Well-being continues to be a priority with stress and burnout at persistently high levels.
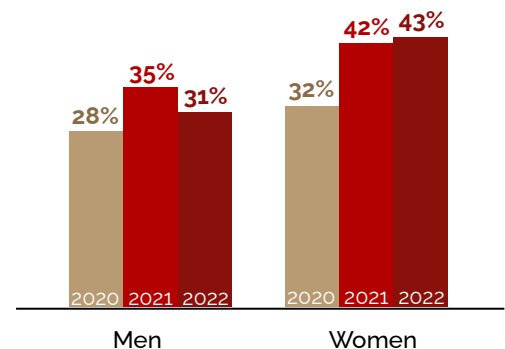
Despite the ebb of the pandemic, the incidence of serious mental health issues like <u>depression and anxiety remains at crisis levels</u> and the workplace continues to be a significant source of stress and burnout. According to Mental Health America, 4 in 5 workers feel emotionally drained from their work and 78% agree that stress from work led to other mental health concerns. Future Forum Pulse Survey data reveals that 43% of desk workers say they are <u>burned out,</u> including: **women** reporting 32% more burnout than men; **younger workers** (18-29 year-olds) reporting 29% more burnout than older workers; and **middle managers** at highest risk for burnout of all job levels (43%).

In October 2022, the US Surgeon General issued a <u>Framework for Workplace Mental Health & Well-Being</u>, underscoring both "the responsibility and unique opportunity for leaders to create workplace environments that support the health and well-being of workers." And workers agree. In a Employee Benefits Research Institute 2022 Wellness Survey, three in four employees agree that their <u>employers have a responsibility</u> to make sure employees are mentally healthy and emotionally well (77%), healthy and physically well (74%), and financially secure and well (66%).

4 in 5 feel **emotionally drained** from their work

4 in 5 workers report that workplace stress **affects their relationships** with friends, family and coworkers

Sources: NAMI, MHA Mind the Workplace Report 2022, 2021

High rates of burnout persist and continue to grow for women

Men: 2020 28%, 2021 35%, 2022 31%
Women: 2020 32%, 2021 42%, 2022 43%

Source: McKinsey/LeanIn.org, 2021, 2022

Employers are responding, with two out of three US employers planning to make employee mental health and wellbeing a <u>top three health care priority</u> over the next three years, according to a Willis Towers Watson survey. Key strategies include: **manager training** on behavioral health; partnering with **employee resource groups** to address population-specific mental health issues; expanding **digital health supports**; and expanding **culturally competent provider networks**.

> "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."

> — Dr. Vivek Murthy, US Surgeon General
> *Framework for Workplace Mental Health and Well-being*