



TOPLINE & METHODOLOGY

NAMI/Ipsos Workplace Mental Health Survey

Conducted by Ipsos using KnowledgePanel®

A survey of the American general population (ages 18+) who are employed full-time and work at a business or company with at least 100 employees, including an oversample of executives

Interview dates: January 21-27, 2024

Number of total interviews: 2,376

Number of executive interviews: 104

Margin of error: +/- 2.3 percentage points at the 95% confidence level for all respondents

Margin of error: +/- 10.7 percentage points at the 95% confidence level for executives

NOTE: All results show percentages among all respondents, unless otherwise labeled. Reduced bases are unweighted values.

NOTE: - = less than 0.5%

Annotated Questionnaire:

S1. How many people are employed at your business or company? If your company has multiple locations or branches, please think of the total amount. Your best guess is fine.

	Total (N=2,376)	Executive (N=104)
100-249	14%	17%
250-499	12%	17%
500-999	12%	10%
1000-4999	22%	32%
5000+	40%	24%

E140. Which category best describes your level of employment?

	Total (N=2,376)	Executive (N=104)
Entry level	10%	-
Experienced (non-manager) / Individual contributor	60%	-
Manager/Supervisor of staff/Director	27%	-
Executive (SVP, VP, Department Head, President, CFO, etc.)	2%	100%
Skipped	-	-

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E141. [Asked if selected “Executive” at E140] Which of the titles below most closely describes your current job title?

	Executive (N=104)
CEO / Chief Executive Officer	7%
President	-
CFO / Chief Financial Officer	8%
COO / Chief Operating Officer	6%
CIO / Chief Information Officer	3%
CMO / Chief Marketing Officer	2%
CDO/ Chief Digital Officer	-
CTO / Chief Technology Officer	3%
EVP / Executive Vice President	1%
SVP / Senior Vice President	13%
VP / Vice President	26%
Department head	22%
Chief of Staff	1%
Other	8%
Skipped	1%

Q1. How many people do you directly manage in your current role at work, if any?

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Mean (including 0)	7	7	38	39
Mean (excluding 0)	16	18	40	42

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Q2_sum1. How satisfied, if at all, are you with the following at work? Summary - Satisfied

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
The level of independence or autonomy you have in your role	88%	87%	89%	89%
Your ability to be yourself at work / not hide who you really are	86%	86%	92%	92%
Your job as a whole	86%	84%	91%	90%
The emotional support or understanding you receive from your teammates/coworkers when experiencing personal issues (death in the family, illness, etc.)	83%	82%	87%	89%
Your purpose and meaning	80%	81%	88%	91%
The emotional support or understanding you receive from your manager/supervisor when experiencing personal issues (death in the family, illness, etc.)	81%	79%	88%	86%
Healthcare insurance benefits ¹	77%	78%	80%	83%
The culture within your workplace	77%	76%	89%	82%
Offerings to support mental health outside of insurance benefits (e.g., EAP, employee resource groups, etc.) ²	69%	68%	77%	71%
Mental healthcare insurance benefits ³	68%	66%	72%	75%

¹Note: In 2024, this statement read “healthcare insurance coverage”

²Note: In 2024, this statement read “Offerings to support mental health outside of insurance coverage (e.g., EAP, employee resource groups, etc.)”

³Note: In 2024, this statement read “mental healthcare insurance coverage”

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Q2_1. How satisfied, if at all, are you with the following at work? Your ability to be yourself at work / not hide who you really are

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very satisfied	50%	50%	58%	61%
Somewhat satisfied	35%	36%	34%	31%
Not so satisfied	9%	8%	4%	7%
Not at all satisfied	3%	4%	4%	1%
Not applicable	1%	2%	-	-
Skipped	1%	-	-	-
Satisfied (Net)	86%	86%	92%	92%
Unsatisfied (Net)	13%	12%	8%	8%

Q2_2. How satisfied, if at all, are you with the following at work? The culture within your workplace

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very satisfied	35%	31%	37%	43%
Somewhat satisfied	42%	45%	52%	39%
Not so satisfied	14%	15%	5%	12%
Not at all satisfied	6%	7%	6%	5%
Not applicable	2%	2%	-	-
Skipped	1%	-	-	-
Satisfied (Net)	77%	76%	89%	82%
Unsatisfied (Net)	20%	22%	11%	18%

Q2_3. How satisfied, if at all, are you with the following at work? Healthcare insurance benefits¹

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very satisfied	37%	39%	46%	48%
Somewhat satisfied	40%	39%	33%	35%
Not so satisfied	12%	12%	13%	13%
Not at all satisfied	5%	5%	3%	1%
Not applicable	5%	4%	4%	2%
Skipped	1%	-	-	1%
Satisfied (Net)	77%	78%	80%	83%
Unsatisfied (Net)	17%	17%	16%	14%

¹Note: In 2024, this statement read "healthcare insurance coverage"

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Q2_4. How satisfied, if at all, are you with the following at work? Mental healthcare insurance benefits¹

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very satisfied	31%	31%	41%	40%
Somewhat satisfied	37%	35%	31%	35%
Not so satisfied	11%	12%	12%	7%
Not at all satisfied	5%	5%	2%	1%
Not applicable	15%	16%	14%	17%
Skipped	1%	1%	-	-
Satisfied (Net)	68%	66%	72%	75%
Unsatisfied (Net)	16%	17%	14%	8%

¹Note: In 2024, this statement read “mental healthcare insurance coverage”

Q2_5. How satisfied, if at all, are you with the following at work? Offerings to support mental health outside of insurance benefits¹ (e.g., EAP, employee resource groups, etc.)

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very satisfied	35%	31%	51%	37%
Somewhat satisfied	34%	38%	26%	33%
Not so satisfied	10%	10%	14%	8%
Not at all satisfied	5%	5%	1%	6%
Not applicable	15%	16%	8%	15%
Skipped	1%	-	-	-
Satisfied (Net)	69%	68%	77%	71%
Unsatisfied (Net)	15%	15%	14%	14%

¹Note: In 2024, this read “Offerings to support mental health outside of insurance coverage (e.g., EAP, employee resource groups, etc.)”

Q2_6. How satisfied, if at all, are you with the following at work? The emotional support or understanding you receive from your manager/supervisor when experiencing personal issues (death in the family, illness, etc.)

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very satisfied	50%	49%	63%	64%
Somewhat satisfied	31%	31%	25%	22%
Not so satisfied	8%	8%	7%	2%
Not at all satisfied	5%	7%	1%	7%
Not applicable	6%	5%	5%	5%
Skipped	1%	-	-	-
Satisfied (Net)	81%	79%	88%	86%
Unsatisfied (Net)	13%	15%	8%	9%

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Q2_7. How satisfied, if at all, are you with the following at work? The emotional support or understanding you receive from your teammates/coworkers when experiencing personal issues (death in the family, illness, etc.)

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very satisfied	51%	47%	64%	64%
Somewhat satisfied	32%	34%	23%	25%
Not so satisfied	7%	7%	5%	3%
Not at all satisfied	3%	4%	2%	5%
Not applicable	6%	7%	5%	3%
Skipped	1%	-	2%	-
Satisfied (Net)	83%	82%	87%	89%
Unsatisfied (Net)	10%	11%	6%	8%

Q2_8. How satisfied, if at all, are you with the following at work? The level of independence or autonomy you have in your role

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very satisfied	52%	52%	65%	61%
Somewhat satisfied	36%	35%	24%	28%
Not so satisfied	7%	8%	11%	8%
Not at all satisfied	3%	2%	1%	2%
Not applicable	1%	2%	-	-
Skipped	1%	-	-	-
Satisfied (Net)	88%	87%	89%	89%
Unsatisfied (Net)	10%	11%	11%	11%

Q2_9. How satisfied, if at all, are you with the following at work? Your purpose and meaning

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very satisfied	38%	35%	51%	44%
Somewhat satisfied	43%	46%	37%	47%
Not so satisfied	12%	12%	8%	4%
Not at all satisfied	5%	4%	3%	4%
Not applicable	2%	2%	-	1%
Skipped	1%	-	1%	-
Satisfied (Net)	80%	81%	88%	91%
Unsatisfied (Net)	17%	17%	11%	8%

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Q2_10. How satisfied, if at all, are you with the following at work? Your job as a whole

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very satisfied	39%	39%	55%	50%
Somewhat satisfied	47%	46%	37%	40%
Not so satisfied	9%	11%	6%	8%
Not at all satisfied	4%	4%	1%	2%
Not applicable	0	1%	-	-
Skipped	1%	-	2%	-
Satisfied (Net)	86%	84%	91%	90%
Unsatisfied (Net)	13%	15%	6%	10%

Q3_sum1. How stressed, if at all, have you felt about each of the following in the past six months?
Summary - Stressed

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
The state of the world	70%	68%	64%	75%
Your job	50%	48%	49%	60%
Your finances	48%	45%	28%	29%
Your physical health	44%	40%	37%	45%
Your mental health	40%	37%	22%	33%
Climate change	40%	-	36%	-
Your family's health	39%	37%	37%	43%

Q3_1. How stressed, if at all, have you felt about each of the following in the past six months? Your job

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very stressed	11%	11%	13%	13%
Somewhat stressed	39%	37%	35%	47%
Not so stressed	36%	36%	34%	28%
Not at all stressed	14%	15%	18%	9%
Skipped	1%	-	-	3%
Stressed (Net)	50%	48%	49%	60%
Not stressed (Net)	49%	51%	51%	37%

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Q3_2. How stressed, if at all, have you felt about each of the following in the past six months? The state of the world

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very stressed	26%	19%	19%	21%
Somewhat stressed	44%	49%	46%	54%
Not so stressed	22%	25%	28%	20%
Not at all stressed	7%	8%	7%	5%
Skipped	1%	-	-	-
Stressed (Net)	70%	68%	64%	75%
Not stressed (Net)	29%	32%	36%	25%

Q3_3. How stressed, if at all, have you felt about each of the following in the past six months? Your finances

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very stressed	15%	13%	8%	7%
Somewhat stressed	33%	32%	20%	22%
Not so stressed	34%	36%	47%	41%
Not at all stressed	17%	18%	24%	30%
Skipped	1%	-	-	-
Stressed (Net)	48%	45%	28%	29%
Not stressed (Net)	51%	54%	72%	71%

Q3_4. How stressed, if at all, have you felt about each of the following in the past six months? Climate change

	Total (N=2,376)	Executive (N=104)
Very stressed	11%	11%
Somewhat stressed	29%	24%
Not so stressed	30%	21%
Not at all stressed	30%	44%
Skipped	1%	-
Stressed (Net)	40%	36%
Not stressed (Net)	60%	64%

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Q3_5. How stressed, if at all, have you felt about each of the following in the past six months? Your mental health

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very stressed	9%	8%	6%	7%
Somewhat stressed	31%	29%	15%	26%
Not so stressed	35%	36%	42%	37%
Not at all stressed	24%	27%	36%	30%
Skipped	1%	-	-	-
Stressed (Net)	40%	37%	22%	33%
Not stressed (Net)	59%	63%	78%	67%

Q3_6. How stressed, if at all, have you felt about each of the following in the past six months? Your physical health

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very stressed	7%	7%	5%	6%
Somewhat stressed	37%	33%	33%	38%
Not so stressed	40%	44%	35%	46%
Not at all stressed	16%	16%	27%	9%
Skipped	1%	-	-	-
Stressed (Net)	44%	40%	37%	45%
Not stressed (Net)	56%	60%	63%	55%

Q3_7. How stressed, if at all, have you felt about each of the following in the past six months? Your family's health

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very stressed	7%	6%	3%	8%
Somewhat stressed	32%	31%	34%	34%
Not so stressed	43%	43%	32%	42%
Not at all stressed	17%	20%	30%	16%
Skipped	1%	1%	-	-
Stressed (Net)	39%	37%	37%	43%
Not stressed (Net)	60%	63%	63%	57%

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Q4. How would you rate your own mental health right now?

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very good	35%	38%	55%	48%
Somewhat good	50%	48%	40%	39%
Somewhat poor	13%	12%	5%	13%
Very poor	2%	2%	-	-
Skipped	-	-	-	-
Good (Net)	85%	86%	95%	87%
Poor (Net)	15%	14%	5%	13%

Q5. How informed or uninformed do you feel about mental health conditions in general?

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very informed	27%	25%	26%	31%
Somewhat informed	55%	57%	59%	56%
Somewhat uninformed	14%	14%	15%	5%
Very uninformed	3%	4%	-	8%
Skipped	1%	-	-	-
Informed (Net)	83%	82%	85%	87%
Uninformed (Net)	17%	18%	15%	13%

Q6_sum1. How concerned are you, if at all, about the following? Summary - Concerned

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Your own physical health	52%	50%	44%	50%
Your own stress levels	50%	48%	38%	48%
Your work-life balance	41%	39%	36%	42%
Your own mental health	38%	35%	21%	28%
Your coworkers' mental health	30%	33%	40%	41%

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Q6_1. How concerned are you, if at all, about the following? Your own physical health

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very concerned	10%	11%	6%	10%
Somewhat concerned	42%	39%	37%	40%
Not so concerned	35%	35%	37%	40%
Not at all concerned	13%	14%	19%	10%
Skipped	1%	1%	-	-
Concerned (Net)	52%	50%	44%	50%
Not concerned (Net)	48%	49%	56%	50%

Q6_2. How concerned are you, if at all, about the following? Your own mental health

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very concerned	8%	9%	4%	3%
Somewhat concerned	29%	27%	17%	25%
Not so concerned	40%	40%	47%	46%
Not at all concerned	21%	24%	32%	26%
Skipped	1%	1%	-	-
Concerned (Net)	38%	35%	21%	28%
Not concerned (Net)	62%	64%	79%	72%

Q6_4. How concerned are you, if at all, about the following? Your own stress levels

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very concerned	11%	12%	9%	11%
Somewhat concerned	40%	36%	29%	37%
Not so concerned	35%	38%	45%	39%
Not at all concerned	13%	14%	18%	13%
Skipped	1%	1%	-	-
Concerned (Net)	50%	48%	38%	48%
Not concerned (Net)	49%	51%	62%	52%

Q6_5. How concerned are you, if at all, about the following? Your coworkers' mental health

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very concerned	4%	5%	6%	9%
Somewhat concerned	26%	28%	34%	32%
Not so concerned	47%	45%	42%	44%
Not at all concerned	21%	22%	18%	16%
Skipped	1%	1%	-	-
Concerned (Net)	30%	33%	40%	41%
Not concerned (Net)	69%	67%	60%	59%

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Q6_6. How concerned are you, if at all, about the following? Your work-life balance

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very concerned	9%	11%	5%	5%
Somewhat concerned	31%	28%	31%	38%
Not so concerned	41%	42%	46%	41%
Not at all concerned	18%	19%	19%	17%
Skipped	1%	1%	-	-
Concerned (Net)	41%	39%	36%	42%
Not concerned (Net)	59%	60%	64%	58%

Q7. Do you think it is appropriate to discuss mental health concerns at work?¹

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Yes, it's appropriate	75%	74%	68%	79%
No, it's inappropriate	24%	25%	32%	21%
Skipped	1%	-	-	-

¹Note: In 2024, the question read "Do you think it is appropriate to discuss mental health concerns at work, or not?"

Q8_sum1. How comfortable, if at all, would you feel discussing mental health with each of the following people? Summary - Comfortable

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Your close family	87%	86%	90%	90%
Your friends outside of work	85%	82%	80%	78%
Someone at work who you consider to be a close friend	81%	80%	75%	79%
Your manager	57%	56%	53%	71%
Your teammates/coworkers	56%	57%	53%	62%
Human resources (HR)	39%	40%	47%	56%
Senior/C-suite leadership	28%	29%	42%	59%

Q8_1. How comfortable, if at all, would you feel discussing mental health with each of the following people? Your teammates/coworkers

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very comfortable	15%	14%	9%	23%
Somewhat comfortable	41%	43%	44%	39%
Not so comfortable	30%	28%	26%	26%
Not comfortable at all	14%	15%	19%	13%
Skipped	1%	1%	2%	-
Comfortable (Net)	56%	57%	53%	62%
Not comfortable (Net)	43%	42%	45%	38%

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Q8_2. How comfortable, if at all, would you feel discussing mental health with each of the following people? Someone at work who you consider to be a close friend

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very comfortable	35%	35%	30%	48%
Somewhat comfortable	46%	45%	45%	31%
Not so comfortable	12%	13%	15%	17%
Not comfortable at all	6%	7%	8%	4%
Skipped	1%	1%	2%	-
Comfortable (Net)	81%	80%	75%	79%
Not comfortable (Net)	18%	20%	23%	21%

Q8_3. How comfortable, if at all, would you feel discussing mental health with each of the following people? Your manager

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very comfortable	18%	17%	18%	28%
Somewhat comfortable	39%	38%	35%	43%
Not so comfortable	27%	28%	27%	15%
Not comfortable at all	15%	16%	20%	14%
Skipped	1%	1%	-	-
Comfortable (Net)	57%	56%	53%	71%
Not comfortable (Net)	42%	44%	47%	29%

Q8_4. How comfortable, if at all, would you feel discussing mental health with each of the following people? Human resources (HR)

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very comfortable	9%	10%	14%	22%
Somewhat comfortable	29%	30%	33%	33%
Not so comfortable	34%	34%	27%	24%
Not comfortable at all	26%	25%	26%	20%
Skipped	1%	1%	-	-
Comfortable (Net)	39%	40%	47%	56%
Not comfortable (Net)	61%	59%	53%	44%

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Q8_5. How comfortable, if at all, would you feel discussing mental health with each of the following people? Senior/C-suite leadership

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very comfortable	7%	8%	13%	24%
Somewhat comfortable	20%	21%	29%	35%
Not so comfortable	36%	35%	26%	22%
Not comfortable at all	35%	36%	32%	19%
Skipped	1%	1%	-	-
Comfortable (Net)	28%	29%	42%	59%
Not comfortable (Net)	71%	70%	58%	41%

Q8_6. How comfortable, if at all, would you feel discussing mental health with each of the following people? Your close family

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very comfortable	47%	46%	49%	49%
Somewhat comfortable	40%	39%	41%	41%
Not so comfortable	9%	11%	5%	9%
Not comfortable at all	3%	3%	6%	1%
Skipped	1%	1%	-	-
Comfortable (Net)	87%	86%	90%	90%
Not comfortable (Net)	12%	14%	10%	10%

Q8_7. How comfortable, if at all, would you feel discussing mental health with each of the following people? Your friends outside of work

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very comfortable	40%	40%	27%	39%
Somewhat comfortable	45%	43%	52%	38%
Not so comfortable	10%	13%	13%	15%
Not comfortable at all	4%	4%	5%	7%
Skipped	1%	1%	2%	-
Comfortable (Net)	85%	82%	80%	78%
Not comfortable (Net)	14%	17%	18%	22%

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Q9. Who do you feel MOST comfortable discussing your mental health with at work, if anyone?

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Someone at work who you consider to be a close friend	51%	48%	42%	42%
Your manager	13%	14%	11%	14%
Your teammates/coworkers	12%	12%	7%	10%
Human Resources (HR)	4%	3%	9%	7%
Senior/C-suite leadership	1%	1%	3%	3%
No one	20%	21%	26%	22%
Skipped	1%	1%	-	-

Q10_sum1. How comfortable do you feel sharing about each of the following parts of your life at work?

Summary - Comfortable

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Your gender identity	86%	88%	86%	90%
Your race, ethnicity, or country of origin	86%	87%	77%	92%
Your sexual orientation	79%	81%	77%	89%
Your physical health	74%	75%	74%	79%
Your religion or spirituality	71%	70%	68%	71%
Your mental health	58%	58%	60%	63%

Q10_1. How comfortable do you feel sharing about each of the following parts of your life at work? Your race, ethnicity, or country of origin

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very comfortable	63%	65%	63%	75%
Somewhat comfortable	23%	23%	14%	17%
Somewhat uncomfortable	7%	6%	7%	7%
Very uncomfortable	6%	5%	14%	1%
Skipped	1%	1%	2%	-
Comfortable (Net)	86%	87%	77%	92%
Uncomfortable (Net)	12%	11%	21%	8%

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Q10_2. How comfortable do you feel sharing about each of the following parts of your life at work? Your religion or spirituality

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very comfortable	38%	38%	43%	45%
Somewhat comfortable	33%	32%	25%	26%
Somewhat uncomfortable	16%	19%	13%	22%
Very uncomfortable	11%	10%	17%	7%
Skipped	2%	1%	2%	-
Comfortable (Net)	71%	70%	68%	71%
Uncomfortable (Net)	28%	29%	30%	29%

Q10_3. How comfortable do you feel sharing about each of the following parts of your life at work? Your sexual orientation

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very comfortable	60%	61%	64%	75%
Somewhat comfortable	20%	20%	12%	14%
Somewhat uncomfortable	8%	8%	5%	6%
Very uncomfortable	11%	10%	16%	5%
Skipped	2%	1%	2%	-
Comfortable (Net)	79%	81%	77%	89%
Uncomfortable (Net)	19%	18%	21%	11%

Q10_4. How comfortable do you feel sharing about each of the following parts of your life at work? Your gender identity

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very comfortable	71%	72%	75%	81%
Somewhat comfortable	15%	15%	7%	9%
Somewhat uncomfortable	4%	4%	2%	4%
Very uncomfortable	7%	7%	13%	5%
Skipped	2%	1%	2%	-
Comfortable (Net)	86%	88%	82%	90%
Uncomfortable (Net)	12%	11%	16%	10%

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Q10_5. How comfortable do you feel sharing about each of the following parts of your life at work? Your physical health

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very comfortable	32%	34%	38%	39%
Somewhat comfortable	42%	41%	36%	40%
Somewhat uncomfortable	18%	18%	17%	14%
Very uncomfortable	7%	6%	7%	7%
Skipped	1%	1%	2%	-
Comfortable (Net)	74%	75%	74%	79%
Uncomfortable (Net)	24%	24%	24%	21%

Q10_6. How comfortable do you feel sharing about each of the following parts of your life at work? Your mental health

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very comfortable	22%	21%	27%	24%
Somewhat comfortable	36%	37%	33%	39%
Somewhat uncomfortable	26%	26%	21%	24%
Very uncomfortable	14%	15%	17%	12%
Skipped	1%	1%	2%	-
Comfortable (Net)	58%	58%	60%	63%
Uncomfortable (Net)	40%	41%	38%	37%

Q11_sum1. Have you ever felt discriminated against or looked down upon for each of the following parts of your life at work? Summary - Yes

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Your race, ethnicity, or country of origin	16%	16%	17%	13%
Your physical health	10%	10%	10%	11%
Your religion or spirituality	10%	9%	10%	10%
Your mental health	7%	8%	6%	4%
Your gender identity	7%	7%	10%	5%
Your sexual orientation	5%	4%	8%	2%

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Q11_1. Have you ever felt discriminated against or looked down upon for each of the following parts of your life at work? Your race, ethnicity, or country of origin

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Yes	16%	16%	17%	13%
No	83%	83%	81%	87%
Skipped	1%	1%	2%	-

Q11_2. Have you ever felt discriminated against or looked down upon for each of the following parts of your life at work? Your religion or spirituality

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Yes	10%	9%	10%	10%
No	89%	90%	88%	90%
Skipped	1%	1%	2%	-

Q11_3. Have you ever felt discriminated against or looked down upon for each of the following parts of your life at work? Your sexual orientation

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Yes	5%	4%	8%	2%
No	93%	95%	90%	98%
Skipped	1%	1%	2%	-

Q11_4. Have you ever felt discriminated against or looked down upon for each of the following parts of your life at work? Your gender identity

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Yes	7%	7%	10%	5%
No	92%	92%	88%	95%
Skipped	1%	1%	2%	-

Q11_5. Have you ever felt discriminated against or looked down upon for each of the following parts of your life at work? Your physical health

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Yes	10%	10%	10%	11%
No	89%	89%	88%	89%
Skipped	1%	1%	2%	-

TOPLINE & METHODOLOGY

Q11_6. Have you ever felt discriminated against or looked down upon for each of the following parts of your life at work? Your mental health

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Yes	7%	8%	6%	4%
No	92%	91%	92%	96%
Skipped	1%	1%	2%	-

Q12. [Asked if selected "Somewhat uncomfortable" or "Very uncomfortable" for Q10_6] You previously indicated that you are "somewhat uncomfortable" / "very uncomfortable" sharing about your mental health at work. Which of the following reasons MOST affect why you feel this way?

	Total (N=950)	Total 2024 (N=838)	Executive (N=39*)	Executive 2024 (N=37*)
The stigma or judgment around mental health	39%	42%	28%	49%
No one else talks about their mental health at work	38%	38%	11%	27%
Not wanting to seem weak	33%	31%	48%	40%
Fear of retaliation or lost opportunities	22%	26%	30%	24%
My job is a main factor affecting my mental health	22%	22%	34%	27%
Fear of losing work status, such as lost certifications or demotions	17%	16%	15%	9%
Overly ambitious or cutthroat culture	6%	9%	6%	8%
Other	15%	15%	16%	22%
Skipped	2%	2%	-	-

*Note: Low base size (N<100); Interpret with caution.

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Q13_sum1. How much do you agree or disagree with each of the following statements? Summary - Agree

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
My manager/supervisor cares about me	78%	76%	85%	89%
I would feel comfortable if my coworker(s) talked to me about their mental health at work	77%	77%	80%	91%
I have a good work-life balance right now	77%	75%	81%	75%
My company makes the mental health of its workers a priority	54%	53%	73%	62%
My company's C-suite/senior leadership cares about me	51%	52%	79%	83%
I worry that I would be judged if I shared potential mental health struggles with my colleagues	48%	49%	47%	47%
I worry that my career would be negatively impacted if I talked about potential mental health concerns in the workplace	42%	43%	50%	48%
There are not enough resources to improve employee mental health and mental well-being at my company ¹	40%	40%	35%	44%
[Asked if direct manager] I feel prepared to support the mental health and emotional health of the people who report to me at work	81% (N=970)	78% (N=846)	78% (N=97*)	85% (N=99*)
[Asked if direct manager] My company has provided me with the proper resources to support the mental and emotional health of the people who report to me at work	67% (N=970)	63% (N=846)	72% (N=97*)	76% (N=99*)

*Note: Low base size (N<100); Interpret with caution.

¹Note: In 2024, the statement read "There are not enough resources to improve employee mental health and well-being at my company"

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Q13_1. How much do you agree or disagree with each of the following statements? I have a good work-life balance right now

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Strongly agree	30%	28%	33%	33%
Somewhat agree	47%	47%	48%	42%
Somewhat disagree	17%	17%	15%	21%
Strongly disagree	5%	7%	2%	3%
Skipped	2%	1%	2%	-
Agree (Net)	77%	75%	81%	75%
Disagree (Net)	22%	23%	17%	25%

Q13_2. How much do you agree or disagree with each of the following statements? My manager/supervisor cares about me

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Strongly agree	29%	30%	41%	48%
Somewhat agree	49%	46%	44%	41%
Somewhat disagree	12%	15%	9%	8%
Strongly disagree	8%	7%	4%	4%
Skipped	2%	1%	2%	-
Agree (Net)	78%	76%	85%	89%
Disagree (Net)	20%	22%	13%	11%

Q13_3. How much do you agree or disagree with each of the following statements? My company's C-suite/senior leadership cares about me

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Strongly agree	9%	11%	23%	37%
Somewhat agree	42%	40%	56%	45%
Somewhat disagree	26%	27%	12%	11%
Strongly disagree	21%	19%	7%	7%
Skipped	2%	2%	2%	-
Agree (Net)	51%	52%	79%	83%
Disagree (Net)	47%	46%	19%	17%

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Q13_4. How much do you agree or disagree with each of the following statements? There are not enough resources to improve employee mental health and well-being at my company¹

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Strongly agree	10%	10%	7%	9%
Somewhat agree	30%	30%	28%	35%
Somewhat disagree	41%	40%	40%	35%
Strongly disagree	17%	17%	23%	21%
Skipped	2%	2%	2%	-
Agree (Net)	40%	40%	35%	44%
Disagree (Net)	58%	57%	63%	56%

¹Note: In 2024, the statement read "There are not enough resources to improve employee mental health and well-being at my company"

Q13_5. How much do you agree or disagree with each of the following statements? I worry that I would be judged if I shared potential mental health struggles with my colleagues

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Strongly agree	10%	13%	14%	15%
Somewhat agree	38%	36%	34%	33%
Somewhat disagree	33%	33%	32%	31%
Strongly disagree	17%	17%	18%	21%
Skipped	2%	2%	2%	-
Agree (Net)	48%	49%	47%	47%
Disagree (Net)	50%	49%	51%	53%

Q13_6. How much do you agree or disagree with each of the following statements? I worry that my career would be negatively impacted if I talked about potential mental health concerns in the workplace

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Strongly agree	9%	11%	14%	8%
Somewhat agree	33%	33%	36%	39%
Somewhat disagree	37%	34%	33%	28%
Strongly disagree	19%	20%	15%	25%
Skipped	2%	2%	2%	-
Agree (Net)	42%	43%	50%	48%
Disagree (Net)	56%	55%	48%	52%

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Q13_7. [Asked if direct manager] How much do you agree or disagree with each of the following statements? My company has provided me with the proper resources to support the mental and emotional health of the people who report to me at work

	Total (N=970)	Total 2024 (N=846)	Executive (N=97)	Executive 2024 (N=99*)
Strongly agree	20%	20%	23%	27%
Somewhat agree	47%	43%	49%	49%
Somewhat disagree	23%	26%	22%	22%
Strongly disagree	8%	9%	4%	2%
Skipped	1%	2%	2%	-
Agree (Net)	67%	63%	72%	76%
Disagree (Net)	32%	35%	26%	24%

**Note: Low base size (N<100); Interpret with caution.*

Q13_8. [Asked if direct manager] How much do you agree or disagree with each of the following statements? I feel prepared to support the mental health and emotional health of the people who report to me at work

	Total (N=970)	Total 2024 (N=846)	Executive (N=97)	Executive 2024 (N=99*)
Strongly agree	28%	32%	27%	44%
Somewhat agree	53%	46%	51%	41%
Somewhat disagree	15%	17%	17%	14%
Strongly disagree	3%	3%	3%	1%
Skipped	1%	1%	2%	-
Agree (Net)	81%	78%	78%	85%
Disagree (Net)	18%	21%	20%	15%

**Note: Low base size (N<100); Interpret with caution.*

Q13_9. How much do you agree or disagree with each of the following statements? My company makes the mental health of its workers a priority

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Strongly agree	11%	12%	15%	20%
Somewhat agree	43%	41%	58%	42%
Somewhat disagree	30%	32%	19%	32%
Strongly disagree	13%	14%	6%	6%
Skipped	2%	2%	2%	-
Agree (Net)	54%	53%	73%	62%
Disagree (Net)	43%	45%	25%	38%

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Q13_10. How much do you agree or disagree with each of the following statements? I would feel comfortable if my coworker(s) talked to me about their mental health at work

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Strongly agree	28%	32%	28%	42%
Somewhat agree	49%	44%	51%	49%
Somewhat disagree	17%	16%	12%	8%
Strongly disagree	5%	6%	7%	1%
Skipped	2%	1%	2%	-
Agree (Net)	77%	77%	80%	91%
Disagree (Net)	21%	22%	18%	9%

Q14_sum1. How responsible should each of the following be for helping employees feel comfortable discussing mental health at work?¹ Summary - Responsible

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Direct managers or supervisors	83%	86%	83%	98%
Human Resources (HR)	83%	85%	82%	94%
Senior/C-suite leadership	75%	78%	75%	90%
Coworkers/teammates	55%	59%	56%	76%

¹Note: In 2024, the question read "How responsible, if at all, should each of the following be for helping employees feel comfortable discussing mental health at work?"

Q14_1. How responsible should each of the following be for helping employees feel comfortable discussing mental health at work?¹ Direct managers or supervisors

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very responsible	38%	41%	37%	63%
Somewhat responsible	45%	45%	46%	35%
Not very responsible	9%	7%	6%	1%
Not at all responsible	5%	5%	9%	1%
Skipped	2%	2%	2%	-
Responsible (Net)	83%	86%	83%	98%
Not responsible (Net)	15%	12%	15%	2%

¹Note: In 2024, the question read "How responsible, if at all, should each of the following be for helping employees feel comfortable discussing mental health at work?"

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Q14_2. How responsible should each of the following be for helping employees feel comfortable discussing mental health at work?¹ Senior/C-suite leadership

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very responsible	33%	38%	37%	54%
Somewhat responsible	42%	40%	38%	35%
Not very responsible	13%	12%	12%	7%
Not at all responsible	10%	7%	11%	3%
Skipped	2%	2%	2%	-
Responsible (Net)	75%	78%	75%	90%
Not responsible (Net)	23%	19%	23%	10%

¹Note: In 2024, the question read "How responsible, if at all, should each of the following be for helping employees feel comfortable discussing mental health at work?"

Q14_3. How responsible should each of the following be for helping employees feel comfortable discussing mental health at work?¹ Human Resources (HR)

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very responsible	44%	48%	53%	70%
Somewhat responsible	39%	37%	28%	24%
Not very responsible	9%	8%	7%	4%
Not at all responsible	6%	5%	9%	2%
Skipped	2%	2%	2%	-
Responsible (Net)	83%	85%	82%	94%
Not responsible (Net)	15%	14%	16%	6%

¹Note: In 2024, the question read "How responsible, if at all, should each of the following be for helping employees feel comfortable discussing mental health at work?"

Q14_4. How responsible should each of the following be for helping employees feel comfortable discussing mental health at work?¹ Coworkers/teammates

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very responsible	12%	13%	7%	16%
Somewhat responsible	43%	46%	49%	60%
Not very responsible	30%	27%	29%	20%
Not at all responsible	12%	12%	13%	4%
Skipped	2%	2%	2%	-
Responsible (Net)	55%	59%	56%	76%
Not responsible (Net)	43%	39%	42%	24%

¹Note: In 2024, the question read "How responsible, if at all, should each of the following be for helping employees feel comfortable discussing mental health at work?"

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Q15_sum1. In the past year, have you ever experienced the following at work? Summary - Yes

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Felt burned out because of your job	52%	52%	45%	44%
Felt so overwhelmed it made it hard to do your job	40%	37%	21%	34%
Felt your mental health suffer because of demands at work	37%	36%	33%	36%
Felt your productivity suffer because of your mental health	34%	33%	21%	32%
Considered quitting because of work's impact on your mental health	25%	27%	18%	29%
Resigned or quit because of work's impact on your mental health	7%	5%	7%	2%

Q15_1. In the past year, have you ever experienced the following at work? Felt your productivity suffer because of your mental health

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Yes	34%	33%	21%	32%
No	65%	66%	79%	68%
Skipped	1%	1%	-	-

Q15_2. In the past year, have you ever experienced the following at work? Felt your mental health suffer because of demands at work

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Yes	37%	36%	33%	36%
No	62%	62%	67%	64%
Skipped	1%	1%	-	-

Q15_3. In the past year, have you ever experienced the following at work? Felt so overwhelmed it made it hard to do your job

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Yes	40%	37%	21%	34%
No	59%	62%	79%	66%
Skipped	1%	1%	-	-

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Q15_4. In the past year, have you ever experienced the following at work? Felt burned out because of your job

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Yes	52%	52%	45%	44%
No	46%	46%	55%	56%
Skipped	1%	1%	-	-

Q15_5. In the past year, have you ever experienced the following at work? Considered quitting because of work's impact on your mental health

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Yes	25%	27%	18%	29%
No	74%	72%	82%	71%
Skipped	1%	1%	-	-

Q15_6. In the past year, have you ever experienced the following at work? Resigned or quit because of work's impact on your mental health

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Yes	7%	5%	7%	2%
No	93%	94%	93%	98%
Skipped	1%	1%	-	-

Q16_sum1. In the past year, have you done the following at work? Summary – Yes

	Total (N=2,376)	Executive (N=104)
Taken time off for your physical health	37%	25%
Supported a coworker experiencing a mental health crisis	33%	45%
Taken time off for your mental or emotional health	32%	24%
Not been able to take planned time off, due to demands or workload	25%	45%
Told your manager or supervisor your mental health is suffering due to work demands	13%	10%

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Q16_1. In the past year, have you done the following at work? Taken time off for your mental or emotional health

	Total (N=2,376)	Executive (N=104)
Yes	32%	24%
No	68%	76%
Skipped	1%	-

Q16_2. In the past year, have you done the following at work? Taken time off for your physical health

	Total (N=2,376)	Executive (N=104)
Yes	37%	25%
No	62%	75%
Skipped	1%	-

Q16_3. In the past year, have you done the following at work? Not been able to take planned time off, due to demands or workload

	Total (N=2,376)	Executive (N=104)
Yes	25%	45%
No	74%	55%
Skipped	1%	-

Q16_4. In the past year, have you done the following at work? Told your manager or supervisor your mental health is suffering due to work demands

	Total (N=2,376)	Executive (N=104)
Yes	13%	10%
No	86%	90%
Skipped	1%	-

Q16_5. In the past year, have you done the following at work? Supported a coworker experiencing a mental health crisis

	Total (N=2,376)	Executive (N=104)
Yes	33%	45%
No	66%	55%
Skipped	1%	-

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Q17_sum1. Regardless of whether or not this has happened to you, how comfortable, if at all, do you feel with the following happening in the workplace? Summary – Comfortable

	Total (N=2,376)	Executive (N=104)
Supporting a coworker experiencing a mental health crisis	72%	75%
Telling your colleagues you are taking time off for your physical health	66%	65%
Telling your colleagues you are taking time off for your mental or emotional health	49%	45%
Telling your manager or supervisor your mental health is suffering due to work demands	48%	49%

Q17_1. Regardless of whether or not this has happened to you, how comfortable, if at all, do you feel with the following happening in the workplace? Telling your colleagues you are taking time off for your mental or emotional health

	Total (N=2,376)	Executive (N=104)
Very comfortable	15%	11%
Somewhat comfortable	34%	34%
Somewhat uncomfortable	31%	28%
Very uncomfortable	18%	24%
Skipped	2%	2%
Comfortable (Net)	49%	45%
Uncomfortable (Net)	49%	53%

Q17_2. Regardless of whether or not this has happened to you, how comfortable, if at all, do you feel with the following happening in the workplace? Telling your colleagues you are taking time off for your physical health

	Total (N=2,376)	Executive (N=104)
Very comfortable	25%	23%
Somewhat comfortable	40%	42%
Somewhat uncomfortable	21%	19%
Very uncomfortable	11%	14%
Skipped	2%	2%
Comfortable (Net)	66%	65%
Uncomfortable (Net)	33%	33%

TOPLINE & METHODOLOGY

Q17_3. Regardless of whether or not this has happened to you, how comfortable, if at all, do you feel with the following happening in the workplace? Telling your manager or supervisor your mental health is suffering due to work demands

	Total (N=2,376)	Executive (N=104)
Very comfortable	15%	17%
Somewhat comfortable	34%	32%
Somewhat uncomfortable	32%	32%
Very uncomfortable	18%	17%
Skipped	2%	2%
Comfortable (Net)	48%	49%
Uncomfortable (Net)	50%	49%

Q17_4. Regardless of whether or not this has happened to you, how comfortable, if at all, do you feel with the following happening in the workplace? Supporting a coworker experiencing a mental health crisis

	Total (N=2,376)	Executive (N=104)
Very comfortable	28%	34%
Somewhat comfortable	44%	41%
Somewhat uncomfortable	19%	15%
Very uncomfortable	7%	7%
Skipped	2%	2%
Comfortable (Net)	72%	75%
Uncomfortable (Net)	26%	23%

TOPLINE & METHODOLOGY

Q18_sum1. Does your employer offer each of the following resources? Summary - Yes

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Health insurance	93%	95%	93%	98%
An employee assistance program (EAP), which is a voluntary, free, and confidential work-based program that generally offers assessments, counseling, and referrals for personal or work-related problems	61%	62%	76%	68%
Mental healthcare benefits ¹	60%	60%	63%	84%
Flexible or remote work arrangements	54%	55%	78%	69%
Flexible work arrangements for family caregiving	50%	49%	71%	63%
Sick days for mental health purposes	45%	51%	69%	69%
Full or partial reimbursement for wellness or meditation apps	24%	21%	31%	20%

¹Note: In 2024, this statement read “mental healthcare coverage”

Q18_1. Does your employer offer each of the following resources? Health insurance

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Yes	93%	95%	93%	98%
No	3%	3%	4%	1%
Don't know	2%	1%	2%	1%
Skipped	1%	1%	2%	-

Q18_2. Does your employer offer each of the following resources? Mental healthcare benefits¹

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Yes	60%	60%	63%	84%
No	13%	13%	12%	4%
Don't know	26%	26%	24%	12%
Skipped	1%	1%	2%	-

¹Note: In 2024, this statement read “mental healthcare coverage”

TOPLINE & METHODOLOGY

Q18_3. Does your employer offer each of the following resources? An employee assistance program (EAP), which is a voluntary, free, and confidential work-based program that generally offers assessments, counseling, and referrals for personal or work-related problems

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Yes	61%	62%	76%	68%
No	13%	13%	15%	15%
Don't know	25%	24%	9%	17%
Skipped	1%	1%	-	-

Q18_4. Does your employer offer each of the following resources? Sick days for mental health purposes

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Yes	45%	51%	69%	69%
No	30%	27%	20%	17%
Don't know	23%	21%	11%	13%
Skipped	1%	1%	-	-

Q18_5. Does your employer offer each of the following resources? Flexible or remote work arrangements

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Yes	54%	55%	78%	69%
No	39%	37%	17%	30%
Don't know	6%	7%	3%	1%
Skipped	1%	1%	2%	-

Q18_6. Does your employer offer each of the following resources? Flexible work arrangements for family caregiving

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Yes	50%	49%	71%	63%
No	26%	29%	20%	23%
Don't know	23%	21%	9%	14%
Skipped	1%	1%	-	-

TOPLINE & METHODOLOGY

Q18_8. Does your employer offer each of the following resources? Full or partial reimbursement for wellness or meditation apps

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Yes	24%	21%	31%	20%
No	36%	41%	43%	51%
Don't know	39%	37%	26%	29%
Skipped	1%	1%	-	-

Q19_sum1. Does your employer require or offer employees any of the following trainings, lectures, webinars, or resources? Summary - Yes (Net)

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Workplace safety	81%	80%	88%	89%
Physical health and wellness	57%	53%	66%	60%
Diversity, equity, and inclusion (DEI) or something similar ¹	57%	67%	65%	67%
Team or people management	55%	54%	79%	77%
Mental health and wellbeing	53%	51%	63%	62%

¹Note: In 2024, the statement read "Diversity, equity, and inclusion (DEI)"

Q19_1. Does your employer require or offer employees any of the following trainings, lectures, webinars, or resources? Team or people management

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Yes, requires employees to complete	22%	22%	33%	33%
Yes, offers it to employees, but does NOT require it	33%	32%	46%	44%
No	20%	21%	15%	19%
Don't know	23%	23%	4%	4%
Skipped	2%	1%	2%	1%
Yes (Net)	55%	54%	79%	77%

TOPLINE & METHODOLOGY

Q19_2. Does your employer require or offer employees any of the following trainings, lectures, webinars, or resources? Diversity, equity, and inclusion (DEI) or something similar

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Yes, requires employees to complete	36%	44%	45%	40%
Yes, offers it to employees, but does NOT require it	21%	23%	20%	27%
No	20%	14%	24%	28%
Don't know	22%	18%	9%	4%
Skipped	2%	1%	2%	1%
Yes (Net)	57%	67%	65%	67%

¹Note: In 2024, the statement read "Diversity, equity, and inclusion (DEI)"

Q19_3. Does your employer require or offer employees any of the following trainings, lectures, webinars, or resources? Mental health and wellbeing

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Yes, requires employees to complete	11%	11%	12%	9%
Yes, offers it to employees, but does NOT require it	42%	40%	50%	52%
No	23%	25%	26%	23%
Don't know	23%	22%	12%	14%
Skipped	2%	1%	-	1%
Yes (Net)	53%	51%	63%	62%

Q19_4. Does your employer require or offer employees any of the following trainings, lectures, webinars, or resources? Physical health and wellness

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Yes, requires employees to complete	13%	10%	18%	6%
Yes, offers it to employees, but does NOT require it	45%	42%	48%	54%
No	23%	27%	26%	30%
Don't know	19%	19%	8%	10%
Skipped	1%	1%	1%	1%
Yes (Net)	57%	53%	66%	60%

TOPLINE & METHODOLOGY

Q19_5. Does your employer require or offer employees any of the following trainings, lectures, webinars, or resources? Workplace safety

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Yes, requires employees to complete	67%	66%	69%	69%
Yes, offers it to employees, but does NOT require it	13%	14%	19%	21%
No	8%	9%	6%	5%
Don't know	10%	9%	5%	5%
Skipped	2%	1%	2%	1%
Yes (Net)	81%	80%	88%	89%

Q20_sum1. How important, if at all, do you think the following are or would be in creating a positive workplace culture? Summary - Important

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Health insurance	96%	95%	98%	98%
Mental healthcare benefits ¹	91%	92%	88%	97%
Sick days for mental health purposes	89%	90%	87%	89%
Flexible or remote work arrangements specifically for family caregiving	88%	88%	87%	84%
An employee assistance program (EAP), which is a voluntary, free, and confidential work-based program that generally offers assessments, counseling, and referrals for personal or work-related problems	85%	86%	87%	88%
Mental health and wellbeing training	82%	83%	74%	87%
Flexible or remote work arrangements	83%	83%	79%	83%
Diversity, equity, and inclusion (DEI) training or something similar ²	64%	71%	50%	63%
Full or partial reimbursement for wellness or meditation apps	64%	62%	50%	47%

¹Note: In 2024, this statement read "mental health coverage"

²Note: In 2024, the statement read "Diversity, equity, and inclusion (DEI)"

TOPLINE & METHODOLOGY

Q20_1. How important, if at all, do you think the following are or would be in creating a positive workplace culture? Health insurance

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very important	87%	87%	88%	91%
Somewhat important	9%	8%	10%	6%
Not very important	1%	2%	-	-
Not at all important	1%	1%	-	1%
Skipped	2%	2%	2%	1%
Important (Net)	96%	95%	98%	98%
Not important (Net)	2%	3%	-	1%

Q20_2. How important, if at all, do you think the following are or would be in creating a positive workplace culture? Mental healthcare benefits¹

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very important	58%	60%	53%	62%
Somewhat important	33%	31%	34%	34%
Not very important	6%	4%	7%	2%
Not at all important	2%	2%	3%	-
Skipped	1%	2%	2%	1%
Important (Net)	91%	92%	88%	97%
Not important (Net)	8%	6%	10%	2%

¹Note: In 2024, this statement read “mental health coverage”

Q20_3. How important, if at all, do you think the following are or would be in creating a positive workplace culture? An employee assistance program (EAP), which is a voluntary, free, and confidential work-based program that generally offers assessments, counseling, and referrals for personal or work-related problems

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very important	45%	48%	41%	57%
Somewhat important	40%	38%	45%	31%
Not very important	10%	9%	8%	9%
Not at all important	3%	3%	3%	2%
Skipped	2%	2%	2%	1%
Important (Net)	85%	86%	87%	88%
Not important (Net)	13%	12%	11%	11%

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Q20_4. How important, if at all, do you think the following are or would be in creating a positive workplace culture? Sick days for mental health purposes

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very important	57%	58%	45%	54%
Somewhat important	31%	31%	42%	35%
Not very important	8%	7%	8%	9%
Not at all important	2%	2%	5%	1%
Skipped	1%	2%	-	1%
Important (Net)	89%	90%	87%	89%
Not important (Net)	10%	9%	13%	10%

Q20_5. How important, if at all, do you think the following are or would be in creating a positive workplace culture? Flexible or remote work arrangements

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very important	52%	52%	45%	51%
Somewhat important	31%	30%	33%	32%
Not very important	11%	11%	14%	11%
Not at all important	5%	5%	6%	4%
Skipped	2%	2%	2%	1%
Important (Net)	83%	83%	79%	83%
Not important (Net)	16%	16%	19%	15%

Q20_6. How important, if at all, do you think the following are or would be in creating a positive workplace culture? Flexible or remote work arrangements specifically for family caregiving

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very important	53%	54%	50%	54%
Somewhat important	35%	33%	38%	29%
Not very important	8%	7%	7%	10%
Not at all important	3%	3%	6%	2%
Skipped	2%	2%	-	3%
Important (Net)	88%	88%	87%	84%
Not important (Net)	10%	10%	13%	13%

TOPLINE & METHODOLOGY

Q20_8. How important, if at all, do you think the following are or would be in creating a positive workplace culture? Full or partial reimbursement for wellness or meditation apps

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very important	27%	25%	18%	17%
Somewhat important	37%	37%	32%	30%
Not very important	24%	26%	30%	35%
Not at all important	10%	10%	18%	17%
Skipped	2%	2%	2%	1%
Important (Net)	64%	62%	50%	47%
Not important (Net)	34%	36%	48%	52%

Q20_10. How important, if at all, do you think the following are or would be in creating a positive workplace culture? Diversity, equity, and inclusion (DEI) training or something similar¹

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very important	33%	40%	26%	34%
Somewhat important	31%	31%	24%	29%
Not very important	16%	14%	20%	19%
Not at all important	19%	13%	27%	16%
Skipped	2%	2%	2%	1%
Important (Net)	64%	71%	50%	63%
Not important (Net)	35%	27%	48%	35%

¹Note: In 2024, the statement read "Diversity, equity, and inclusion (DEI)"

Q20_11. How important, if at all, do you think the following are or would be in creating a positive workplace culture? Mental health and wellbeing training

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very important	39%	40%	28%	44%
Somewhat important	43%	43%	45%	43%
Not very important	13%	11%	19%	10%
Not at all important	4%	4%	5%	2%
Skipped	2%	2%	2%	1%
Important (Net)	82%	83%	74%	87%
Not important (Net)	16%	15%	24%	12%

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Q21. [Asked if selected “Yes” at Q18_2] You previously mentioned you have access to mental health care benefits through your employer. In your opinion, how much, if any, of the mental health care that you may need do your benefits cover?

	Total (N=1,502)	Executive (N=67)
Covers all of the mental health care I may need	18%	13%
Covers most of the mental health care I may need	24%	23%
Covers some of the mental health care I may need	22%	31%
Covers very little of the mental health care I may need	5%	1%
Cover none of the mental health care I may need	1%	2%
Don't know	29%	30%
Skipped	-	-

Q22. [Asked if selected “Yes” at Q18_2] You previously mentioned you have access to mental health care benefits through your employer. Have you tried to use your mental health benefits in the past 12 months?

	Total (N=1,502)	Executive (N=67)
Yes	20%	9%
No	78%	91%
Don't know	1%	-
Skipped	-	-

Q23_sum1. [Asked if selected “Yes” at Q18_2] You previously mentioned you have access to mental health care coverage through your employer. How easy or hard is it to find mental health care through your employer that... Summary - Hard

	Total (N=1,502)	Total 2024 (N=1,316)	Executive (N=67)	Executive 2024 (N=91*)
Is available in a timely manner without long wait-lists	17%	21%	11%	18%
Is affordable	16%	19%	9%	14%
Is specialized for your needs	14%	18%	11%	14%
Is covered in-network with your insurance	13%	18%	11%	17%
Is located in your area	12%	16%	7%	15%
Offers provider(s) that have a similar background (e.g., your race/ethnicity, sexual orientation, gender, or country of heritage)	11%	18%	10%	19%
Offers virtual appointments	6%	-	5%	-

**Note: Low base size (N<100); Interpret with caution.*

TOPLINE & METHODOLOGY

Q23_1. **[Asked if selected “Yes” at Q18_2]** You previously mentioned you have access to mental health care coverage through your employer. How easy or hard is it to find mental health care through your employer that... Is affordable

	Total (N=1,502)	Total 2024 (N=1,316)	Executive (N=67*)	Executive 2024 (N=91*)
Very hard	5%	6%	3%	3%
Somewhat hard	11%	13%	6%	11%
Somewhat easy	23%	26%	25%	19%
Very easy	19%	19%	20%	30%
Don't know	41%	34%	46%	37%
Skipped	1%	1%	-	-
Hard (Net)	16%	19%	9%	14%
Easy (Net)	42%	46%	46%	49%

**Note: Low base size (N<100); Interpret with caution.*

Q23_2. **[Asked if selected “Yes” at Q18_2]** You previously mentioned you have access to mental health care coverage through your employer. How easy or hard is it to find mental health care through your employer that... Is in-network with your insurance

	Total (N=1,502)	Total 2024 (N=1,316)	Executive (N=67*)	Executive 2024 (N=91*)
Very hard	4%	5%	4%	2%
Somewhat hard	9%	13%	7%	15%
Somewhat easy	26%	25%	26%	25%
Very easy	26%	25%	27%	30%
Don't know	34%	32%	34%	28%
Skipped	1%	1%	1%	-
Hard (Net)	13%	18%	11%	17%
Easy (Net)	52%	50%	53%	55%

**Note: Low base size (N<100); Interpret with caution.*

Q23_3. **[Asked if selected “Yes” at Q18_2]** You previously mentioned you have access to mental health care coverage through your employer. How easy or hard is it to find mental health care through your employer that... Is available in a timely manner without long wait-lists

	Total (N=1,502)	Total 2024 (N=1,316)	Executive (N=67*)	Executive 2024 (N=91*)
Very hard	6%	7%	2%	4%
Somewhat hard	11%	15%	8%	13%
Somewhat easy	22%	24%	27%	23%
Very easy	16%	17%	14%	24%
Don't know	45%	37%	48%	35%
Skipped	1%	1%	-	-
Hard (Net)	17%	21%	11%	18%
Easy (Net)	37%	41%	41%	47%

**Note: Low base size (N<100); Interpret with caution.*

TOPLINE & METHODOLOGY

Q23_4. **[Asked if selected “Yes” at Q18_2]** You previously mentioned you have access to mental health care coverage through your employer. How easy or hard is it to find mental health care through your employer that... Is specialized for your needs

	Total (N=1,502)	Total 2024 (N=1,316)	Executive (N=67*)	Executive 2024 (N=91*)
Very hard	5%	4%	5%	4%
Somewhat hard	10%	14%	6%	10%
Somewhat easy	22%	23%	20%	19%
Very easy	17%	17%	13%	22%
Don't know	45%	40%	56%	46%
Skipped	1%	1%	-	-
Hard (Net)	14%	18%	11%	14%
Easy (Net)	40%	41%	33%	40%

*Note: Low base size (N<100); Interpret with caution.

Q23_7. **[Asked if selected “Yes” at Q18_2]** You previously mentioned you have access to mental health care coverage through your employer. How easy or hard is it to find mental health care through your employer that... Offers virtual appointments

	Total (N=1,502)	Total 2024 (N=1,316)	Executive (N=67*)	Executive 2024 (N=91*)
Very hard	1%	5%	1%	-
Somewhat hard	5%	11%	4%	15%
Somewhat easy	25%	27%	23%	26%
Very easy	25%	25%	27%	32%
Don't know	44%	31%	44%	28%
Skipped	1%	1%	-	-
Hard (Net)	6%	16%	5%	15%
Easy (Net)	50%	53%	50%	57%

*Note: Low base size (N<100); Interpret with caution.

Q23_5. **[Asked if selected “Yes” at Q18_2]** You previously mentioned you have access to mental health care coverage through your employer. How easy or hard is it to find mental health care through your employer that... Is located in your area

	Total (N=1,502)	Total 2024 (N=1,316)	Executive (N=67*)	Executive 2024 (N=91*)
Very hard	4%	6%	1%	8%
Somewhat hard	9%	12%	5%	11%
Somewhat easy	25%	20%	28%	16%
Very easy	25%	15%	28%	20%
Don't know	37%	46%	37%	45%
Skipped	1%	1%	1%	-
Hard (Net)	12%	18%	7%	19%
Easy (Net)	49%	35%	55%	36%

*Note: Low base size (N<100); Interpret with caution.

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Q23_6. [Asked if selected “Yes” at Q18_2] You previously mentioned you have access to mental health care coverage through your employer. How easy or hard is it to find mental health care through your employer that... Offers provider(s) that have a similar background (e.g., your race/ethnicity, sexual orientation, gender, or country of heritage)

	Total (N=1,502)	Total 2024 (N=1,316)	Executive (N=67*)	Executive 2024 (N=91*)
Very hard	3%	6%	3%	8%
Somewhat hard	8%	12%	7%	11%
Somewhat easy	20%	20%	19%	16%
Very easy	18%	15%	12%	20%
Don't know	50%	46%	59%	45%
Skipped	1%	1%	-	-
Hard (Net)	11%	18%	10%	19%
Easy (Net)	38%	35%	31%	36%

**Note: Low base size (N<100); Interpret with caution.*

TOPLINE & METHODOLOGY

Q24_sum1. Please answer yes or no to each of the following statements: Summary - Yes

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
[Asked if selected “Yes” or “Don’t know” for Q18_1 or Q18_2] I know how to access mental health care through my employer-sponsored health insurance	53% (N=2,317)	55% (N=2,014)	61% (N=102)	78% (N=105)
I would use a free, confidential, independent mental health support resource if it was a benefit offered by my employer	52%	51%	45%	49%
I have received training about the mental health resources offered from my employer	28%	29%	36%	37%
[Asked if executive or manager/supervisor of staff/director] I have received training from my employer about how to talk about mental health or mental health resources with my team at work	24% (N=775)	23% (N=691)	23% (N=104)	30% (N=106)
I have received training from my employer about mental health conditions or symptoms	21%	22%	23%	25%
[Asked if executive and selected “Yes” or “Don’t know” for Q18_1 or Q18_2] I have specifically negotiated mental health care benefits through with my employer’s health insurance provider	10% (N=102)	15% (N=105)	10% (N=102)	15% (N=105)

Q24_1. **[Asked if selected “Yes” or “Don’t know” for Q18_1 or Q18_2]** Please answer yes or no to each of the following statements: I know how to access mental health care through my employer-sponsored health insurance

	Total (N=2,317)	Total 2024 (N=2,014)	Executive (N=102)	Executive 2024 (N=105)
Yes	53%	55%	61%	78%
No	29%	28%	25%	16%
Don’t know	17%	16%	13%	7%
Skipped	1%	1%	-	-

TOPLINE & METHODOLOGY

Q24_2. Please answer yes or no to each of the following statements: I would use a free, confidential, independent mental health support resource if it was a benefit offered by my employer

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Yes	52%	51%	45%	49%
No	19%	20%	27%	18%
Don't know	28%	27%	28%	32%
Skipped	1%	2%	1%	-

Q24_3. Please answer yes or no to each of the following statements: I have received training from my employer about mental health conditions or symptoms

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Yes	21%	22%	23%	25%
No	68%	69%	75%	72%
Don't know	9%	7%	2%	3%
Skipped	2%	2%	-	-

Q24_4. Please answer yes or no to each of the following statements: I have received training about the mental health resources offered from my employer

	Total (N=2,376)	Executive (N=104)	Total 2024 (N=2,062)	Executive 2024 (N=106)
Yes	28%	36%	29%	37%
No	60%	57%	60%	58%
Don't know	10%	7%	10%	4%
Skipped	2%	-	2%	-

Q24_5. **[Asked if executive and selected “Yes” or “Don’t know” for Q18_1 or Q18_2]** Please answer yes or no to each of the following statements: I have specifically negotiated mental health care benefits through with my employer’s health insurance provider

	Total (N=102)	Total 2024 (N=105)	Executive (N=102)	Executive 2024 (N=105)
Yes	10%	15%	10%	15%
No	81%	79%	81%	79%
Don't know	9%	5%	9%	5%
Skipped	-	-	-	-

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Q24_6. **[Asked if executive or manager/supervisor of staff/director]** Please answer yes or no to each of the following statements: I have received training from my employer about how to talk about mental health or mental health resources with my team at work

	Total (N=775)	Total 2024 (N=691)	Executive (N=104)	Executive 2024 (N=106)
Yes	24%	23%	23%	30%
No	67%	70%	72%	68%
Don't know	7%	5%	5%	2%
Skipped	1%	2%	-	-

Q25. **[Asked if selected “Yes” for Q24_3 OR Q24_4]** You previously mentioned you have received training from your employer about mental health and/or the mental health resources offered. Does this training make you feel more or less comfortable talking about mental health with your coworkers?

	Total (N=798)	Total 2024 (N=708)	Executive (N=39*)	Executive 2024 (N=46*)
Much more comfortable	12%	14%	29%	21%
Somewhat more comfortable	45%	41%	51%	44%
Somewhat less comfortable	6%	5%	2%	6%
Much less comfortable	1%	4%	-	-
No impact	36%	35%	19%	29%
Skipped	-	1%	-	-
More comfortable (Net)	57%	55%	79%	65%
Less comfortable (Net)	6%	9%	2%	6%

**Note: Low base size (N<100); Interpret with caution.*

Q26. **[Asked if selected “Yes” at Q24_6]** You previously mentioned you have received training about how to talk about mental health or mental health resources with your team at work. Does this training make you feel more or less comfortable talking about mental health and/or mental health resources with your team?

	Total (N=184)	Total 2024 (N=175)	Executive (N=22*)	Executive 2024 (N=33*)
Much more comfortable	20%	26%	12%	25%
Somewhat more comfortable	55%	53%	54%	57%
Somewhat less comfortable	5%	5%	3%	4%
Much less comfortable	-	2%	-	-
No impact	19%	14%	23%	13%
Skipped	1%	-	9%	-
More comfortable (Net)	75%	79%	66%	83%
Less comfortable (Net)	5%	7%	3%	4%

**Note: Low base size (N<100); Interpret with caution.*

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Q27_sum1. How helpful would information or training about each of the following be for your mental health and/or supporting others' mental health at work? Summary - Helpful

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Employer health insurance benefits for mental health treatment ¹	84%	84%	80%	93%
Stress or burnout management	82%	82%	83%	82%
Identifying and responding to a mental health crisis	81%	82%	87%	85%
Mental health conditions, including signs or symptoms	80%	81%	89%	85%
Other employer resources to support mental health (e.g., Employee Assistance Program (EAP), wellness or meditation app reimbursements, etc.)	79%	80%	87%	86%
Communicating with coworkers	77%	78%	83%	83%

¹Note: In 2024, the statement read "Employer health insurance coverage for mental health treatment"

Q27_1. How helpful would information or training about each of the following be for your mental health and/or supporting others' mental health at work? Mental health conditions, including signs or symptoms

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very helpful	35%	36%	40%	47%
Somewhat helpful	45%	45%	49%	38%
Not very helpful	8%	8%	1%	8%
Not at all helpful	3%	3%	4%	3%
Don't know	7%	7%	6%	3%
Skipped	2%	2%	-	1%
Helpful (Net)	80%	81%	89%	85%
Not helpful (Net)	11%	11%	5%	12%

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Q27_2. How helpful would information or training about each of the following be for your mental health and/or supporting others' mental health at work? Employer health insurance benefits for mental health treatment¹

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very helpful	44%	48%	33%	53%
Somewhat helpful	40%	36%	46%	40%
Not very helpful	5%	5%	10%	2%
Not at all helpful	3%	2%	5%	1%
Don't know	6%	7%	5%	5%
Skipped	2%	2%	-	-
Helpful (Net)	84%	84%	80%	93%
Not helpful (Net)	8%	7%	15%	3%

¹Note: In 2024, the statement read "Employer health insurance coverage for mental health treatment"

Q27_3. How helpful would information or training about each of the following be for your mental health and/or supporting others' mental health at work? Other employer resources to support mental health (e.g., Employee Assistance Program (EAP), wellness or meditation app reimbursements, etc.)

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very helpful	38%	42%	40%	49%
Somewhat helpful	41%	38%	47%	37%
Not very helpful	7%	7%	4%	7%
Not at all helpful	3%	3%	4%	1%
Don't know	9%	8%	5%	5%
Skipped	2%	2%	-	-
Helpful (Net)	79%	80%	87%	86%
Not helpful (Net)	10%	10%	8%	9%

Q27_4. How helpful would information or training about each of the following be for your mental health and/or supporting others' mental health at work? Stress or burnout management

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very helpful	42%	45%	44%	48%
Somewhat helpful	39%	37%	38%	35%
Not very helpful	7%	7%	10%	9%
Not at all helpful	4%	3%	3%	3%
Don't know	6%	6%	4%	4%
Skipped	2%	2%	-	1%
Helpful (Net)	82%	82%	83%	82%
Not helpful (Net)	10%	10%	13%	12%

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Q27_5. How helpful would information or training about each of the following be for your mental health and/or supporting others' mental health at work? Communicating with coworkers

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very helpful	35%	36%	41%	47%
Somewhat helpful	42%	42%	42%	35%
Not very helpful	10%	10%	7%	11%
Not at all helpful	4%	4%	3%	2%
Don't know	7%	7%	7%	4%
Skipped	2%	2%	-	-
Helpful (Net)	77%	78%	83%	83%
Not helpful (Net)	14%	13%	10%	14%

Q27_6. How helpful would information or training about each of the following be for your mental health and/or supporting others' mental health at work? Identifying and responding to a mental health crisis

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Very helpful	37%	39%	39%	47%
Somewhat helpful	45%	42%	48%	39%
Not very helpful	6%	6%	3%	6%
Not at all helpful	3%	3%	5%	3%
Don't know	7%	7%	5%	5%
Skipped	2%	2%	-	-
Helpful (Net)	81%	82%	87%	85%
Not helpful (Net)	10%	9%	8%	10%

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Q28. Which of the following industries best characterizes your current employer?¹

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Healthcare	16%	14%	9%	12%
Education	11%	11%	15%	18%
Technology or Software Development	9%	9%	8%	7%
Finance or Insurance	8%	9%	22%	15%
Transportation or Warehousing	7%	8%	1%	3%
Retail	6%	6%	3%	7%
Food services	4%	4%	3%	-
Construction	4%	3%	1%	0%
Research	3%	3%	2%	5%
Utilities	2%	2%	3%	4%
Hospitality	2%	2%	4%	-
Media	1%	1%	-	-
Agriculture or Forestry	1%	1%	-	1%
Arts or Entertainment	1%	1%	1%	2%
Real Estate	1%	1%	2%	2%
Advertising	-	-	1%	-
Other	24%	25%	25%	24%
Skipped	1%	1%	-	1%

¹Note: In 2024, the question read "Now, a few final questions for statistical purposes. Which of the following industries best characterizes your current employer?"

Q29. Which of the following best describes how or where you work at your current job?

	Total (N=2,376)	Executive (N=104)
Fully in-person	58%	52%
Hybrid (i.e., sometimes in person and sometimes remote)	27%	39%
Fully remote (e.g., outside of the office, at home, etc.)	15%	9%
Skipped	-	-

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Q30. Have you ever received mental health treatment from a therapist, counselor, doctor, or other mental health professional?

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Yes, and I am receiving it currently	12%	11%	6%	7%
Yes, but not currently	32%	32%	33%	49%
No	54%	55%	58%	42%
Prefer not to answer	2%	2%	3%	1%
Skipped	1%	-	-	-
Yes (Net)	44%	43%	39%	56%

Q31_sum1. Have you or a loved one ever been diagnosed with each of the following mental health conditions? Summary – Yes

	Total (N=2,376)	Executive (N=104)
Depression	41%	39%
Anxiety disorder	37%	37%
Attention-deficit hyperactivity disorder (ADHD)	25%	33%
Substance use disorder	16%	21%
Bipolar disorder	15%	12%
Posttraumatic stress/Post-traumatic stress disorder (PTSD)	15%	10%
Obsessive-compulsive disorder (OCD)	10%	8%
Eating disorder	7%	8%
Schizoaffective disorder/Schizophrenia	6%	6%
Borderline personality disorder (BPD)	5%	1%

Q31_1. Have you or a loved one ever been diagnosed with each of the following mental health conditions? Anxiety disorder

	Total (N=2,376)	Executive (N=104)
Yes, I have	19%	14%
Yes, a loved one has	23%	29%
No	51%	55%
Prefer not to say	1%	-
Skipped	11%	8%
Yes (Net)	37%	37%

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Q31_2. Have you or a loved one ever been diagnosed with each of the following mental health conditions? Attention-deficit hyperactivity disorder (ADHD)

	Total (N=2,376)	Executive (N=104)
Yes, I have	6%	4%
Yes, a loved one has	21%	30%
No	63%	58%
Prefer not to say	1%	-
Skipped	11%	9%
Yes (Net)	25%	33%

Q31_3. Have you or a loved one ever been diagnosed with each of the following mental health conditions? Bipolar disorder

	Total (N=2,376)	Executive (N=104)
Yes, I have	2%	-
Yes, a loved one has	13%	12%
No	74%	79%
Prefer not to say	1%	-
Skipped	10%	8%
Yes (Net)	15%	12%

Q31_4. Have you or a loved one ever been diagnosed with each of the following mental health conditions? Borderline personality disorder (BPD)

	Total (N=2,376)	Executive (N=104)
Yes, I have	1%	-
Yes, a loved one has	4%	1%
No	84%	91%
Prefer not to say	1%	-
Skipped	11%	8%
Yes (Net)	5%	1%

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Q31_5. Have you or a loved one ever been diagnosed with each of the following mental health conditions? Depression

	Total (N=2,376)	Executive (N=104)
Yes, I have	20%	11%
Yes, a loved one has	27%	33%
No	48%	52%
Prefer not to say	2%	1%
Skipped	10%	8%
Yes (Net)	41%	39%

Q31_6. Have you or a loved one ever been diagnosed with each of the following mental health conditions? Eating disorder

	Total (N=2,376)	Executive (N=104)
Yes, I have	3%	-
Yes, a loved one has	5%	8%
No	81%	81%
Prefer not to say	1%	1%
Skipped	11%	11%
Yes (Net)	7%	8%

Q31_7. Have you or a loved one ever been diagnosed with each of the following mental health conditions? Obsessive-compulsive disorder (OCD)

	Total (N=2,376)	Executive (N=104)
Yes, I have	4%	3%
Yes, a loved one has	6%	8%
No	78%	85%
Prefer not to say	1%	-
Skipped	11%	7%
Yes (Net)	10%	8%

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Q31_8. Have you or a loved one ever been diagnosed with each of the following mental health conditions? Posttraumatic stress/Post-traumatic stress disorder (PTSD)

	Total (N=2,376)	Executive (N=104)
Yes, I have	6%	3%
Yes, a loved one has	10%	7%
No	72%	79%
Prefer not to say	1%	1%
Skipped	12%	11%
Yes (Net)	15%	10%

Q31_9. Have you or a loved one ever been diagnosed with each of the following mental health conditions? Schizoaffective disorder/Schizophrenia

	Total (N=2,376)	Executive (N=104)
Yes, I have	-	-
Yes, a loved one has	5%	6%
No	82%	83%
Prefer not to say	1%	-
Skipped	11%	11%
Yes (Net)	6%	6%

Q31_10. Have you or a loved one ever been diagnosed with each of the following mental health conditions? Substance use disorder

	Total (N=2,376)	Executive (N=104)
Yes, I have	3%	2%
Yes, a loved one has	14%	19%
No	71%	70%
Prefer not to say	1%	-
Skipped	11%	9%
Yes (Net)	16%	21%

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Q32_sum1. At any time in the last 12 months, have you been an unpaid caregiver for a parent, child, spouse/partner, other relative, or close friend? This may include helping them take care of themselves, helping with personal needs, household chores, or managing their finances. Summary - Yes

	Total (N=2,376)	Executive (N=104)	Total 2024 (N=2,062)	Executive 2024 (N=106)
Dependent child (under the age of 18)	19%	17%	21%	19%
Spouse / partner	12%	19%	9%	9%
Adult child	8%	7%	6%	6%
Relative who is not your parent or child (sibling, aunt, uncle, grandparent, etc.)	6%	4%	5%	4%
Parent	5%	4%	11%	15%
Close friend	3%	5%	3%	2%

Q32_1. At any time in the last 12 months, have you been an unpaid caregiver for a parent, child, spouse/partner, other relative, or close friend? This may include helping them take care of themselves, helping with personal needs, household chores, or managing their finances. Dependent child (under the age of 18)

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Yes	19%	21%	17%	19%
No	80%	78%	81%	81%
Skipped	1%	1%	2%	-

Q32_2. At any time in the last 12 months, have you been an unpaid caregiver for a parent, child, spouse/partner, other relative, or close friend? This may include helping them take care of themselves, helping with personal needs, household chores, or managing their finances. Adult child

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Yes	5%	6%	4%	6%
No	94%	93%	94%	93%
Skipped	1%	1%	2%	1%

Q32_3. At any time in the last 12 months, have you been an unpaid caregiver for a parent, child, spouse/partner, other relative, or close friend? This may include helping them take care of themselves, helping with personal needs, household chores, or managing their finances. Parent

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Yes	12%	11%	19%	15%
No	87%	88%	79%	85%
Skipped	1%	1%	2%	-

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Q32_4. At any time in the last 12 months, have you been an unpaid caregiver for a parent, child, spouse/partner, other relative, or close friend? This may include helping them take care of themselves, helping with personal needs, household chores, or managing their finances. Spouse / partner

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Yes	8%	9%	7%	9%
No	91%	90%	91%	91%
Skipped	1%	1%	2%	-

Q32_5. At any time in the last 12 months, have you been an unpaid caregiver for a parent, child, spouse/partner, other relative, or close friend? This may include helping them take care of themselves, helping with personal needs, household chores, or managing their finances. Relative who is not your parent or child (sibling, aunt, uncle, grandparent, etc.)

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Yes	6%	5%	4%	4%
No	93%	94%	94%	96%
Skipped	1%	1%	2%	-

Q32_6. At any time in the last 12 months, have you been an unpaid caregiver for a parent, child, spouse/partner, other relative, or close friend? This may include helping them take care of themselves, helping with personal needs, household chores, or managing their finances. Close friend

	Total (N=2,376)	Total 2024 (N=2,062)	Executive (N=104)	Executive 2024 (N=106)
Yes	3%	3%	5%	2%
No	96%	96%	92%	98%
Skipped	1%	1%	3%	-



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About the Study

This NAMI/Ipsos poll was conducted January 21-27, 2025, by Ipsos using the probability-based KnowledgePanel®. This poll is based on a nationally representative probability sample of 2,376 general population adults, age 18 or older, who are employed full-time and work at a business or company with at least 100 employees. This sample includes 104 executives. The 104 executives in the sample include an oversample of N=31 executives.

The margin of sampling error for this study is plus or minus 2.3 percentage points at the 95% confidence level, for results based on the entire sample of adults. The margin of sampling error takes into account the design effect, which was 1.30. The margin of sampling error for executives is plus or minus 10.7 percentage points at the 95% confidence level. This margin of sampling error for executives takes into account the design effect, which was 1.24. The margin of sampling error is higher and varies for results based on other sub-samples. In our reporting of the findings, percentage points are rounded off to the nearest whole number. As a result, percentages in a given table column may total slightly higher or lower than 100%. In questions that permit multiple responses, columns may total substantially more than 100%, depending on the number of different responses offered by each respondent.

The survey was conducted using KnowledgePanel, the largest and most well-established online probability-based panel that is representative of the adult US population. Our recruitment process employs a scientifically developed addressed-based sampling methodology using the latest Delivery Sequence File of the USPS – a database with full coverage of all delivery points in the US. Households invited to join the panel are randomly selected from all available households in the U.S. Persons in the sampled households are invited to join and participate in the panel. Those selected who do not already have internet access are provided a tablet and internet connection at no cost to the panel member. Those who join the panel and who are selected to participate in a survey are sent a unique password-protected log-in used to complete surveys online. As a result of our recruitment and sampling methodologies, samples from KnowledgePanel cover all households regardless of their phone or internet status and findings can be reported with a margin of sampling error and projected to the general population.

The data for the total sample were weighted to adjust for gender by age, race/ethnicity, Census region, education, household income, and executive status. The demographic benchmarks came from the 2024 March Supplement of the Current Population Survey (CPS). The executive status benchmark was calculated using screening data from the total sample.

- Gender (Male , Female) by Age (18-29, 30-44, 45-59, 60+)
- Race-Ethnicity (White/Non-Hispanic, Black/Non-Hispanic, Other/Non-Hispanic, Hispanic, 2+ Races/Non-Hispanic)
- Census Region (Northeast, Midwest, South, West) by Metropolitan Status (Metro, Non-Metro)
- Education (Less than High School, High School, Some College, Bachelor or higher)
- Household Income (under \$25K, \$25K-\$49,999, \$50K-\$74,999, \$75K-\$99,999, \$100K-\$149,999, \$150K and over)
- Executives (Yes, No)





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About Ipsos

Ipsos is one of the largest market research and polling companies globally, operating in 90 markets and employing over 18,000 people.

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