Many of your low-income employees are likely struggling with more mental health needs, which is exacerbated by less access to care.

## Thinking about quitting

**43%** vs **15%**

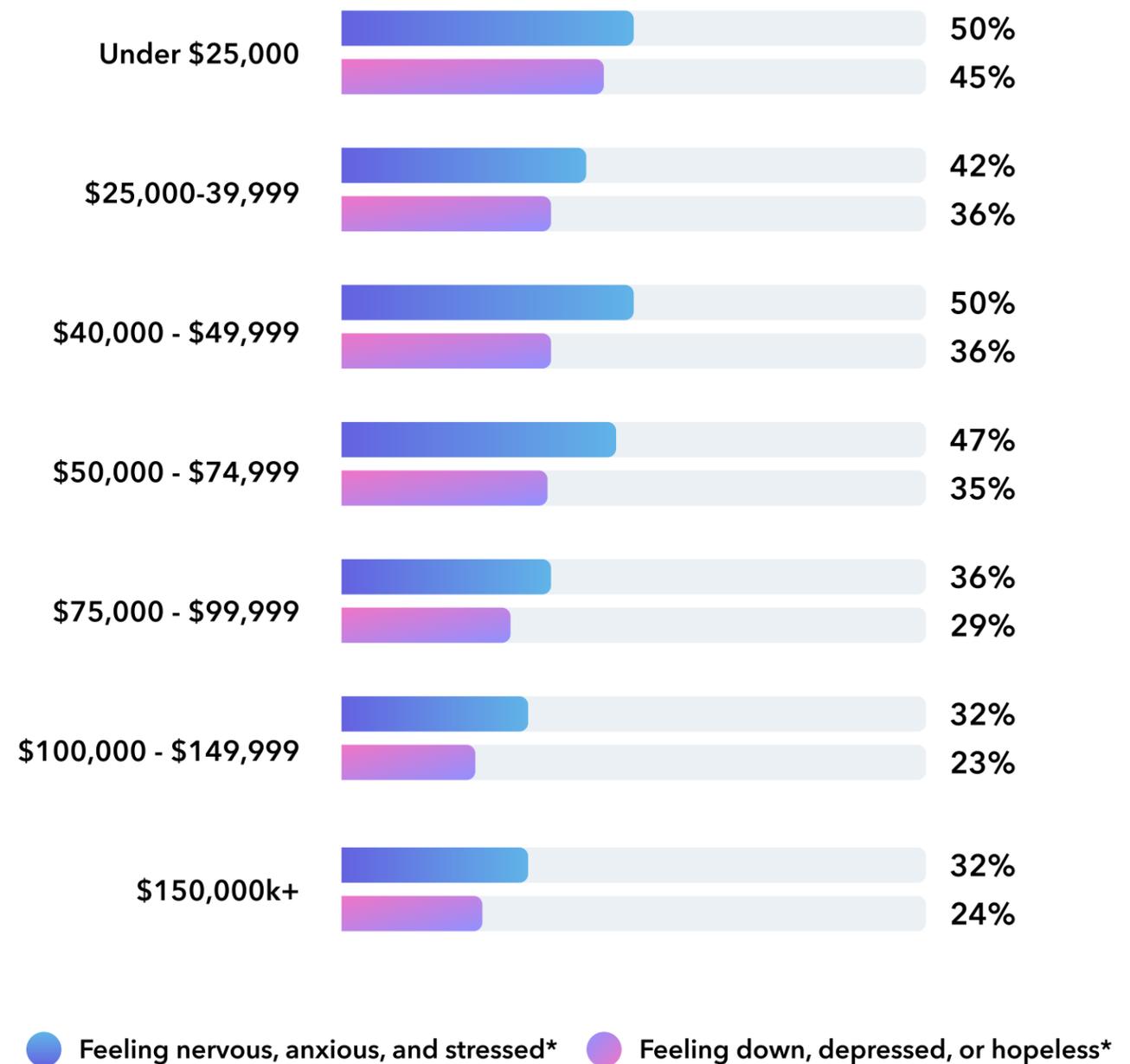
Employees who work on their feet

Employees who work at a desk

Sixty-six percent of "on the feet" employees say employers should help take care of their stress and anxiousness. And only 37% of "on the feet" employees have supportive managers vs 47% of those at their desk. Given the current labor shortages and a higher risk for quitting, HR/benefits leaders with a large "on the feet" workforce could consider enhancing their mental health benefits.

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

## Stress, anxiousness and depression by income



# Insights for HR/benefits leaders

HR/benefits leaders will need to address the following key health equity gaps when it comes to providing a preventive approach to mental health.

## Lower-income employees have less mental health support than higher-income colleagues

↳ 2x less  
mental health conversations

25% vs 42%  
\$25k-\$50k \$150k+

Indicated their employer has company-wide conversations about mental health

↳ 2x less  
support from managers

35% vs 60%  
\$25k-\$50k \$150k+

Indicated their manager is supportive of their mental health

↳ 2x less  
access to mental health tools

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

Indicated their employer provides access to mental health tools/solutions to address stress, anxiousness, and sleep

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

TREND

4

## In the new world of work, hybrid employees are taking the most care of their mental health

With the rise of the new remote/hybrid workplace, new mental health challenges have surfaced. While stress and burnout have been key issues pre- and post-pandemic, other mental health concerns have emerged, including less daily movement, more social isolation and loneliness, and blurred boundaries between work and life.



# Loneliness and lack of movement are challenges in the new world of work

Loneliness and lack of movement are new mental health challenges post-pandemic. With Gen Zers joining the new remote workplace, they are missing out on opportunities to bond with colleagues and feeling 2x more lonely than baby boomers.<sup>7</sup> Lack of movement was a challenge for twice as many people post-pandemic. This is concerning because movement is critical to improving mood and anxiousness.

## Movement can lift your mood

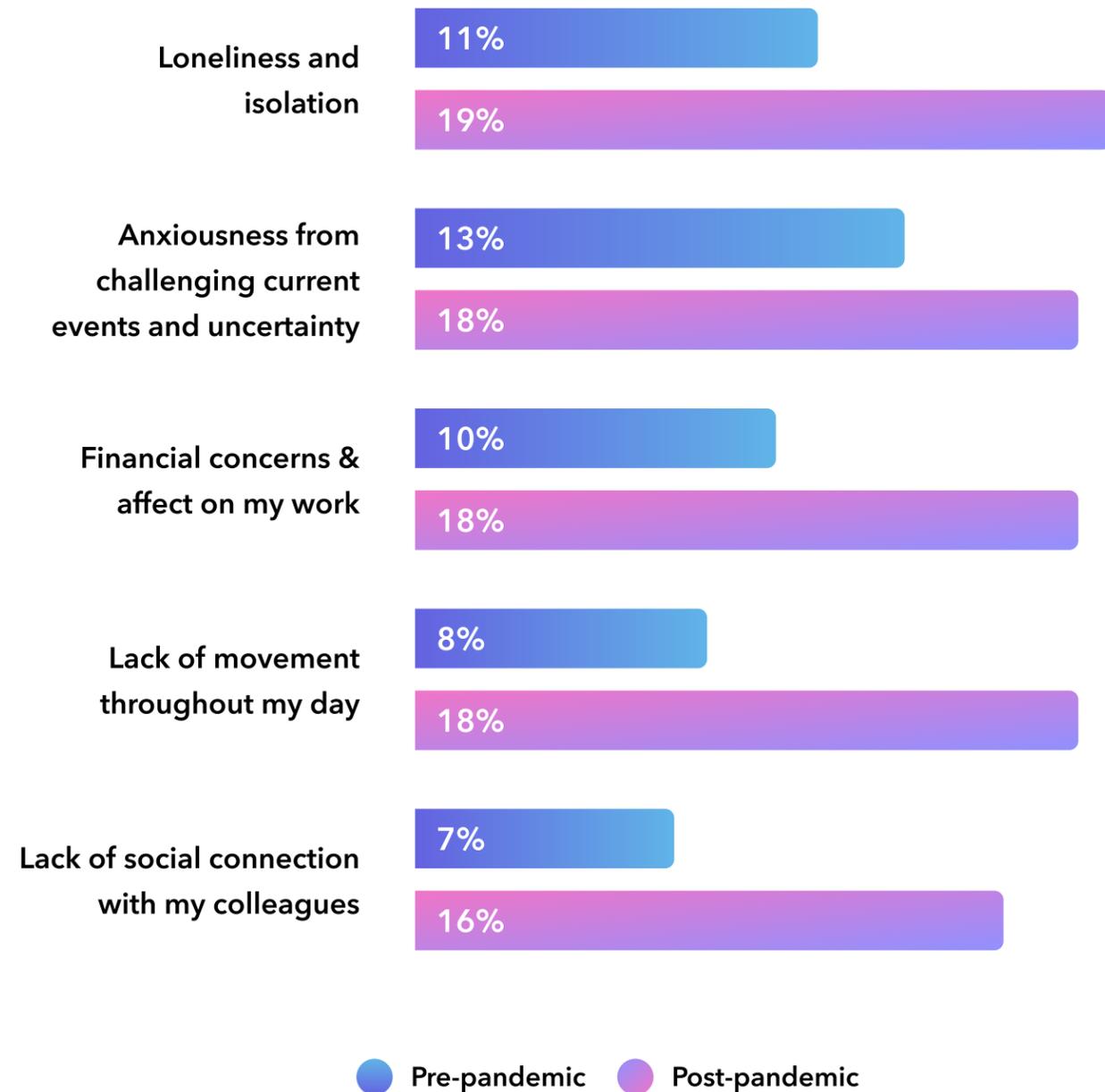
Based on our Calm user data, we found people who completed a movement session were:

**67%** more likely to report feeling grateful than those who didn't

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

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

### Growing challenges post-pandemic

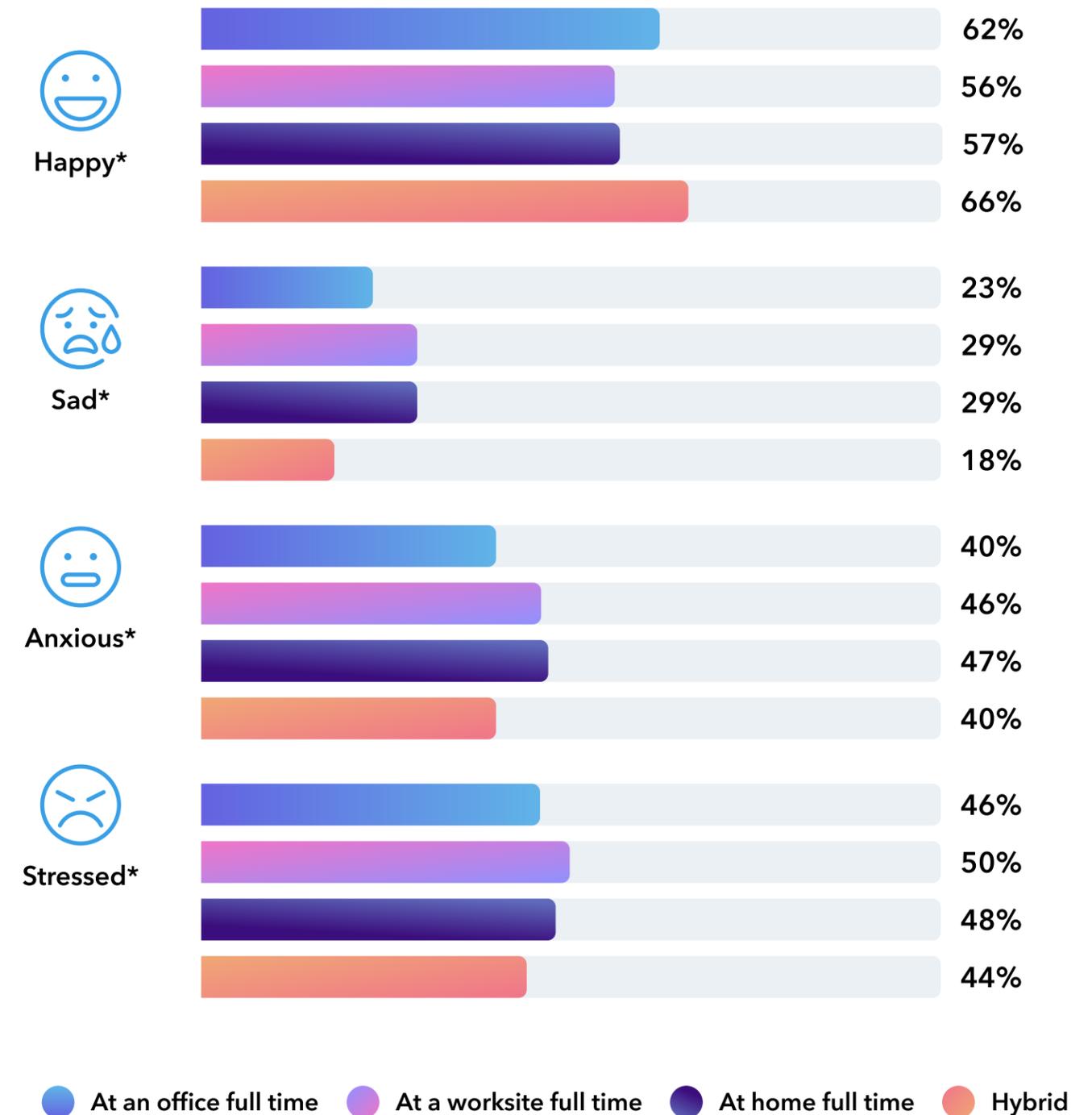


# Hybrid workers are the most happy and least stressed

Employees who work in a hybrid workplace and balance working from home with a few days in the office every week were consistently the most likely to have the space to take care of their mental health as well as to feel the most happy and the least sad. In contrast, employees who were at home full-time felt most stressed and anxious, which could be caused by a lack of social support or lack of work-life boundaries.

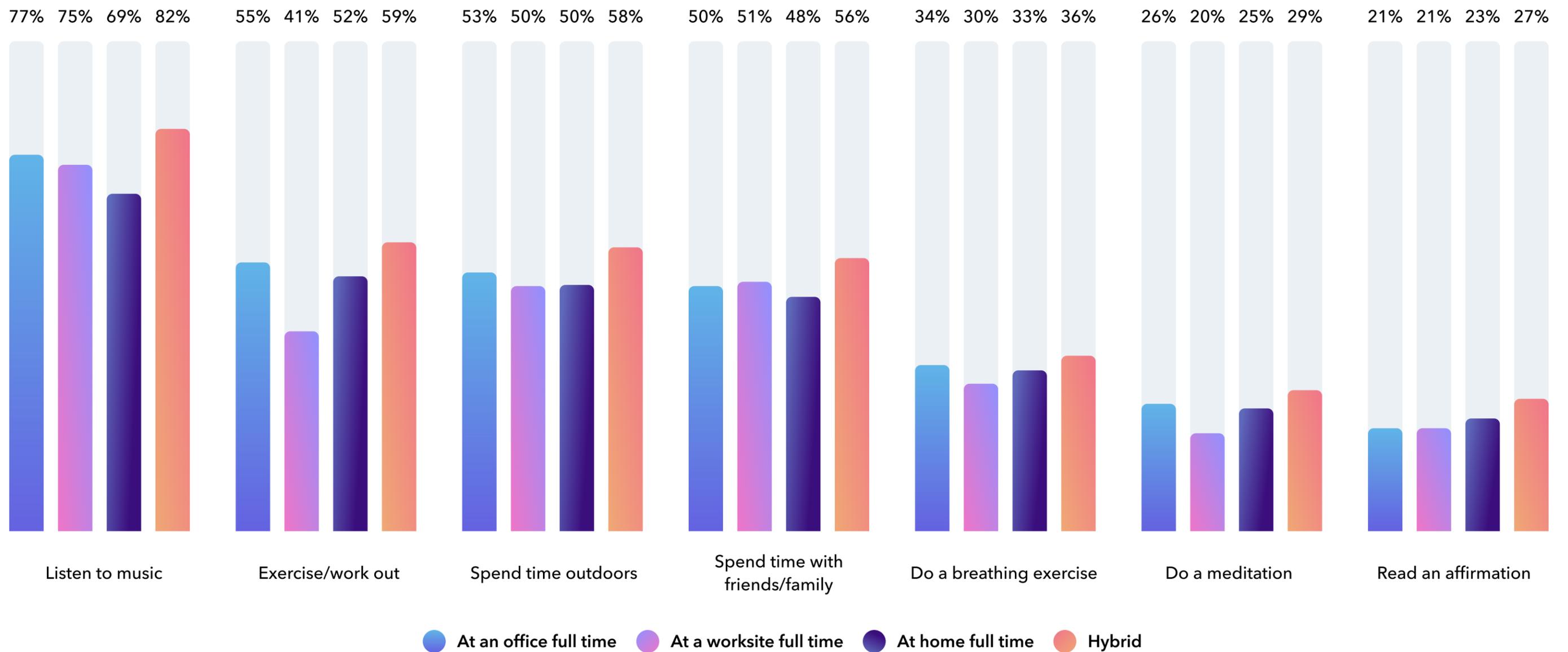


## Emotional welfare by workplace



\*Emotions experienced "frequently" or "all the time" per month  
 Source: US General Population Survey conducted by Calm, October 2022

# Hybrid workers are doing the most to support a healthy mind



Note: Activities per week Source: US General Population Survey conducted by Calm, October 2022

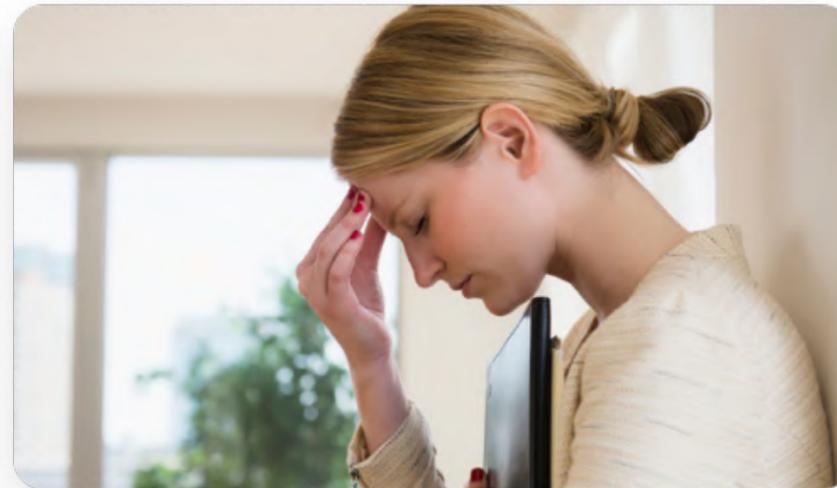
# Insights for HR/benefits leaders

As HR/benefits leaders support their workforce in the new world of work, here are a few ways to address the new mental health challenges that have emerged post-pandemic.



## Hybrid workplaces are the way forward

While getting people into the office can be challenging with a more dispersed workforce, finding ways to balance in-person and virtual work are key to your employees' mental health.



## Take loneliness seriously

Loneliness can lead to mental health conditions such as depression, and employers should pay attention to this growing challenge in the new world of work. In addition to a hybrid style of work, setting up mentorships, social activities, company off-sites, hobby interest groups, or volunteer activities can help employees bond outside of work.



## Integrate movement into the workday

With lack of movement topping the list as a key workplace challenge in the new remote/hybrid workplace, HR/benefits leaders should consider integrating movement into the workday. This could include beginning meetings with stretch breaks or encouraging walking meetings.

TREND  
5

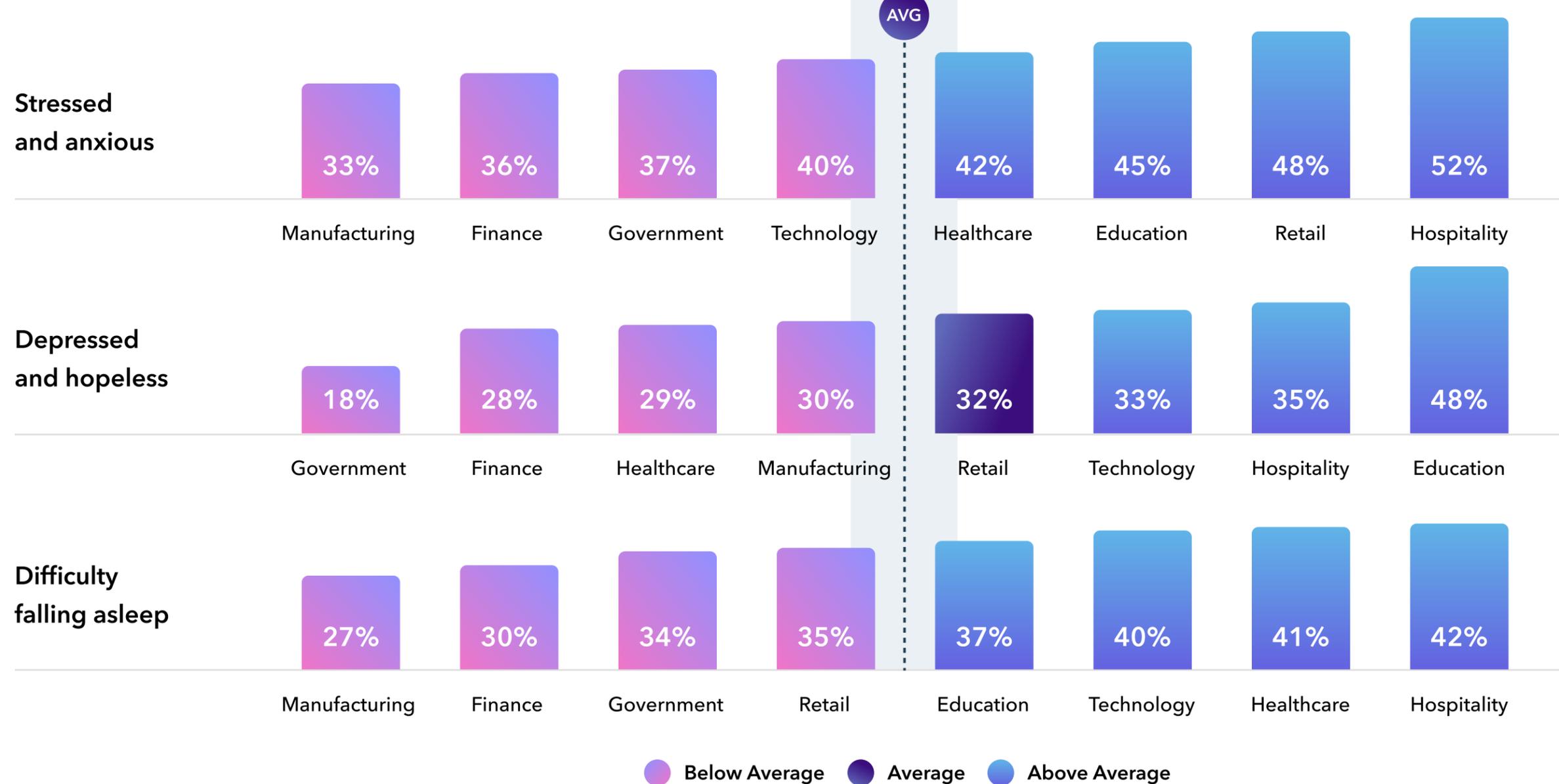


# While some industries are doing better than others, all industries still have more work to do

Finally, in our last trend, we found some industries are doing better than others when it comes to supporting mental health. But across all industries, more work needs to be done to offer a more preventive approach to mental health. Based on our survey data, we break down the most stressed-out employees, the most supportive mental health benefits, and the biggest benefit gaps by industry in the United States.

# Which industries have the most mental health challenges?

Percent of respondents with these challenges:\*



\*Health challenges experienced :more than half the days" or" nearly every day" per month.

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

# Mental health benefits: How does my industry stack up?

In our US population survey, we asked people to tell us what mental health preventive benefits their employer offers and what they wish their employer would offer. Based on their responses, we benchmarked industries by their level of mental health preventive support and categorized them as below average, average, or above average. Here's how they stacked up.

Percent of respondents indicating mental health preventive benefits are offered by employer\*



\*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.

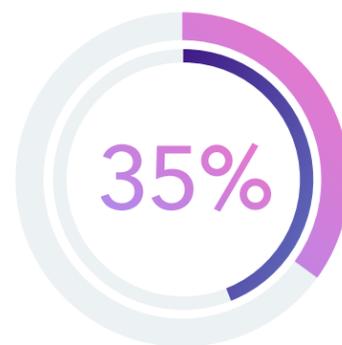
# Hospitality\*\*

High mental health needs, but employees feel they're on their own

90%

### Hospitality employees are on their own

Ninety percent of hospitality employees said they take the lead on their mental health—indicating they're on their own.



### Least-supportive managers

Only 35% of respondents said they feel supported by their managers when it comes to mental health, way **below the overall industry average of 44%**.



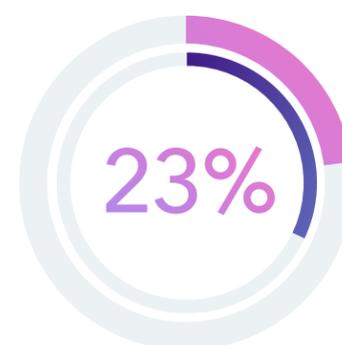
### 2x less mental health conversations at work

And hospitality has the lowest share of respondents (only 15%) who reported there being mental health conversations in the workplace—**2x lower than the overall industry average**.



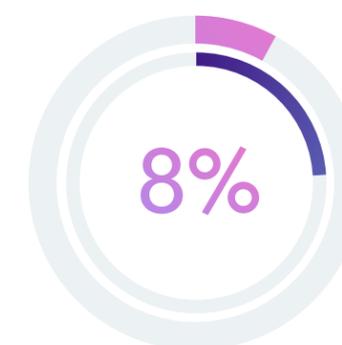
### No access to self-care break rooms

Hospitality workers also reported the least (19%) access to self-care break rooms, way below the average across industries of 27%. That's why **52% wish their company offered them**.



### Lack of mental health tools

Only 23% have access to a mental health solution to address stress, anxiousness, and sleep—well below the overall industry average of 32%. So it's not surprising that **46% wish their company offered one**.



### No rest for the weary

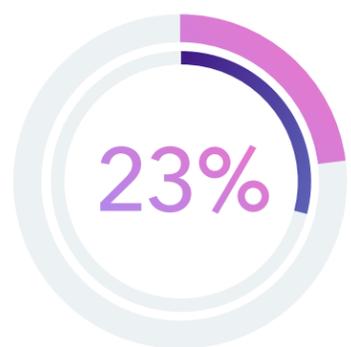
Only 8% said they have mental health days off—almost **3x lower than the overall industry average**. So it's also not surprising that a high **65% are looking for this benefit**.

● Below Average ● Average ● Above Average

\*\*Tourism and entertainment (e.g., restaurants, hotels, theme parks)  
Source: US General Population Survey conducted by Calm, October 2022

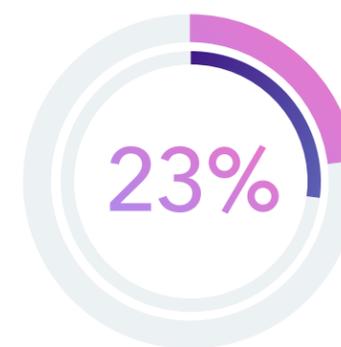
# Manufacturing

## Less mental health support all around, just shy of the average



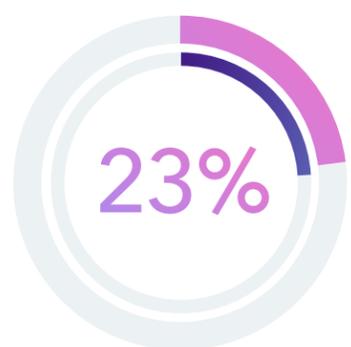
### Fewer mental health conversations than average

Only 23% of manufacturing employees said their workplace has company-wide conversations about mental health—a little lower than the overall industry average of 29%. And **42% wish their company did.**



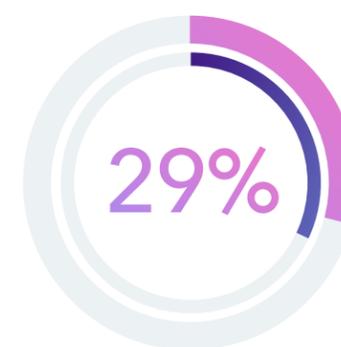
### Despite on-site work, few break rooms in sight

Only 23% of manufacturing employees said they have access to a self-care break room, a little lower than the overall industry average of 27%. So it's not surprising that **44% said they wish they did.**



### Average mental health days off

Only 23% have mental health days off, close to the overall industry average. And **45% wish they could take them.**



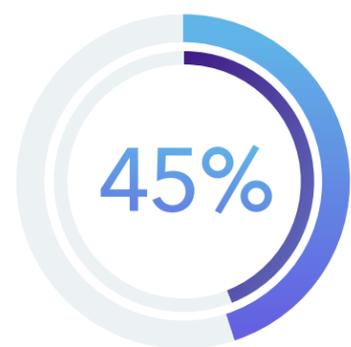
### Average mental health tools offered

Twenty-nine percent have access to a mental health solution for stress, anxiousness, and sleep—just shy of the overall industry average—while **38% wish their employer offered this benefit.**



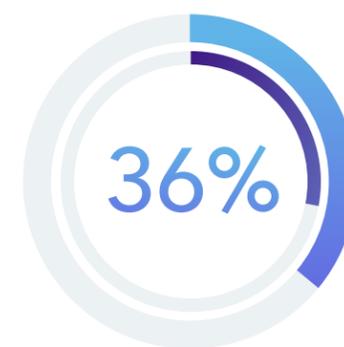
# Education

## High mental health needs, but the least access to mental health tools



### Managers are supportive

Forty-five percent said their manager supports their mental health—right around the overall industry average.



### And managers are mindful

And 36% said their employer offers training on how to be a mindful manager, above the overall industry average of 28%.



### Despite high level of stress, least access to mental health solutions

Only 22% reported access to such tools—way below the overall industry average of 32%.



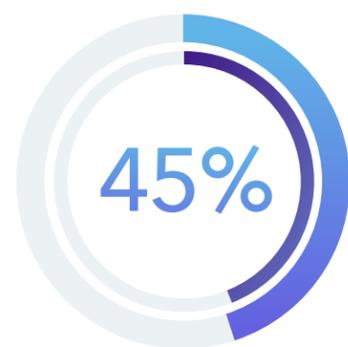
### Employer help wanted

Education employees reported the highest demand for their employer to offer mental health support (52%), across all industries.

● Below Average ● Average ● Above Average

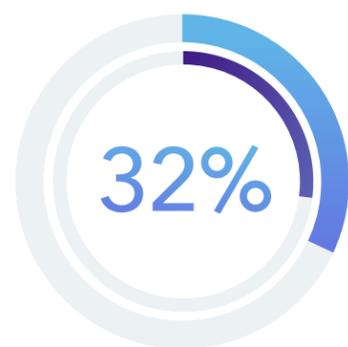
# Healthcare

## Average mental health support—with a few gaps—for highly stressed workers



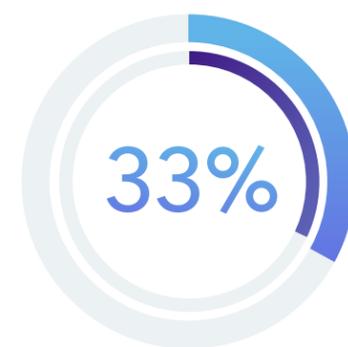
### Supportive managers

Forty-five percent of healthcare employees said their manager is supportive of their mental health, close to the overall industry average.



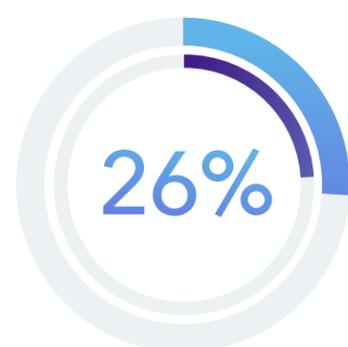
### Self-care rooms are more common

Thirty-two percent have access to self-care break rooms, which is better than in most industries (the overall industry average is 27%).



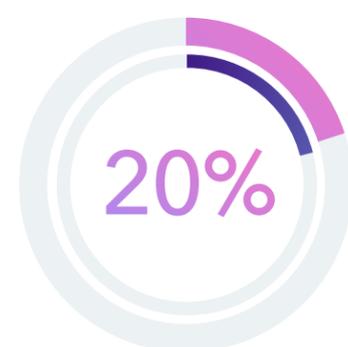
### Average mental health tools offered

And a third have access to a mental health solution to address stress, anxiousness, and sleep—close to the overall industry average—but **41% wish their employer offered such support.**



### I need mental health days off

Twenty-six percent of employees said their employer offers mental health days off (just above the overall industry average of 24%), and **53% said they wish their company offered them.**



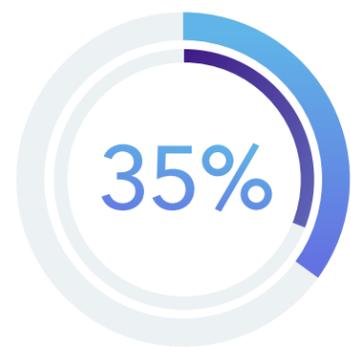
### More wellness stipends, please

Twenty percent said their employer offers wellness stipends right at the overall industry average, but **51% wish their employer did.**

● Below Average ● Average ● Above Average

# Retail

## Average mental health support, but retail needs more supportive managers



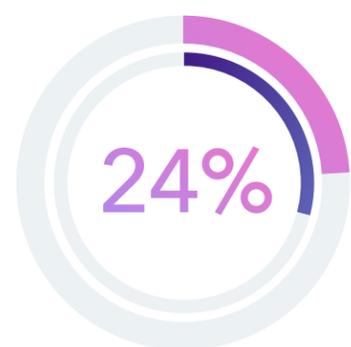
### Above-average mental health tools offered

Thirty-five percent have access to a mental health solution for stress, anxiousness, and sleep, which is higher than the overall industry average of 31%. Still, **44% do not have access and wish their employer offered one.**



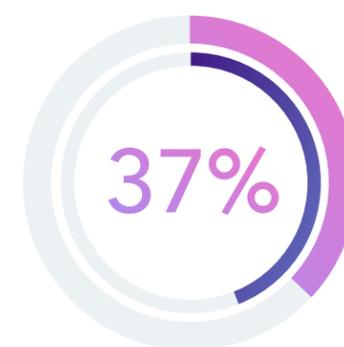
### Yes to more self-care break rooms

Twenty-seven percent said they have a self-care break room on-site—right at the overall industry average, but **49% wish they did.**



### Yes to more mental health conversations at work

Only 24% have company-wide conversations about mental health, just a little lower than the overall industry average. And **52% wish they did.**



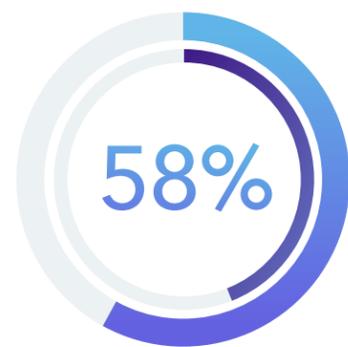
### Supportive managers? Yes and no

Thirty-seven percent felt their managers were supportive of their mental health (only slightly lower than the overall industry average of 44%), versus **43% who said they wish their managers were supportive.**

● Below Average ● Average ● Above Average

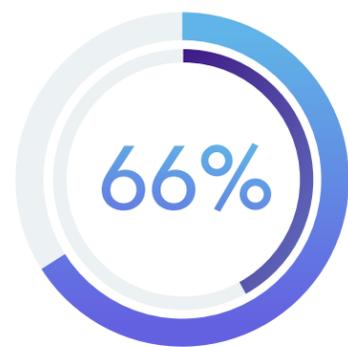
# Government\*\*

## Supportive workplace culture for mental health, but employees want more



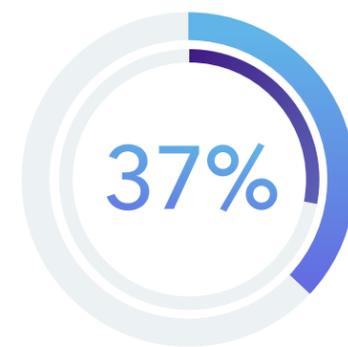
### Most-supportive managers

Across all industries, government workers have the most managerial support for mental health (58%)—way above the overall industry average of 44%.



### Most-supportive workplace culture

Sixty-six percent felt their workplace culture is supportive of their mental health, way above the overall industry average of 42%.



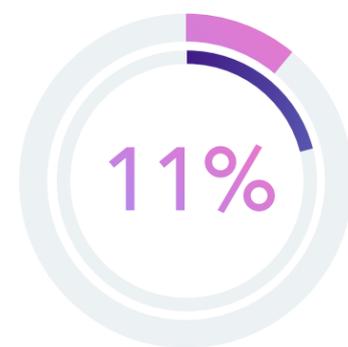
### Most resilience workshops on offer

Government had the highest share of respondents (37%) who said their employer offers resilience workshops, well above the overall industry average of 28%.



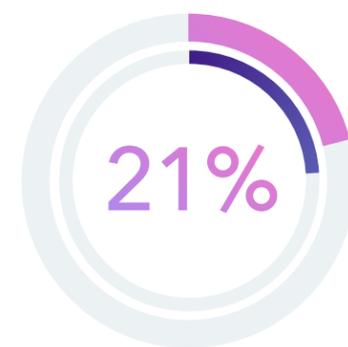
### Still, more want mental health tools

While 34% have access to a mental health solution for stress, anxiousness, and sleep—just above the overall industry average—**42% said they wish their employer offered one.**



### 2x lower wellness stipends offered

Government employees have the least access to wellness stipends, across all industries. So it's not surprising they also have the highest share (**71%**) of respondents who wish their employer offered them.



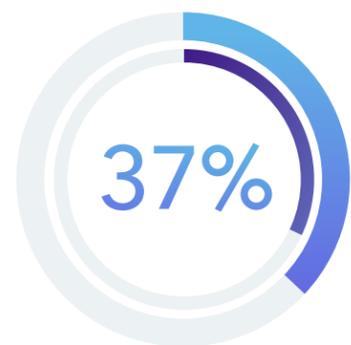
### Yes to mental health days off

Only 21% have mental health days off (just under the overall industry average), and **58% wish their employer offered this benefit.**

● Below Average ● Average ● Above Average

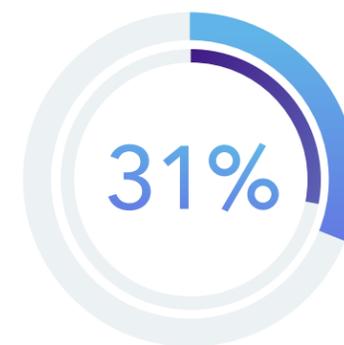
# Technology

## Decent mental health offerings, but workplace culture could be more supportive



### Above-average mental health tools, mental health days off, and wellness stipends

The technology industry has the second-best offerings across all industries when it comes to access to mental health solutions to address stress, anxiousness, and sleep (37%) and wellness stipends (26%) and the highest share of employers who offer mental health days off (32%).



### Resilience workshops on offer

Thirty-one percent get workshops on resilience and coping strategies for stress and anxiousness (just shy of the overall industry average), but **49% want this benefit at work.**

# 40%

### But still employees demand more mental health tools

Forty percent of employees said they don't have access to a mental health solution to address stress, anxiousness, and sleep and wish they did.

# 47%

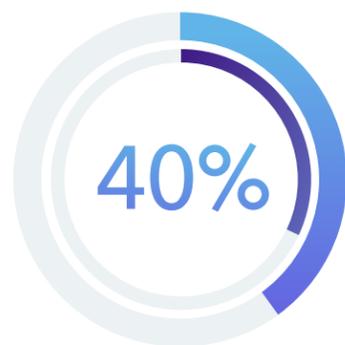
### Workplace culture is not supportive

And 47% said their workplace isn't supportive of their mental health and they wish it were.



# Finance

## Decent mental health benefits, but more mental health training could help



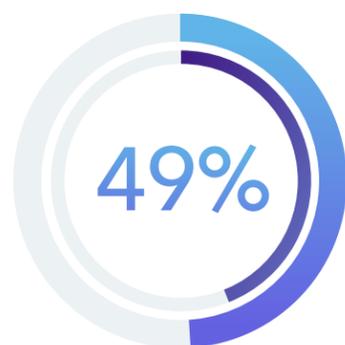
### Most access to mental health tools

The finance industry has the highest level of access to a mental health solution to address stress, anxiousness, and sleep (40% of respondents)—well above the overall industry average of 32%.



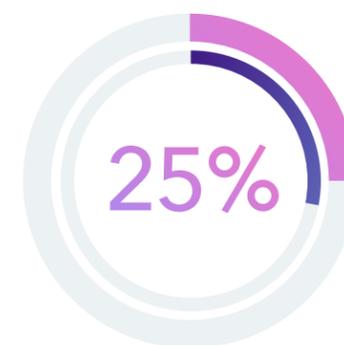
### Most access to wellness stipends and mental health days off

Finance employees also enjoy wellness stipends (30%) and mental health days off (30%)—both well above the overall industry averages of 21% and 24%, respectively.



### Great manager support too

After the government sector, the tech industry has the second-best manager support, with 49% of respondents feeling their manager supports their mental health. And **52% said their workplace is supportive of their mental health.**



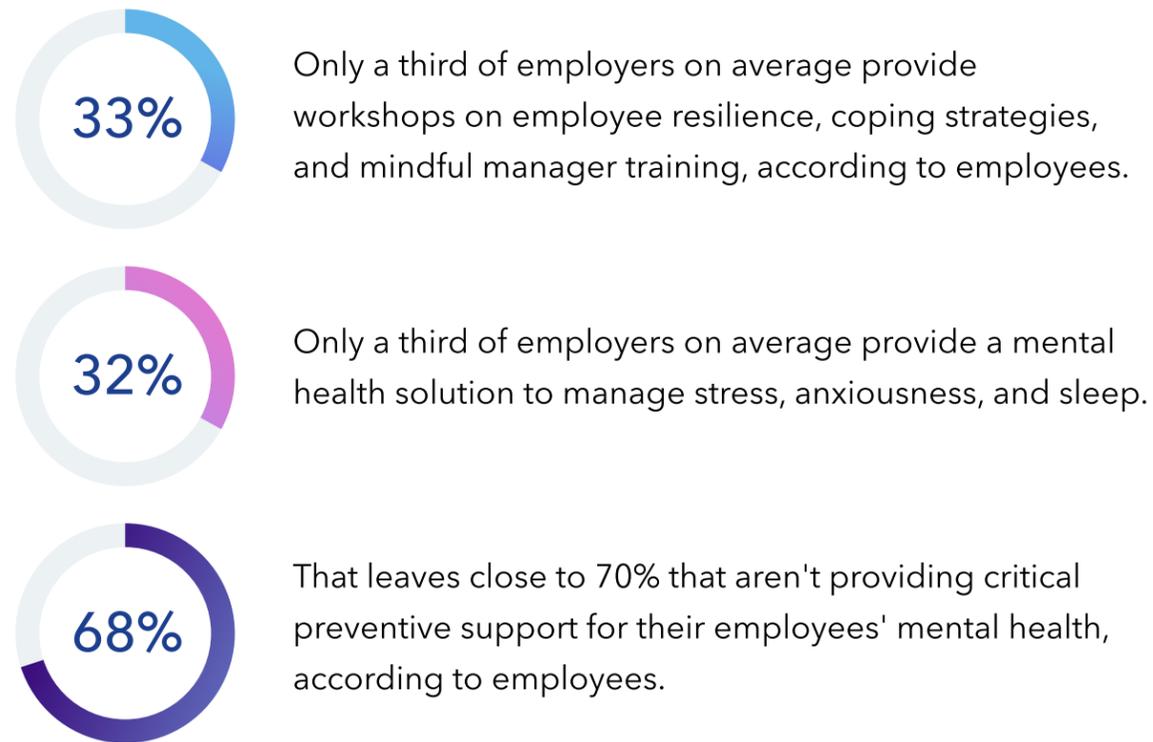
### Fewer resilience workshops

But only 25% of finance employees said their company offers workshops on resilience or coping strategies for stress and anxiousness, which is slightly below the overall industry average and lags behind the technology industry (31%) and government (37%). So it's not surprising that **40% of tech employees wish their employer offered such workshops.**

● Below Average ● Average ● Above Average

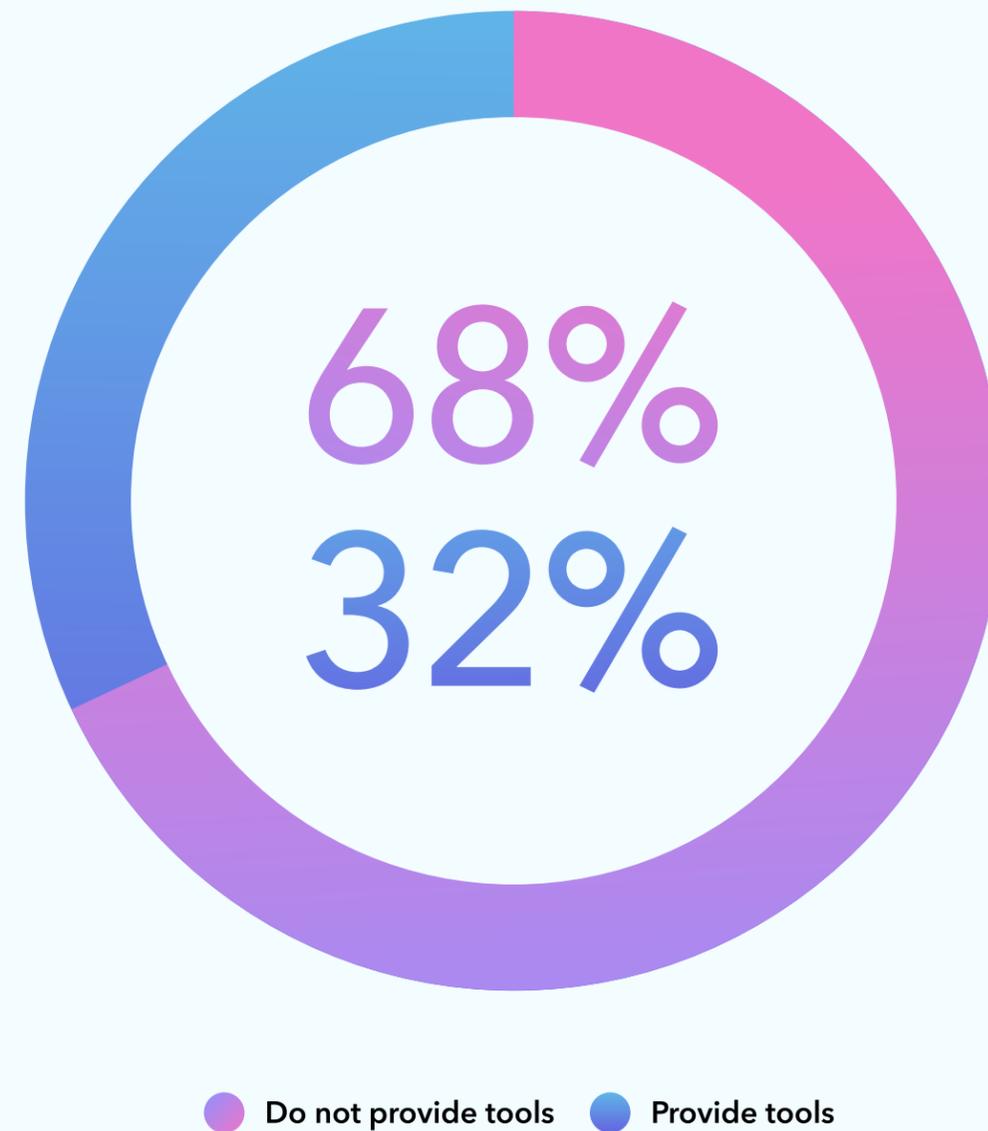
# Insights for HR/benefits leaders

## While industries are starting to offer mental health support, key gaps still exist



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

## Most employees say their employer does not offer mental health tools to manage stress, anxiousness, and sleep





# 5

Conclusion

## Recommendations for HR/benefits leaders

As you develop your mental health benefits in support of your organization's future-of-work strategy to drive employee well-being, productivity, and retention, here are five concluding recommendations to consider.

## Recognize that employers are part of both the problem and solution in the new world of work

- **Recognize the workplace is the main source of stress.** In our survey, respondents cited their job and workplace as the number one cause of their stress. In fact, job stress is a risk factor for more serious mental health conditions. A recent cohort study found that 45% of previously healthy adults developed anxiety and depression as a result of job stress.<sup>8</sup>
- **Address loneliness in the remote/hybrid workplace.** Loneliness topped our list as a new mental health challenge post-pandemic—remote work has left a void in people’s social life. In fact, recent studies show we’re in the middle of a loneliness epidemic, with the new Gen Z generation entering the remote/hybrid workplace feeling twice as lonely as baby boomers.<sup>9</sup>
- **Rethink your workplace culture to promote social connection and reduce stress.** With job stress and loneliness key risk factors for more serious mental health conditions, employers are part of both the problem and the solution. In our survey, we found that hybrid workers were the most happy and least sad or stressed compared to fully remote or fully in-office workers. Rethinking your culture to promote social connection and reduce job stress will be critical for your employees’ mental health.

| **45%** of previously healthy adults developed anxiety and depression as a result of job stress<sup>8</sup>

“

*We began to hear new challenges from our remote workforce. In response to all of these challenges, we increased our mental health benefits and resources at Reed Smith. We started providing practical mental health tools, such as Calm Business, to help employees deal with stress and anxiety and support our employees before conditions become serious. Since then, our workforce has moved into a hybrid work model, but all the mental health stressors haven’t dissipated, and mental health remains a top priority for us.”*

**JENI TAYLOR**

Director of HR, EMEA at Reed Smith LLP

*It has carried me through some of the darkest days/months of my life. It's there at 2am when I can't sleep. When I am having a panic attack or want to start the day mindfully.”*

### EMPLOYEE TESTIMONIAL

## Focus on prevention upstream, not just intervention downstream

With the shortage of therapy providers likely to persist, employers can help reduce demand on the system by offering preventive support early in a person's mental health journey.

- **Reduce mental health risk factors and downstream costs.** Healthcare costs and economic uncertainty are growing, and a more preventive approach to mental health can reduce early risk factors before they become more expensive downstream costs.
- **Provide a comprehensive preventive approach to reduce modifiable risk factors.** Reduce risk factors like stress, burnout, and anxiousness by providing mental health tools like Calm Business as well as wellness stipends, mental health days off, mindful manager training, and mental health breaks throughout the day.
- **Offer sleep tools as a safe entry point for mental health support.** A good night's sleep is critical for a healthy mind. Break the mental health stigma by offering sleep tools like Calm Business as the first step to broader mental health support.

**68%** of employers are failing to provide preventive support to reduce stress and anxiousness on the job

“

*It's really important that we proactively reduce stress and anxiety and offer a preventive mental health tool as a first step for employees who are struggling. That's how I see Calm for Business, and I'm proud to offer it to our employees.”*

**KATJA MEEUWSEN-NASS**

VP of HR at ASICS EMEA

*Calm changed my life. I had migraines, was in the Emergency Room a few times a week and my anxiety was through the roof. I was getting acupuncture and taking meds. Now I have no more meds or acupuncture. Deep Sleep Release and Keith Urban's 'I Am Home' are my medicine; and I have no more insomnia.”*

### EMPLOYEE TESTIMONIAL

## Take a population health approach, and focus on groups with greater needs

As part of your preventive strategy, implement a population health approach and focus on groups with greater needs.

- **Support family mental health, especially your female and LGBTQ+ parents.** Employers will need to provide female and LGBTQ+ parents additional mental health support for themselves and their kids. For example, around 40% of both female and LGBTQ+ parents wish their employer offered a mental health solution to address their kids' anxiety, stress, and sleep needs.
- **Address higher stress, anxiousness, & loneliness in Gen Z population.** Listen to your younger generation's new mental health needs and preferences as they serve as a bellwether for your forward-looking benefits. For example, a recent survey showed that Gen Zers rely more on Tik Tok for healthcare advice.<sup>10</sup> Look for digital mental health tools that resonate with your Gen Z generation, while also providing social opportunities for them to bond with their colleagues.
- **Close mental health equity gaps for neurodivergent, LGBTQ+, Hispanic, and lower-income employees.** Almost half of Hispanic and LGBTQ+ employees wish their employer offered access to mental health support that aligns with their culture and identity. And 50% of LGBTQ+ respondents and neurodivergent respondents wish their employer offered mental health solutions to address stress, anxiousness, and sleep needs.

| 42%

of female parents wish their employer offered a mental health solution to address their kids' anxiousness, stress, and sleep needs

“

*We get only positive feedback from employees about Calm Business. Our millennial and Gen Z workforce are more open about their mental health needs and love that we offer digital app-based mental health solutions such as Calm Business. Calm is part of our forward-looking benefits strategy that drives employee well-being as well as retention and recruitment.”*



**MEGAN CROUCH**

*VP of Global Benefits at GLG*

*It's a great help for me and my family. Almost every night, we use Calm to relax before sleep. But most importantly, it helps my children fall asleep... And THAT is the no 1 reason why I love this app!!”*

### EMPLOYEE TESTIMONIAL

## Integrate mental health tools into the employee workday

The number one challenge for HR/benefits leaders is ensuring that their workforce is aware of and engaging with the benefits they offer. Recent studies show that many employees who prioritize mental health are not aware their employer offers such support.<sup>11</sup> It's not enough to simply add a new mental health benefit to your roster.

- **Increase awareness in mental health tools by integrating them in your workday.** Helping your workforce integrate mental health breaks into the workday is critical to create space for employees to use and reap the benefits of these new tools. For example, 57% of LGBTQ+, 54% of neurodivergent, and 48% of female parent respondents wanted time set aside for mental health breaks during the workday.
- **Kick off Meetings with a mental health break.** For example, employees can seamlessly integrate mental health breaks by playing meditation or movement breaks directly in their Zoom Meeting through our Calm Business for Zoom Meeting integration. Our strong brand, which is loved and trusted, contributes to a high 80% rate of engagement with Calm Business.

| **54%** of neurodivergent employees wanted time set aside for mental health breaks during the workday

“

*Zendesk integrates Calm Business resources throughout our Whole Self community, Empathy Circles, leadership training, and daily workday. Calm is included in Zendesk's benefits communications as part of our digital-first environment. This includes calendar reminders about daily meditation, mindfulness tips, and well-being events. Employees started using Calm during the pandemic, and now it's very much part of our daily lives.”*



**JEN BERGMAN**

*Global Benefits & Well-Being*

*Senior Program Manager at Zendesk*

*I received the Calm benefit during a very tough time at work that eventually led to burnout. Having access to the Calm app allows me to easily take mental health breaks during my day with the quick and easy meditations on offer.”*

### EMPLOYEE TESTIMONIAL

## Offer mindful manager training to build a more supportive workplace culture

Good or bad managers are often the reason employees feel supported or not when it comes to their mental well-being.

- **Train managers to be mindful and empathetic.** As a key preventive approach to mental health, employers can create a more supportive workplace culture by offering mindful manager training—something that all survey respondents crave. For example, 40% of parents want mindful manager training, in order for managers to be more empathetic, better able to regulate emotions, and create a less stressful work environment.
- **Don't forget to support your resilient employees.** They are likely holding up your workforce, and you'll need to provide workshops and tools for them as well as part of your preventive strategy. Calm Workshops are exclusive, client-specific, interactive workshops on topics such as minimizing burnout and stress, addressing sleep habits, building resilience, and mindful manager training.

| **40%** of parents wanted mindful manager training in order to create more empathetic managers and a less stressful work environment

“

*As a result of the partnership with Calm Business and our Mindful Manager program, we saw significant improvements in leadership skills and stress reduction in the workplace after four short weeks. Sixty-percent of managers reported less stress-related impairment in their day-to-day activities and 54% were better able to regulate and reframe their emotions.”*



**ERIKA SHERIDAN**  
Associate Director of People  
Experience at Ogilvy

*The Calm Workshop "How to Create Work-Life Balance" taught me a great guided path with practical steps to make small changes that have big impact.”*

**EMPLOYEE TESTIMONIAL**

# Partner with Calm Business to implement a preventive approach to mental health

With the evolving new world of work, rising healthcare costs, and economic uncertainty, adopting a preventive approach to mental health can help employers reduce high downstream mental health costs while driving workforce innovation, productivity, and retention. More than 3,000 organizations currently partner with Calm Business to provide a mental health solution as part of a proactive, preventive approach.

80%

Engagement rate  
among sign-ups

25%

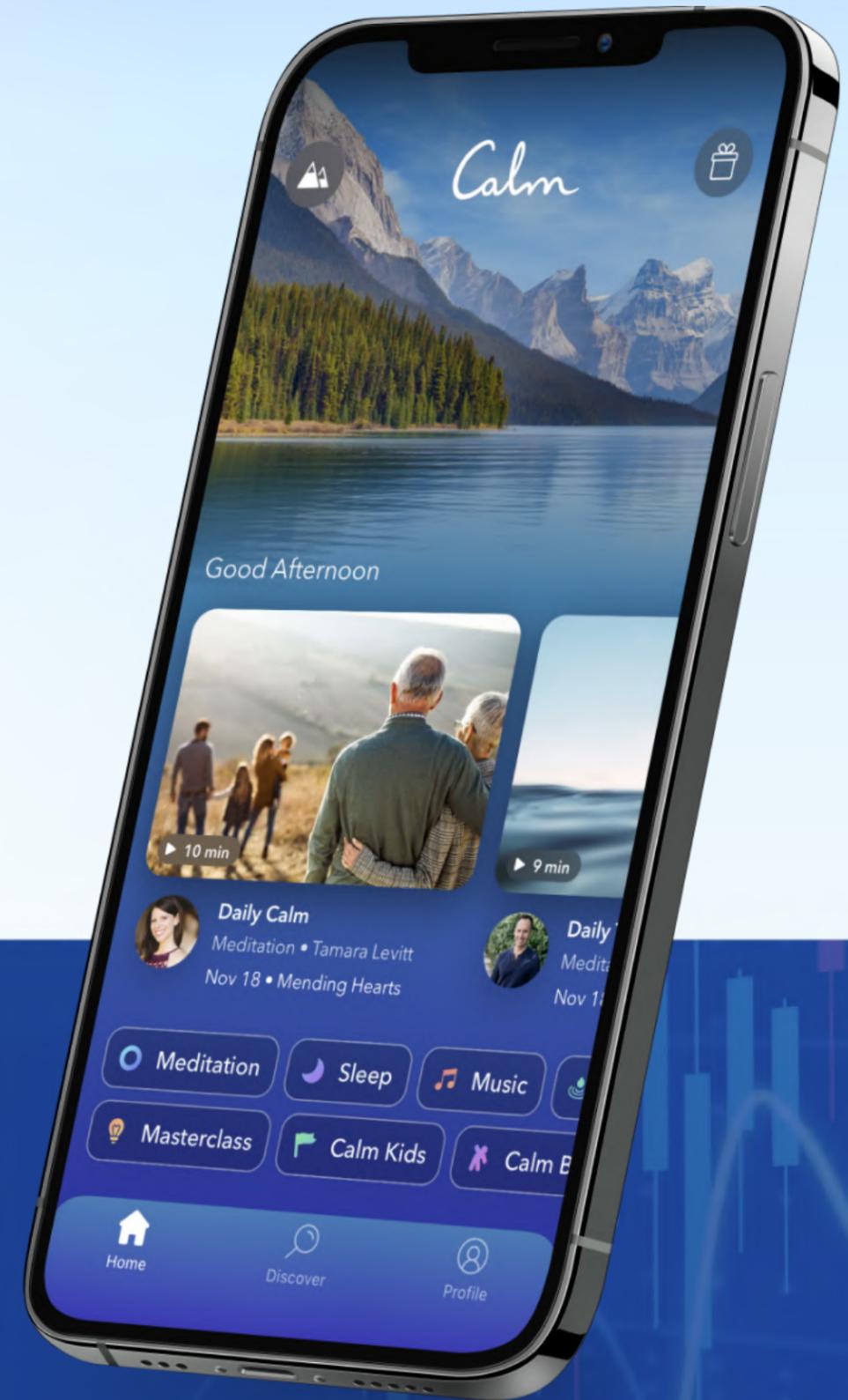
Reduction in  
depressive symptoms

TIME

100 most influential  
companies 2022

Calm Business's mental health solution provides a preventive approach to addressing your employees' stress, anxiousness, and sleep—helping to improve employee health, happiness, and productivity.

Request Demo →





# Ready to build a happier, healthier, and productive workplace?

Let's take that first step, together.

**Calm Business** is an enterprise-level solution that brings mental health and wellness front and center for global organizations everywhere. We believe that the future of work is mental health and that leaders will drive productivity and improve retention in the workplace by making employee mental health and wellness a priority. In addition, the preventive nature of Calm gets more people the mental health support they need when they need it, leading to lower overall healthcare costs. As the #1 App for Sleep, Meditation, and Relaxation™, we bring engaging meditations, masterclasses, sleep stories, and more to help employees reduce their stress and anxiousness levels and be more productive and happy at work. In addition, Calm Business offers organization-level analytics, insights and reporting, dedicated customer service, support for dependents, engagement strategies, and tailored workshops.

Over 3,000+ organizations around the world trust and choose Calm Business as their mental health and wellness partner, including Time USA, Ketchum Inc, XM Radio, Zendesk, Investcorp, McDonald's, University of Cincinnati, Rush University Medical Center, WorkRamp, and Museum of London. Partner with us and drive the mental health conversation forward. Learn more at <https://business.calm.com>.

Join 3000+ organizations around the world that trust Calm for their mental wellness needs



# Survey Methodology

Calm conducted a quantitative study to understand mental health needs and how employers can better support their employees in this new world of work. This research was fielded among n = 2,000 18-65-year-olds in the US between September 23, 2022, and October 7, 2022, and is nationally representative, with quotas across age, gender, race, ethnicity, and region.

## Gender

- 46% Male
- 46% Female
- 6% Non-Binary
- 2% Prefer Not To Say

## Race/Ethnicity

- 69% Caucasian
- 20% Hispanic/Latino
- 18% Black/AA
- 7% Asian/PI
- 6% Other

## Job Type

- 28% At An Office Full Time
- 29% At A Worksite Full Time
- 22% At Home Full Time
- 18% Hybrid
- 3% Other

## Age

- 18% Gen Z
- 35% Millennial
- 25% Gen X
- 21% Baby Boomer

## Living Environment

- 38% Urban
- 40% Suburban
- 22% Rural

## Job Sector

- 34% White Collar
- 33% Blue Collar
- 33% Pink Collar

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