

Which of the following issues, if any, are negatively impacting your mental health at this time?

	Total	Gender		AGE			EDUCATION				Age 1			
		Male	Female	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad	Gen Z (18-24)	Millennial (25-40)	Gen X (41-56)	Boomer (57-111)
		A	B	C	D	E	F	G	H	I	J	K	L	M
Base: All Answering (unwtd)	741	274	467	170	279	292	29	117	359	236	48	216	199	278
Base: All Answering (wtd)	826	365	461	278	334	213	106	219	298	203	80	321	216	209
Returning to an office environment	77	23	54	46	25	6	-	14	25	38	8	42	22	5
	9%	6%	12%	17%	8%	3%		6%	8%	19%	10%	13%	10%	2%
Taking public transit to work	81	41	40	38	37	5	18	16	26	21	15	42	20	4
	10%	11%	9%	14%	11%	2%	17%	8%	9%	10%	19%	13%	9%	2%
Finding childcare once I return to an office or work location	47	17	29	33	13	-	5	18	9	14	4	41	2	-
	6%	5%	6%	12%	4%	-	5%	8%	3%	7%	5%	13%	1%	-
Resuming socializing with people	342	122	220	126	117	99	44	103	121	75	33	129	83	97
	41%	33%	48%	45%	35%	46%	41%	47%	41%	37%	42%	40%	38%	47%
Having time to care for dependents (elderly parents, children, etc.)	105	32	72	50	38	17	11	21	37	35	5	61	23	16
	13%	9%	16%	18%	11%	8%	11%	10%	13%	17%	6%	19%	11%	7%
In-person school closures/virtual learning	110	40	70	54	52	4	13	33	44	21	27	54	24	4
	13%	11%	15%	19%	16%	2%	12%	15%	15%	10%	34%	17%	11%	2%
School protocols including masks and social distancing	149	66	83	66	74	9	36	42	32	39	21	86	32	8
	18%	18%	18%	24%	22%	4%	34%	19%	11%	19%	27%	27%	15%	4%
Fear/anxiety over a possible fourth wave	463	179	284	151	184	127	39	139	164	122	30	186	124	124
	56%	49%	62%	54%	55%	60%	36%	64%	55%	60%	37%	58%	57%	59%
Adverse reactions to the COVID-19 vaccine(s)	150	74	76	54	75	21	30	54	42	24	19	67	42	21
	18%	20%	17%	19%	22%	10%	29%	25%	14%	12%	24%	21%	20%	10%
Financial concerns	342	157	185	120	170	52	38	108	130	67	35	144	112	51
	41%	43%	40%	43%	51%	25%	36%	49%	44%	33%	44%	45%	52%	24%
Vaccine passports/requirements to access services	199	98	101	61	102	36	46	48	67	38	17	89	58	34
	24%	27%	22%	22%	31%	17%	43%	22%	22%	19%	22%	28%	27%	16%
"Breakthrough" COVID infections among those who have received both doses of the vaccine	293	124	169	88	123	82	42	71	104	76	12	125	76	80
	36%	34%	37%	32%	37%	38%	40%	33%	35%	38%	15%	39%	35%	38%
Emotional, mental, or physical fatigue	509	206	303	164	221	124	61	122	196	130	55	195	139	120
	62%	57%	66%	59%	66%	58%	58%	56%	66%	64%	69%	61%	64%	58%
Traveling/Visiting	12	2	10	4	2	6	-	2	6	5	-	4	2	6
	1%	1%	2%	1%	1%	3%	-	1%	2%	2%	-	1%	1%	3%
Others ignoring health orders/Anti-vax beliefs	5	2	3	-	2	4	-	-	3	2	-	-	2	4
	1%	1%	1%	-	1%	2%	-	-	1%	1%	-	-	1%	2%
Other	20	8	12	10	5	5	5	8	3	4	-	11	4	5
	2%	2%	3%	4%	1%	3%	5%	3%	1%	2%	-	3%	2%	2%
None of the above	37	25	12	7	15	15	8	6	14	9	4	8	10	15
	4%	7%	3%	3%	4%	7%	8%	3%	5%	4%	5%	3%	5%	7%
Sigma	2940	1217	1723	1072	1258	611	397	803	1022	719	285	1285	776	593
	356%	334%	374%	385%	377%	286%	374%	367%	343%	354%	359%	400%	360%	284%

In which of the following ways does your organization support the mental health of its employees?

	Total	Gender		AGE			EDUCATION				Age 1			
		Male	Female	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad	Gen Z (18-24)	Millennial (25-40)	Gen X (41-56)	Boomer (57-111)
	A	B	C	D	E	F	G	H	I	J	K	L	M	
Base: All Answering (unwtd)	694	308	386	170	368	156	32	78	334	250	40	249	263	142
Base: All Answering (wtd)	732	382	350	256	378	98	104	134	267	226	72	322	245	94
My employer provides online mental health resources	194	83	111	79	105	11	22	21	75	76	18	96	71	10
	26%	22%	32%	31%	28%	11%	21%	16%	28%	33%	25%	30%	29%	11%
My employer provides adequate mental health benefits coverage	173	88	84	65	96	12	11	37	59	66	18	74	69	12
	24%	23%	24%	25%	25%	12%	11%	27%	22%	29%	25%	23%	28%	12%
My employer provides free access to an EAP (Employee Assistance Program)	250	123	127	75	152	23	19	27	98	106	11	113	103	22
	34%	32%	36%	29%	40%	24%	18%	20%	37%	47%	15%	35%	42%	23%
My leadership team (e.g. Manager, CEO, etc.) has talked about mental health in the last 12 months	161	84	77	44	106	11	14	24	57	67	8	76	67	10
	22%	22%	22%	17%	28%	11%	13%	18%	21%	29%	11%	24%	27%	11%
My leadership team (e.g. Manager, CEO, etc.) makes it feel safe to talk about mental health issues at work	188	89	99	71	100	17	30	20	78	61	18	99	55	16
	26%	23%	28%	28%	27%	17%	28%	15%	29%	27%	25%	31%	22%	17%
My employer encourages me to speak to an advisor to build a plan for my future, including health and mental health, wealth and protection	127	71	56	49	71	7	27	14	41	44	14	80	27	6
	17%	19%	16%	19%	19%	7%	26%	10%	15%	20%	19%	25%	11%	7%
Self-employed	7	*	6	-	2	5	4	1	1	1	-	*	2	5
	1%	*	2%	-	1%	5%	4%	1%	*	1%	-	*	1%	5%
Other	8	5	3	-	3	5	2	2	2	3	-	*	2	5
	1%	1%	1%	-	1%	6%	2%	1%	1%	1%	-	*	1%	6%
None of the above- my employer does not support the mental health of employees	202	115	87	56	101	46	29	56	68	49	22	67	71	43
	28%	30%	25%	22%	27%	47%	28%	42%	25%	22%	30%	21%	29%	46%
Don't know/ Not Stated	9	3	5	3	2	4	-	3	5	*	-	5	-	4
	1%	1%	2%	1%	1%	4%	-	2%	2%	*	-	2%	-	4%
Sigma	1318	662	656	440	737	140	158	204	483	473	107	610	467	133
	180%	173%	187%	172%	195%	143%	151%	152%	181%	209%	150%	190%	190%	142%

Which of the following factors make you feel unsafe to talk about mental health at work?

	Total	Gender		AGE			EDUCATION				Age 1			
		Male	Female	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad	Gen Z (18-24)	Millennial (25-40)	Gen X (41-56)	Boomer (57-111)
		A	B	C	D	E	F	G	H	I	J	K	L	M
Base: All Answering (unwtd)	219	92	127	66	108	45	6	26	107	80	18	81	79	41
Base: All Answering (wtd)	269	138	131	112	128	29	34	45	97	93	31	130	79	28
Shame or embarrassment	134	67	67	58	66	10	17	28	46	42	17	73	35	10
	50%	49%	51%	52%	51%	35%	51%	62%	48%	46%	53%	56%	44%	35%
		*	*	*	*	**	**	**	*	*	**	*	*	**
Limits career potential	73	38	35	31	37	4	10	10	24	28	11	36	22	4
	27%	28%	26%	28%	29%	15%	29%	23%	25%	31%	35%	27%	28%	15%
		*	*	*	*	**	**	**	*	*	**	*	*	**
Leadership is not supportive	67	39	28	31	34	1	-	22	17	29	9	32	25	1
	25%	28%	21%	28%	27%	5%	-	48%	17%	31%	28%	24%	32%	5%
		*	*	*	*	**	**	**	*	*	**	*	*	**
Lack of adequate resources	61	42	19	29	28	4	3	11	26	20	6	35	17	4
	23%	31%	14%	26%	22%	14%	10%	25%	27%	22%	19%	27%	21%	14%
		*	*	*	*	**	**	**	*	*	**	*	*	**
Too personal	166	79	87	68	75	23	12	28	58	68	26	74	44	23
	62%	57%	67%	61%	58%	80%	36%	61%	60%	73%	82%	57%	55%	81%
		*	*	*	*	**	**	**	*	*	**	*	*	**
Fear of being fired or furloughed	59	26	33	20	35	3	10	11	22	15	6	27	23	3
	22%	19%	25%	18%	27%	10%	29%	25%	23%	16%	18%	21%	28%	11%
		*	*	*	*	**	**	**	*	*	**	*	*	**
Lack of trust my employer will act appropriately	147	67	79	66	72	9	29	15	60	44	14	81	43	9
	55%	49%	61%	59%	56%	33%	85%	32%	62%	47%	45%	62%	54%	32%
		*	*	*	*	**	**	**	*	*	**	*	*	**
Fear of discrimination	107	56	50	38	63	6	10	19	29	48	11	56	33	6
	40%	41%	38%	34%	49%	22%	29%	43%	30%	52%	36%	43%	41%	22%
		*	*	*	*	**	**	**	*	H*	**	*	*	**
Other	*	*	-	-	*	-	-	-	*	-	-	-	*	-
	*	*	-	-	*	-	-	-	*	-	-	-	1%	-
		*	*	*	*	**	**	**	*	*	**	*	*	**
Nothing	1	*	*	-	*	*	-	-	1	-	-	-	*	*
	*	*	*	-	*	1%	-	-	1%	-	-	-	*	1%
		*	*	*	*	**	**	**	*	*	**	*	*	**
Sigma	814	416	399	342	411	62	92	145	283	295	98	413	242	61
	303%	302%	304%	306%	320%	215%	270%	320%	292%	318%	316%	317%	305%	215%

Have you ever experienced any of the following issues?

	Total	Gender		AGE			EDUCATION				Age 1			
		Male	Female	18-34	35-54	55+	<HS	HS	Post Sec	Univ Grad	Gen Z (18-24)	Millennial (25-40)	Gen X (41-56)	Boomer (57-111)
	A	B	C	D	E	F	G	H	I	J	K	L	M	
Base: All Respondents (unwtd)	1500	653	847	260	492	748	82	248	692	478	79	337	363	721
Base: All Respondents (wtd)	1500	733	767	422	519	559	219	414	502	364	127	476	348	549
I have left a job due to a lack of mental health support	159	65	95	85	62	12	38	33	61	27	19	90	39	12
	11%	9%	12%	20%	12%	2%	17%	8%	12%	7%	15%	19%	11%	2%
				DE	E		*				M*	M	M	
I have considered leaving a job due to a lack of mental health support	152	60	92	82	65	5	11	29	69	43	21	93	32	5
	10%	8%	12%	20%	12%	1%	5%	7%	14%	12%	17%	20%	9%	1%
				E	E		*		G		M*	LM	M	
I have considered finding a new job with an employer who provides better mental health benefits coverage	129	63	66	69	56	4	11	26	55	37	20	77	29	3
	9%	9%	9%	16%	11%	1%	5%	6%	11%	10%	16%	16%	8%	1%
				E	E		*				M*	LM	M	
I would prefer my employer increase mental health benefits coverage	195	101	94	100	92	3	19	31	73	72	35	112	46	2
	13%	14%	12%	24%	18%	*	9%	7%	14%	20%	27%	24%	13%	*
				E	E		*		G	G	LM*	LM	M	
I have taken disability leave due to my mental health	131	64	67	41	71	18	15	36	53	26	4	65	44	17
	9%	9%	9%	10%	14%	3%	7%	9%	11%	7%	4%	14%	13%	3%
				E	E		*				*	JM	M	
None of the above	1031	508	523	191	317	524	155	324	321	232	59	232	224	517
	69%	69%	68%	45%	61%	94%	71%	78%	64%	64%	46%	49%	64%	94%
				C	CD		*	HI			*		JK	JKL
Sigma	1797	861	936	568	663	566	249	479	631	439	159	669	414	555
	120%	117%	122%	135%	128%	101%	114%	116%	126%	120%	125%	141%	119%	101%