



TOPLINE & METHODOLOGY

NAMI/Ipsos Workplace Mental Health Survey

Conducted by Ipsos using KnowledgePanel®
A survey of the American general population (ages 18+)
Interview dates: January 27 – February 2, 2026
Number of interviews: 2,153

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

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

NOTE: * = less than 0.5%, - = no respondents, N/A = not applicable

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=2,153)
100-249	13%
250-499	13%
500-999	11%
1000-4999	21%
5000+	42%

MANAGER. Do you directly manage at least one person?

	Total (N=2,153)
Yes	29%
No	70%
Skipped	*





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Q1_sum1. How satisfied, if at all, are you with the following at work? Summary - Satisfied

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Your ability to be yourself at work / not hide who you really are	85%	86%	86%
The emotional support or understanding you receive from your teammates/coworkers when experiencing personal issues (death in the family, illness, etc.)	85%	83%	82%
The emotional support or understanding you receive from your manager/supervisor when experiencing personal issues (death in the family, illness, etc.)	81%	81%	79%
The culture within your workplace	78%	77%	76%
Health care insurance benefits	77%	77%	78%
Offerings to support mental health outside of insurance benefits (e.g., Employee Assistance Program (EAP), employee resource groups, etc.)	73%	69%	68%
Mental health care insurance benefits	68%	68%	66%

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”

Q1_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very satisfied	52%	50%	50%
Somewhat satisfied	33%	35%	36%
Not so satisfied	9%	9%	8%
Not at all satisfied	4%	3%	4%
Not applicable	1%	1%	2%
Skipped	*	1%	*
<i>Satisfied (Net)</i>	<i>85%</i>	<i>86%</i>	<i>86%</i>
<i>Unsatisfied (Net)</i>	<i>13%</i>	<i>13%</i>	<i>12%</i>





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Q1_2. How satisfied, if at all, are you with the following at work? The culture within your workplace

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very satisfied	35%	35%	31%
Somewhat satisfied	43%	42%	45%
Not so satisfied	14%	14%	15%
Not at all satisfied	6%	6%	7%
Not applicable	1%	2%	2%
Skipped	*	1%	*
<i>Satisfied (Net)</i>	<i>78%</i>	<i>77%</i>	<i>76%</i>
<i>Unsatisfied (Net)</i>	<i>21%</i>	<i>20%</i>	<i>22%</i>

Q1_3. How satisfied, if at all, are you with the following at work? Health care insurance benefits

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very satisfied	36%	37%	39%
Somewhat satisfied	41%	40%	39%
Not so satisfied	12%	12%	12%
Not at all satisfied	6%	5%	5%
Not applicable	5%	5%	4%
Skipped	*	1%	*
<i>Satisfied (Net)</i>	<i>77%</i>	<i>77%</i>	<i>78%</i>
<i>Unsatisfied (Net)</i>	<i>17%</i>	<i>17%</i>	<i>17%</i>

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

Q1_4. How satisfied, if at all, are you with the following at work? Mental health care insurance benefits

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very satisfied	31%	31%	31%
Somewhat satisfied	37%	37%	35%
Not so satisfied	10%	11%	12%
Not at all satisfied	6%	5%	5%
Not applicable	16%	15%	16%
Skipped	*	1%	1%
<i>Satisfied (Net)</i>	<i>68%</i>	<i>68%</i>	<i>66%</i>
<i>Unsatisfied (Net)</i>	<i>16%</i>	<i>16%</i>	<i>17%</i>

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





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Q1_5. How satisfied, if at all, are you with the following at work? Offerings to support mental health outside of insurance benefits (e.g., Employee Assistance Program (EAP), employee resource groups, etc.)

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very satisfied	35%	35%	31%
Somewhat satisfied	38%	34%	38%
Not so satisfied	10%	10%	10%
Not at all satisfied	5%	5%	5%
Not applicable	12%	15%	16%
Skipped	*	1%	*
<i>Satisfied (Net)</i>	<i>73%</i>	<i>69%</i>	<i>68%</i>
<i>Unsatisfied (Net)</i>	<i>15%</i>	<i>15%</i>	<i>15%</i>

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

Q1_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very satisfied	52%	50%	49%
Somewhat satisfied	30%	31%	31%
Not so satisfied	8%	8%	8%
Not at all satisfied	5%	5%	7%
Not applicable	5%	6%	5%
Skipped	*	1%	*
<i>Satisfied (Net)</i>	<i>81%</i>	<i>81%</i>	<i>79%</i>
<i>Unsatisfied (Net)</i>	<i>14%</i>	<i>13%</i>	<i>15%</i>

Q1_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very satisfied	53%	51%	47%
Somewhat satisfied	32%	32%	34%
Not so satisfied	6%	7%	7%
Not at all satisfied	3%	3%	4%
Not applicable	6%	6%	7%
Skipped	*	1%	*
<i>Satisfied (Net)</i>	<i>85%</i>	<i>83%</i>	<i>82%</i>
<i>Unsatisfied (Net)</i>	<i>9%</i>	<i>10%</i>	<i>11%</i>





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Q2. How stressed, if at all, have you felt about the state of the world in the past six months?

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very stressed	30%	26%	19%
Somewhat stressed	41%	44%	49%
Not so stressed	22%	22%	25%
Not at all stressed	7%	7%	8%
Skipped	*	1%	*
<i>Stressed (Net)</i>	<i>70%</i>	<i>70%</i>	<i>68%</i>
<i>Not stressed (Net)</i>	<i>29%</i>	<i>29%</i>	<i>32%</i>

¹Note: In 2024 and 2025, this read "How stressed, if at all, have you felt about each of the following in the past six months? - The state of the world"

Q3. How would you rate your own mental health right now?

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very good	31%	35%	38%
Somewhat good	51%	50%	48%
Somewhat poor	15%	13%	12%
Very poor	2%	2%	2%
Skipped	*	*	*
<i>Good (Net)</i>	<i>82%</i>	<i>85%</i>	<i>86%</i>
<i>Poor (Net)</i>	<i>17%</i>	<i>15%</i>	<i>14%</i>

Q4. How informed or uninformed do you feel about mental health conditions in general?

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very informed	25%	27%	25%
Somewhat informed	58%	55%	57%
Somewhat uninformed	14%	14%	14%
Very uninformed	3%	3%	4%
Skipped	1%	1%	*
<i>Informed (Net)</i>	<i>83%</i>	<i>83%</i>	<i>82%</i>
<i>Uninformed (Net)</i>	<i>17%</i>	<i>17%</i>	<i>18%</i>





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Q5_sum1. How concerned are you, if at all, about the following? Summary - Concerned

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Your family's health	60%	N/A	N/A
Your own physical health	55%	52%	50%
Your own stress levels	54%	50%	48%
Your work-life balance	44%	41%	39%
Your own mental health	43%	38%	35%
Your coworkers' mental health	36%	30%	33%

Q5_1. How concerned are you, if at all, about the following? Your own physical health

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very concerned	13%	10%	11%
Somewhat concerned	41%	42%	39%
Not so concerned	33%	35%	35%
Not at all concerned	11%	13%	14%
Skipped	1%	1%	1%
<i>Concerned (Net)</i>	<i>55%</i>	<i>52%</i>	<i>50%</i>
<i>Not concerned (Net)</i>	<i>45%</i>	<i>48%</i>	<i>49%</i>

Q5_2. How concerned are you, if at all, about the following? Your own mental health

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very concerned	12%	8%	9%
Somewhat concerned	31%	29%	27%
Not so concerned	37%	40%	40%
Not at all concerned	20%	21%	24%
Skipped	*	1%	1%
<i>Concerned (Net)</i>	<i>43%</i>	<i>38%</i>	<i>35%</i>
<i>Not concerned (Net)</i>	<i>57%</i>	<i>62%</i>	<i>64%</i>





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Q5_4. How concerned are you, if at all, about the following? Your own stress levels

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very concerned	17%	11%	12%
Somewhat concerned	38%	40%	36%
Not so concerned	34%	35%	38%
Not at all concerned	11%	13%	14%
Skipped	1%	1%	1%
<i>Concerned (Net)</i>	<i>54%</i>	<i>50%</i>	<i>48%</i>
<i>Not concerned (Net)</i>	<i>45%</i>	<i>49%</i>	<i>51%</i>

Q5_5. How concerned are you, if at all, about the following? Your coworkers' mental health

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very concerned	5%	4%	5%
Somewhat concerned	31%	26%	28%
Not so concerned	43%	47%	45%
Not at all concerned	20%	21%	22%
Skipped	*	1%	1%
<i>Concerned (Net)</i>	<i>36%</i>	<i>30%</i>	<i>33%</i>
<i>Not concerned (Net)</i>	<i>63%</i>	<i>69%</i>	<i>67%</i>

Q5_6. How concerned are you, if at all, about the following? Your work-life balance

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very concerned	13%	9%	11%
Somewhat concerned	31%	31%	28%
Not so concerned	38%	41%	42%
Not at all concerned	17%	18%	19%
Skipped	*	1%	1%
<i>Concerned (Net)</i>	<i>44%</i>	<i>41%</i>	<i>39%</i>
<i>Not concerned (Net)</i>	<i>55%</i>	<i>59%</i>	<i>60%</i>





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Q5_7. How concerned are you, if at all, about the following? Your family's health

	Total (N=2,153)
Very concerned	19%
Somewhat concerned	41%
Not so concerned	31%
Not at all concerned	9%
Skipped	*
<i>Concerned (Net)</i>	<i>60%</i>
<i>Not concerned (Net)</i>	<i>40%</i>

Q6. Do you think it is appropriate to discuss mental health concerns at work?¹

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Yes, it's appropriate	74%	75%	74%
No, it's inappropriate	26%	24%	25%
Skipped	1%	1%	*

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

Q7_sum1. How comfortable or uncomfortable would you feel discussing mental health with each of the following people?¹ Summary - Comfortable

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Someone at work who you consider to be a close friend	83%	81%	80%
Your teammates/coworkers	61%	56%	57%
Your manager	57%	57%	56%
Human resources (HR)	39%	39%	40%
Senior/C-suite leadership	30%	28%	29%

¹Note: In 2025 and 2024, the question read "How comfortable, if at all, would you feel discussing mental health with each of the following people?"





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Q7_1. How comfortable or uncomfortable would you feel discussing mental health with each of the following people?¹ Your teammates/coworkers

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very comfortable	18%	15%	14%
Somewhat comfortable	43%	41%	43%
Somewhat uncomfortable	25%	30%	28%
Very uncomfortable	13%	14%	15%
Skipped	1%	1%	1%
<i>Comfortable (Net)</i>	<i>61%</i>	<i>56%</i>	<i>57%</i>
<i>Not comfortable (Net)</i>	<i>38%</i>	<i>43%</i>	<i>42%</i>

¹Note: In 2025 and 2024, the question read “How comfortable, if at all, would you feel discussing mental health with each of the following people?”

Q7_2. How comfortable or uncomfortable would you feel discussing mental health with each of the following people? ¹ Someone at work who you consider to be a close friend

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very comfortable	41%	35%	35%
Somewhat comfortable	42%	46%	45%
Somewhat uncomfortable	12%	12%	13%
Very uncomfortable	5%	6%	7%
Skipped	1%	1%	1%
<i>Comfortable (Net)</i>	<i>83%</i>	<i>81%</i>	<i>80%</i>
<i>Not comfortable (Net)</i>	<i>17%</i>	<i>18%</i>	<i>20%</i>

¹Note: In 2025 and 2024, the question read “How comfortable, if at all, would you feel discussing mental health with each of the following people?”

Q7_3. How comfortable or uncomfortable would you feel discussing mental health with each of the following people? ¹ Your manager

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very comfortable	20%	18%	17%
Somewhat comfortable	37%	39%	38%
Somewhat uncomfortable	25%	27%	28%
Very uncomfortable	17%	15%	16%
Skipped	1%	1%	1%
<i>Comfortable (Net)</i>	<i>57%</i>	<i>57%</i>	<i>56%</i>
<i>Not comfortable (Net)</i>	<i>42%</i>	<i>42%</i>	<i>44%</i>

¹Note: In 2025 and 2024, the question read “How comfortable, if at all, would you feel discussing mental health with each of the following people?”





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Q7_4. How comfortable or uncomfortable would you feel discussing mental health with each of the following people? ¹ Human resources (HR)

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very comfortable	12%	9%	10%
Somewhat comfortable	28%	29%	30%
Somewhat uncomfortable	34%	34%	34%
Very uncomfortable	26%	26%	25%
Skipped	1%	1%	1%
<i>Comfortable (Net)</i>	<i>39%</i>	<i>39%</i>	<i>40%</i>
<i>Not comfortable (Net)</i>	<i>60%</i>	<i>61%</i>	<i>59%</i>

¹Note: In 2025 and 2024, the question read “How comfortable, if at all, would you feel discussing mental health with each of the following people?”

Q7_5. How comfortable or uncomfortable would you feel discussing mental health with each of the following people? ¹ Senior/C-suite leadership

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very comfortable	9%	7%	8%
Somewhat comfortable	21%	20%	21%
Somewhat uncomfortable	30%	36%	35%
Very uncomfortable	39%	35%	36%
Skipped	1%	1%	1%
<i>Comfortable (Net)</i>	<i>30%</i>	<i>28%</i>	<i>29%</i>
<i>Not comfortable (Net)</i>	<i>69%</i>	<i>71%</i>	<i>70%</i>

¹Note: In 2025 and 2024, the question read “How comfortable, if at all, would you feel discussing mental health with each of the following people?”

Q8_sum1. How comfortable or uncomfortable do you feel sharing about each of the following parts of your life at work? Summary - Comfortable

	Total (N=2,153)	Total (N=2,376)	Total 2024 (N=2,062)
Your race, ethnicity, or country of origin	87%	86%	87%
Your gender identity	85%	86%	88%
Your sexual orientation	78%	79%	81%
Your physical health	75%	74%	75%
Your religion or spirituality	71%	71%	70%
Your mental health	61%	58%	58%





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Q8_1. How comfortable or uncomfortable do you feel sharing about each of the following parts of your life at work? Your race, ethnicity, or country of origin

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very comfortable	63%	63%	65%
Somewhat comfortable	24%	23%	23%
Somewhat uncomfortable	7%	7%	6%
Very uncomfortable	5%	6%	5%
Skipped	1%	1%	1%
<i>Comfortable (Net)</i>	<i>87%</i>	<i>86%</i>	<i>87%</i>
<i>Not comfortable (Net)</i>	<i>12%</i>	<i>12%</i>	<i>11%</i>

Q8_2. How comfortable or uncomfortable do you feel sharing about each of the following parts of your life at work? Your religion or spirituality

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very comfortable	38%	38%	38%
Somewhat comfortable	33%	33%	32%
Somewhat uncomfortable	17%	16%	19%
Very uncomfortable	11%	11%	10%
Skipped	1%	2%	1%
<i>Comfortable (Net)</i>	<i>71%</i>	<i>71%</i>	<i>70%</i>
<i>Not comfortable (Net)</i>	<i>28%</i>	<i>28%</i>	<i>29%</i>

Q8_3. How comfortable or uncomfortable do you feel sharing about each of the following parts of your life at work? Your sexual orientation

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very comfortable	56%	60%	61%
Somewhat comfortable	21%	20%	20%
Somewhat uncomfortable	9%	8%	8%
Very uncomfortable	12%	11%	10%
Skipped	1%	2%	1%
<i>Comfortable (Net)</i>	<i>78%</i>	<i>79%</i>	<i>81%</i>
<i>Not comfortable (Net)</i>	<i>22%</i>	<i>19%</i>	<i>18%</i>





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Q8_4. How comfortable or uncomfortable do you feel sharing about each of the following parts of your life at work? Your gender identity

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very comfortable	69%	71%	72%
Somewhat comfortable	17%	15%	15%
Somewhat uncomfortable	6%	4%	4%
Very uncomfortable	8%	7%	7%
Skipped	1%	2%	1%
<i>Comfortable (Net)</i>	85%	86%	88%
<i>Not comfortable (Net)</i>	14%	12%	11%

Q8_5. How comfortable or uncomfortable do you feel sharing about each of the following parts of your life at work? Your physical health

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very comfortable	31%	32%	34%
Somewhat comfortable	43%	42%	41%
Somewhat uncomfortable	17%	18%	18%
Very uncomfortable	7%	7%	6%
Skipped	1%	1%	1%
<i>Comfortable (Net)</i>	75%	74%	75%
<i>Not comfortable (Net)</i>	25%	24%	24%

Q8_6. How comfortable or uncomfortable do you feel sharing about each of the following parts of your life at work? Your mental health

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very comfortable	23%	22%	21%
Somewhat comfortable	38%	36%	37%
Somewhat uncomfortable	25%	26%	26%
Very uncomfortable	13%	14%	15%
Skipped	1%	1%	1%
<i>Comfortable (Net)</i>	61%	58%	58%
<i>Not comfortable (Net)</i>	38%	40%	41%





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Q9_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Your race, ethnicity, or country of origin	16%	16%	16%
Your physical health	11%	10%	10%
Your religion or spirituality	10%	10%	9%
Your mental health	9%	7%	8%
Your gender identity	7%	7%	7%
Your sexual orientation	5%	5%	4%

Q9_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Yes	16%	16%	16%
No	83%	83%	83%
Refused	1%	1%	1%

Q9_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Yes	10%	10%	9%
No	90%	89%	90%
Refused	1%	1%	1%

Q9_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Yes	5%	5%	4%
No	94%	93%	95%
Refused	1%	1%	1%





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Q9_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Yes	7%	7%	7%
No	92%	92%	92%
Refused	1%	1%	1%

Q9_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Yes	11%	10%	10%
No	89%	89%	89%
Refused	1%	1%	1%

Q9_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Yes	9%	7%	8%
No	91%	92%	91%
Refused	1%	1%	1%





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Q10. [Asked if selected “Somewhat uncomfortable” or “Very uncomfortable” for Q8_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=829)	Total 2025 (N=950)	Total 2024 (N=838)
The stigma or judgment around mental health	41%	39%	42%
No one else talks about their mental health at work	39%	38%	38%
Not wanting to seem weak	33%	33%	31%
Fear of retaliation or lost opportunities	23%	22%	26%
My job is a main factor affecting my mental health	22%	22%	22%
Fear of losing work status, such as lost certifications or demotions	14%	17%	16%
Overly ambitious or cutthroat culture	8%	6%	9%
Other	15%	15%	15%
Skipped	1%	2%	2%





TOPLINE & METHODOLOGY

Q11_sum1. How much do you agree or disagree with each of the following statements? Summary - Agree

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
[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=658)	81% (N=970)	78% (N=846)
My manager/supervisor cares about me	78%	78%	76%
I would feel comfortable if my coworker(s) talked to me about their mental health at work	77%	77%	77%
I have a good work-life balance right now	75%	77%	75%
[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	69% (N=658)	67% (N=970)	63% (N=846)
The resources available improve employee mental health and mental well-being at my company	68%	N/A	N/A
My company makes the mental health of its workers a priority	54%	54%	53%
My company's C-suite/senior leadership cares about me	51%	51%	52%
I worry that I would be judged if I shared potential mental health struggles with my colleagues	48%	48%	49%
I worry that my career would be negatively impacted if I talked about potential mental health concerns in the workplace	41%	42%	43%





TOPLINE & METHODOLOGY

Q11_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Strongly agree	28%	30%	28%
Somewhat agree	47%	47%	47%
Somewhat disagree	18%	17%	17%
Strongly disagree	5%	5%	7%
Skipped	1%	2%	1%
<i>Agree (Net)</i>	<i>75%</i>	<i>77%</i>	<i>75%</i>
<i>Disagree (Net)</i>	<i>24%</i>	<i>22%</i>	<i>23%</i>

Q11_2. How much do you agree or disagree with each of the following statements? My manager/supervisor cares about me

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Strongly agree	30%	29%	30%
Somewhat agree	48%	49%	46%
Somewhat disagree	13%	12%	15%
Strongly disagree	8%	8%	7%
Skipped	1%	2%	1%
<i>Agree (Net)</i>	<i>78%</i>	<i>78%</i>	<i>76%</i>
<i>Disagree (Net)</i>	<i>21%</i>	<i>20%</i>	<i>22%</i>

Q11_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Strongly agree	11%	9%	11%
Somewhat agree	40%	42%	40%
Somewhat disagree	27%	26%	27%
Strongly disagree	21%	21%	19%
Skipped	1%	2%	2%
<i>Agree (Net)</i>	<i>51%</i>	<i>51%</i>	<i>52%</i>
<i>Disagree (Net)</i>	<i>48%</i>	<i>47%</i>	<i>46%</i>





TOPLINE & METHODOLOGY

Q11_4. How much do you agree or disagree with each of the following statements? The resources available improve employee mental health and mental well-being at my company

	Total (N=2,153)
Strongly agree	17%
Somewhat agree	51%
Somewhat disagree	23%
Strongly disagree	7%
Skipped	2%
<i>Agree (Net)</i>	<i>68%</i>
<i>Disagree (Net)</i>	<i>30%</i>

Q11_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Strongly agree	11%	10%	13%
Somewhat agree	37%	38%	36%
Somewhat disagree	33%	33%	33%
Strongly disagree	18%	17%	17%
Skipped	1%	2%	2%
<i>Agree (Net)</i>	<i>48%</i>	<i>48%</i>	<i>49%</i>
<i>Disagree (Net)</i>	<i>51%</i>	<i>50%</i>	<i>49%</i>

Q11_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Strongly agree	10%	9%	11%
Somewhat agree	31%	33%	33%
Somewhat disagree	37%	37%	34%
Strongly disagree	20%	19%	20%
Skipped	1%	2%	2%
<i>Agree (Net)</i>	<i>41%</i>	<i>42%</i>	<i>43%</i>
<i>Disagree (Net)</i>	<i>58%</i>	<i>56%</i>	<i>55%</i>



TOPLINE & METHODOLOGY

Q11_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=658)	Total 2025 (N=970)	Total 2024 (N=846)
Strongly agree	23%	20%	20%
Somewhat agree	46%	47%	43%
Somewhat disagree	22%	23%	26%
Strongly disagree	8%	8%	9%
Skipped	2%	1%	2%
<i>Agree (Net)</i>	<i>69%</i>	<i>67%</i>	<i>63%</i>
<i>Disagree (Net)</i>	<i>29%</i>	<i>32%</i>	<i>35%</i>

Q11_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=658)	Total 2025 (N=970)	Total 2024 (N=846)
Strongly agree	31%	28%	32%
Somewhat agree	50%	53%	46%
Somewhat disagree	15%	15%	17%
Strongly disagree	3%	3%	3%
Skipped	1%	1%	1%
<i>Agree (Net)</i>	<i>81%</i>	<i>81%</i>	<i>78%</i>
<i>Disagree (Net)</i>	<i>18%</i>	<i>18%</i>	<i>21%</i>

Q11_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Strongly agree	12%	11%	12%
Somewhat agree	43%	43%	41%
Somewhat disagree	30%	30%	32%
Strongly disagree	14%	13%	14%
Skipped	1%	2%	2%
<i>Agree (Net)</i>	<i>54%</i>	<i>54%</i>	<i>53%</i>
<i>Disagree (Net)</i>	<i>44%</i>	<i>43%</i>	<i>45%</i>



TOPLINE & METHODOLOGY

Q11_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Strongly agree	30%	28%	32%
Somewhat agree	47%	49%	44%
Somewhat disagree	16%	17%	16%
Strongly disagree	5%	5%	6%
Skipped	1%	2%	1%
Agree (Net)	77%	77%	77%
Disagree (Net)	22%	21%	22%

Q12_sum1. How responsible should each of the following be for helping employees feel comfortable discussing mental health at work?¹ Summary - Responsible

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Direct managers or supervisors	84%	83%	86%
Human Resources (HR)	83%	83%	85%
Senior/C-suite leadership	75%	75%	78%
Coworkers/teammates	58%	55%	59%

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?”

Q12_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very responsible	37%	38%	41%
Somewhat responsible	46%	45%	45%
Not very responsible	9%	9%	7%
Not at all responsible	6%	5%	5%
Skipped	1%	2%	2%
Responsible (Net)	84%	83%	86%
Not responsible (Net)	15%	15%	12%

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?”





TOPLINE & METHODOLOGY

Q12_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very responsible	32%	33%	38%
Somewhat responsible	43%	42%	40%
Not very responsible	15%	13%	12%
Not at all responsible	9%	10%	7%
Skipped	1%	2%	2%
<i>Responsible (Net)</i>	<i>75%</i>	<i>75%</i>	<i>78%</i>
<i>Not responsible (Net)</i>	<i>24%</i>	<i>23%</i>	<i>19%</i>

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?”

Q12_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very responsible	43%	44%	48%
Somewhat responsible	40%	39%	37%
Not very responsible	10%	9%	8%
Not at all responsible	5%	6%	5%
Skipped	1%	2%	2%
<i>Responsible (Net)</i>	<i>83%</i>	<i>83%</i>	<i>85%</i>
<i>Not responsible (Net)</i>	<i>15%</i>	<i>15%</i>	<i>14%</i>

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?”

Q12_4. How responsible should each of the following be for helping employees feel comfortable discussing mental health at work?¹ Coworkers/teammates

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very responsible	13%	12%	13%
Somewhat responsible	45%	43%	45%
Not very responsible	28%	30%	27%
Not at all responsible	12%	12%	12%
Skipped	1%	2%	2%
<i>Responsible (Net)</i>	<i>58%</i>	<i>55%</i>	<i>59%</i>
<i>Not responsible (Net)</i>	<i>41%</i>	<i>43%</i>	<i>39%</i>

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?”





TOPLINE & METHODOLOGY

Q13_sum1. In the past year, have you ever experienced the following at work? Summary - Yes

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Felt burned out because of your job	53%	52%	52%
Felt so overwhelmed it made it hard to do your job	39%	40%	37%
Felt your mental health suffer because of demands at work	38%	37%	36%
Felt your productivity suffer because of your mental health	35%	34%	33%
Considered quitting because of work's impact on your mental health	26%	25%	27%
Resigned or quit because of work's impact on your mental health	6%	7%	5%

Q13_1. In the past year, have you ever experienced the following at work? Felt your productivity suffer because of your mental health

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Yes	35%	34%	33%
No	65%	65%	66%
Skipped	1%	1%	1%

Q13_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Yes	38%	37%	36%
No	61%	62%	62%
Skipped	1%	1%	1%

Q13_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Yes	39%	40%	37%
No	60%	59%	62%
Skipped	1%	1%	1%





TOPLINE & METHODOLOGY

Q13_4. In the past year, have you ever experienced the following at work? Felt burned out because of your job

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Yes	53%	52%	52%
No	46%	46%	46%
Skipped	1%	1%	1%

Q13_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Yes	26%	25%	27%
No	73%	74%	72%
Skipped	1%	1%	1%

Q13_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Yes	6%	7%	5%
No	93%	93%	94%
Skipped	1%	1%	1%

Q14_sum1. In the past year, have you done the following at work? Summary - Yes

	Total (N=2,153)	Total 2025 (N=2,376)
Supported a coworker experiencing a mental health concern	38%	33%
Taken time off for your mental or emotional health	30%	32%
Had a coworker approach you for help with a mental health concern	27%	N/A
Told your manager or supervisor your mental health is suffering due to work demands	15%	13%





TOPLINE & METHODOLOGY

Q14_1. In the past year, have you done the following at work? Taken time off for your mental or emotional health

	Total (N=2,153)	Total 2025 (N=2,376)
Yes	30%	32%
No	69%	68%
Skipped	1%	1%

Q14_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=2,153)	Total 2025 (N=2,376)
Yes	15%	13%
No	84%	86%
Skipped	1%	1%

Q14_5. In the past year, have you done the following at work? Supported a coworker experiencing a mental health concern

	Total (N=2,153)	Total 2025 (N=2,376)
Yes	38%	33%
No	61%	66%
Skipped	1%	1%

Q14_6. In the past year, have you done the following at work? Had a coworker approach you for help with a mental health concern

	Total (N=2,153)
Yes	27%
No	73%
Skipped	1%





TOPLINE & METHODOLOGY

Q15_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 - T2B

	Total (N=2,153)	Total (N=2,376)
Supporting a coworker experiencing a mental health concern	80%	72%
Telling your colleagues you are taking time off for your physical health	71%	66%
Telling your manager or supervisor you are taking time off to support a family member's mental health	65%	N/A
Telling your colleagues you are taking time off for your mental or emotional health	54%	49%
Telling your manager or supervisor your mental health is suffering due to work demands	51%	48%

Q15_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=2,153)	Total 2025 (N=2,376)
Very comfortable	17%	15%
Somewhat comfortable	37%	34%
Somewhat uncomfortable	28%	31%
Very uncomfortable	17%	18%
Skipped	1%	2%
<i>Comfortable (Net)</i>	<i>54%</i>	<i>49%</i>
<i>Uncomfortable (Net)</i>	<i>45%</i>	<i>49%</i>

Q15_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=2,153)	Total 2025 (N=2,376)
Very comfortable	29%	25%
Somewhat comfortable	42%	40%
Somewhat uncomfortable	18%	21%
Very uncomfortable	10%	11%
Skipped	1%	2%
<i>Comfortable (Net)</i>	<i>71%</i>	<i>66%</i>
<i>Uncomfortable (Net)</i>	<i>28%</i>	<i>33%</i>





TOPLINE & METHODOLOGY

Q15_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=2,153)	Total 2025 (N=2,376)
Very comfortable	16%	15%
Somewhat comfortable	35%	34%
Somewhat uncomfortable	30%	32%
Very uncomfortable	18%	18%
Skipped	1%	2%
<i>Comfortable (Net)</i>	<i>51%</i>	<i>48%</i>
<i>Uncomfortable (Net)</i>	<i>48%</i>	<i>50%</i>

Q15_5. 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 you are taking time off to support a family member's mental health

	Total (N=2,153)
Very comfortable	25%
Somewhat comfortable	40%
Somewhat uncomfortable	23%
Very uncomfortable	11%
Skipped	1%
<i>Comfortable (Net)</i>	<i>65%</i>
<i>Uncomfortable (Net)</i>	<i>34%</i>

Q15_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 concern

	Total (N=2,153)	Total 2025 (N=2,376)
Very comfortable	31%	28%
Somewhat comfortable	49%	44%
Somewhat uncomfortable	14%	19%
Very uncomfortable	5%	7%
Skipped	1%	2%
<i>Comfortable (Net)</i>	<i>80%</i>	<i>72%</i>
<i>Uncomfortable (Net)</i>	<i>19%</i>	<i>26%</i>





TOPLINE & METHODOLOGY

Q16_sum1. Does your employer offer each of the following resources? Summary - Yes

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Health insurance	95%	93%	95%
Mental health care benefits ¹	65%	60%	60%
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	62%	61%	62%
Flexible or remote work arrangements	52%	54%	55%
Flexible work arrangements for family caregiving	50%	50%	49%
Sick days for mental health purposes	47%	45%	51%

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

Q16_1. Does your employer offer each of the following resources? Health insurance

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Yes	95%	93%	95%
No	3%	3%	3%
Don't know	2%	2%	1%
Skipped	1%	1%	1%

Q16_2. Does your employer offer each of the following resources? Mental healthcare benefits¹

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Yes	65%	60%	60%
No	12%	13%	13%
Don't know	22%	26%	26%
Skipped	1%	1%	1%

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





TOPLINE & METHODOLOGY

Q16_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Yes	62%	61%	62%
No	11%	13%	13%
Don't know	26%	25%	24%
Skipped	1%	1%	1%

Q16_4. Does your employer offer each of the following resources? Sick days for mental health purposes

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Yes	47%	45%	51%
No	29%	30%	27%
Don't know	23%	23%	21%
Skipped	1%	1%	1%

Q16_5. Does your employer offer each of the following resources? Flexible or remote work arrangements

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Yes	52%	54%	55%
No	40%	39%	37%
Don't know	7%	6%	7%
Skipped	1%	1%	1%

Q16_6. Does your employer offer each of the following resources? Flexible work arrangements for family caregiving

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Yes	50%	50%	49%
No	27%	26%	29%
Don't know	22%	23%	21%
Skipped	1%	1%	1%



TOPLINE & METHODOLOGY

Q17. Does your employer require or offer employees any trainings, lectures, webinars, or resources on mental health and wellbeing?¹

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Yes, requires employees to complete	11%	11%	11%
Yes, offers it to employees, but does NOT require it	39%	42%	40%
No	25%	23%	25%
Don't know	25%	23%	22%
Skipped	*	2%	1%
Yes (Net)	50%	53%	51%

¹Note: In 2025 and 2024, the question read “Does your employer require or offer employees any of the following trainings, lectures, webinars, or resources? – Mental health and wellbeing”

Q18_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Mental health care benefits ¹	91%	91%	92%
Flexible or remote work arrangements specifically for family caregiving	88%	88%	88%
Sick days for mental health purposes	88%	89%	90%
Flexible or remote work arrangements	85%	83%	83%
Mental health and wellbeing training	82%	82%	83%

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

Q18_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very important	55%	58%	60%
Somewhat important	35%	33%	31%
Not very important	7%	6%	4%
Not at all important	1%	2%	2%
Skipped	1%	1%	2%
Important (Net)	91%	91%	92%
Not important (Net)	8%	8%	6%

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



TOPLINE & METHODOLOGY

Q18_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very important	53%	57%	58%
Somewhat important	36%	31%	31%
Not very important	8%	8%	7%
Not at all important	2%	2%	2%
Skipped	1%	1%	2%
<i>Important (Net)</i>	88%	89%	90%
<i>Not important (Net)</i>	11%	10%	9%

Q18_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very important	51%	52%	52%
Somewhat important	34%	31%	30%
Not very important	9%	11%	11%
Not at all important	5%	5%	5%
Skipped	1%	2%	2%
<i>Important (Net)</i>	85%	83%	83%
<i>Not important (Net)</i>	14%	16%	16%

Q18_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very important	51%	53%	54%
Somewhat important	37%	35%	33%
Not very important	7%	8%	7%
Not at all important	4%	3%	3%
Skipped	1%	2%	2%
<i>Important (Net)</i>	88%	88%	88%
<i>Not important (Net)</i>	11%	10%	10%





TOPLINE & METHODOLOGY

Q18_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very important	36%	39%	40%
Somewhat important	46%	43%	43%
Not very important	13%	13%	11%
Not at all important	4%	4%	4%
Skipped	1%	2%	2%
<i>Important (Net)</i>	82%	82%	83%
<i>Not important (Net)</i>	17%	16%	15%

Q19. [Asked if selected “Yes” at Q16_2] You previously mentioned you have access to mental health care benefits through your employer. Have you needed to use your mental health benefits in the past 12 months?

	Total (N=1,430)
Yes	17%
No	82%
Don't know	1%
Skipped	*

Q20. [Asked if selected “Yes” at Q19] When you needed to use your mental health benefits in the last 12 months, were you able to receive the mental health treatment you needed?

	Total (N=245)
Received all the care needed	56%
Received some of the care needed	31%
Received none of the care needed	4%
Don't know	3%
Skipped	6%
<i>Received all the care needed / Received some of the care needed (Net)</i>	87%

Note: Adjusted fieldwork dates: 2/25/26 – 3/3/26





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Q21_sum1. [Asked if selected “Yes” at Q19] When you tried to use your mental health benefits in the past 12 months, how easy or hard was it to find mental health care through your employer-sponsored health insurance that... Summary - Easy

	Total (N=245)
Was covered in-network by your insurance	80%
Offered virtual appointments	78%
Was available in a timely manner without long wait-lists	70%
Was affordable	70%
Was located in your area	68%
Was specialized to your needs	67%
Offered provider(s) that have a similar background (e.g., your race/ethnicity, sexual orientation, gender, or country of heritage)	63%

Note: Adjusted fieldwork dates: 2/25/26 – 3/3/26

Q21_1. [Asked if selected “Yes” at Q19] When you tried to use your mental health benefits in the past 12 months, how easy or hard was it to find mental health care through your employer-sponsored health insurance that... Was affordable

	Total (N=245)
Very hard	6%
Somewhat hard	14%
Somewhat easy	30%
Very easy	40%
Don't know	4%
Skipped	6%
<i>Hard (Net)</i>	<i>20%</i>
<i>Easy (Net)</i>	<i>70%</i>

Note: Adjusted fieldwork dates: 2/25/26 – 3/3/26





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Q21_2. [Asked if selected “Yes” at Q19] When you tried to use your mental health benefits in the past 12 months, how easy or hard was it to find mental health care through your employer-sponsored health insurance that... Was covered in-network by your insurance

	Total (N=245)
Very hard	6%
Somewhat hard	6%
Somewhat easy	33%
Very easy	47%
Don't know	3%
Skipped	6%
<i>Hard (Net)</i>	12%
<i>Easy (Net)</i>	80%

Note: Adjusted fieldwork dates: 2/25/26 – 3/3/26

Q21_3. [Asked if selected “Yes” at Q19] When you tried to use your mental health benefits in the past 12 months, how easy or hard was it to find mental health care through your employer-sponsored health insurance that... Was available in a timely manner without long wait-lists

	Total (N=245)
Very hard	6%
Somewhat hard	15%
Somewhat easy	32%
Very easy	38%
Don't know	2%
Skipped	6%
<i>Hard (Net)</i>	21%
<i>Easy (Net)</i>	70%

Note: Adjusted fieldwork dates: 2/25/26 – 3/3/26

Q21_4. [Asked if selected “Yes” at Q19] When you tried to use your mental health benefits in the past 12 months, how easy or hard was it to find mental health care through your employer-sponsored health insurance that... Was specialized for your needs

	Total (N=245)
Very hard	7%
Somewhat hard	16%
Somewhat easy	34%
Very easy	33%
Don't know	5%
Skipped	6%
<i>Hard (Net)</i>	23%
<i>Easy (Net)</i>	67%

Note: Adjusted fieldwork dates: 2/25/26 – 3/3/26





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Q21_5. [Asked if selected “Yes” at Q19] When you tried to use your mental health benefits in the past 12 months, how easy or hard was it to find mental health care through your employer-sponsored health insurance that... Offered virtual appointments

	Total (N=245)
Very hard	3%
Somewhat hard	5%
Somewhat easy	23%
Very easy	55%
Don't know	8%
Skipped	6%
<i>Hard (Net)</i>	9%
<i>Easy (Net)</i>	78%

Note: Adjusted fieldwork dates: 2/25/26 – 3/3/26

Q21_6. [Asked if selected “Yes” at Q19] When you tried to use your mental health benefits in the past 12 months, how easy or hard was it to find mental health care through your employer-sponsored health insurance that... Was located in your area

	Total (N=245)
Very hard	5%
Somewhat hard	14%
Somewhat easy	25%
Very easy	43%
Don't know	7%
Skipped	6%
<i>Hard (Net)</i>	19%
<i>Easy (Net)</i>	68%

Note: Adjusted fieldwork dates: 2/25/26 – 3/3/26





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Q21_7. [Asked if selected “Yes” at Q19] When you tried to use your mental health benefits in the past 12 months, how easy or hard was it to find mental health care through your employer-sponsored health insurance that... Offered provider(s) that have a similar background (e.g., your race/ethnicity, sexual orientation, gender, or country of heritage)

	Total (N=245)
Very hard	5%
Somewhat hard	14%
Somewhat easy	23%
Very easy	40%
Don't know	13%
Skipped	6%
<i>Hard (Net)</i>	<i>19%</i>
<i>Easy (Net)</i>	<i>63%</i>

Note: Adjusted fieldwork dates: 2/25/26 – 3/3/26

Q22_sum1. Please answer yes or no to each of the following statements: Summary - Yes

	Total (N=2,153)	Total (N=2,376)	Total 2024 (N=2,062)
[Asked if selected “Yes” or “Don’t know” for Q16_1 or Q16_2] I know how to access mental health care through my employer-sponsored health insurance	60% (N=2,101)	53% (N=2,317)	55% (N=2,014)
I have received training about the mental health resources offered from my employer	32%	28%	29%
I have received training from my employer about mental health conditions or symptoms	25%	21%	22%
[Asked if direct manager] I have received training from my employer about how to talk about mental health or mental health resources with my team at work	28% (N=658)	24% (N=775)	23% (N=691)





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Q22_1. [Asked if selected “Yes” or “Don’t know” for Q16_1 or Q16_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=2,101)	Total 2025 (N=2,317)	Total 2024 (N=2,014)
Yes	60%	53%	55%
No	26%	29%	28%
Don't know	13%	17%	16%
Skipped	*	1%	1%

Q22_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Yes	25%	21%	22%
No	66%	68%	69%
Don't know	8%	9%	7%
Skipped	1%	2%	2%

Q22_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Yes	32%	28%	29%
No	57%	60%	60%
Don't know	10%	10%	10%
Skipped	1%	2%	2%

Q22_6. [Asked if direct manager] 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=658)	Total (N=775)	Total 2024 (N=691)
Yes	28%	24%	23%
No	64%	67%	70%
Don't know	7%	7%	5%
Skipped	1%	1%	2%



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Q23. [Asked if selected “Yes” for Q22_3 OR Q22_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=801)	Total 2025 (N=798)	Total 2024 (N=708)
Much more comfortable	14%	12%	14%
Somewhat more comfortable	44%	45%	41%
Somewhat less comfortable	4%	6%	5%
Much less comfortable	2%	1%	4%
No impact	36%	36%	35%
Skipped	-	*	1%
<i>More comfortable (Net)</i>	<i>57%</i>	<i>57%</i>	<i>55%</i>
<i>Less comfortable (Net)</i>	<i>7%</i>	<i>6%</i>	<i>9%</i>

Q24_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Employer health insurance coverage for mental health treatment	85%	84%	84%
Other employer resources to support mental health (e.g., Employee Assistance Program (EAP), wellness or meditation app reimbursements, etc.)	81%	79%	80%
Stress or burnout management	81%	82%	82%
Identifying and responding to a mental health crisis	80%	81%	82%
Mental health conditions, including signs or symptoms	79%	80%	81%

Q24_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very helpful	35%	35%	36%
Somewhat helpful	45%	45%	45%
Not very helpful	9%	8%	8%
Not at all helpful	3%	3%	3%
Don’t know	8%	7%	7%
Skipped	1%	2%	2%
<i>Helpful (Net)</i>	<i>79%</i>	<i>80%</i>	<i>81%</i>
<i>Not helpful (Net)</i>	<i>12%</i>	<i>11%</i>	<i>11%</i>



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Q24_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very helpful	45%	44%	48%
Somewhat helpful	39%	40%	36%
Not very helpful	5%	5%	5%
Not at all helpful	2%	3%	2%
Don't know	7%	6%	7%
Skipped	1%	2%	2%
<i>Helpful (Net)</i>	<i>85%</i>	<i>84%</i>	<i>84%</i>
<i>Not helpful (Net)</i>	<i>7%</i>	<i>8%</i>	<i>7%</i>

¹Note: In 2025, the statement read "Employer health insurance benefits for mental health treatment¹"

Q24_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very helpful	41%	38%	42%
Somewhat helpful	40%	41%	38%
Not very helpful	6%	7%	7%
Not at all helpful	2%	3%	3%
Don't know	9%	9%	8%
Skipped	1%	2%	2%
<i>Helpful (Net)</i>	<i>81%</i>	<i>79%</i>	<i>80%</i>
<i>Not helpful (Net)</i>	<i>9%</i>	<i>10%</i>	<i>10%</i>

Q24_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very helpful	43%	42%	45%
Somewhat helpful	38%	39%	37%
Not very helpful	7%	7%	7%
Not at all helpful	3%	4%	3%
Don't know	7%	6%	6%
Skipped	1%	2%	2%
<i>Helpful (Net)</i>	<i>81%</i>	<i>82%</i>	<i>82%</i>
<i>Not helpful (Net)</i>	<i>11%</i>	<i>10%</i>	<i>10%</i>





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Q24_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Very helpful	37%	37%	39%
Somewhat helpful	43%	45%	42%
Not very helpful	8%	6%	6%
Not at all helpful	3%	3%	3%
Don't know	8%	7%	7%
Skipped	1%	2%	2%
<i>Helpful (Net)</i>	<i>80%</i>	<i>81%</i>	<i>82%</i>
<i>Not helpful (Net)</i>	<i>10%</i>	<i>10%</i>	<i>9%</i>

Q25. Which of the following industries best characterizes your current employer?¹

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Healthcare	17%	16%	14%
Education	10%	11%	11%
Technology or Software Development	9%	9%	9%
Transportation or Warehousing	8%	7%	8%
Finance or Insurance	8%	8%	9%
Retail	6%	6%	6%
Construction	4%	4%	3%
Food services	3%	4%	4%
Utilities	3%	2%	2%
Research	2%	3%	3%
Hospitality	2%	2%	2%
Agriculture or Forestry	1%	1%	1%
Arts or Entertainment	1%	1%	1%
Real Estate	1%	1%	1%
Advertising	1%	*	*
Media	1%	1%	1%
Other	24%	24%	25%
Skipped	*	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?"





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Q26. Which of the following best describes how or where you work at your current job?

	Total (N=2,153)	Total 2025 (N=2,376)
Fully in-person	61%	58%
Hybrid (i.e., sometimes in-person and sometimes remote)	22%	27%
Fully remote (e.g., outside of the office, at home, etc.)	17%	15%
Skipped	*	*

Q27. Have you ever received mental health treatment from a therapist, counselor, doctor, or other mental health professional?

	Total (N=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Yes, and I am receiving it currently	13%	12%	11%
Yes, but not currently	31%	32%	32%
No	53%	54%	55%
Prefer not to answer	2%	2%	2%
Skipped	1%	1%	*
Yes (Net)	44%	44%	43%

Q28_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Dependent child (under the age of 18)	18%	19%	21%
Parent	13%	12%	11%
Spouse / partner	9%	8%	9%
Relative who is not your parent or child (sibling, aunt, uncle, grandparent, etc.)	6%	6%	5%
Adult child	6%	5%	6%
Close friend	3%	3%	3%





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Q28_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Yes	18%	19%	21%
No	81%	80%	78%
Skipped	1%	1%	1%

Q28_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Yes	6%	5%	6%
No	94%	94%	93%
Skipped	1%	1%	1%

Q28_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Yes	13%	12%	11%
No	87%	87%	88%
Skipped	1%	1%	1%

Q28_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Yes	9%	8%	9%
No	91%	91%	90%
Skipped	1%	1%	1%





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Q28_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Yes	6%	6%	5%
No	93%	93%	94%
Skipped	1%	1%	1%

Q28_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=2,153)	Total 2025 (N=2,376)	Total 2024 (N=2,062)
Yes	3%	3%	3%
No	96%	96%	96%
Skipped	1%	1%	1%

Q29_sum1. **[Asked if selected “Yes” for Q28]** How important, if at all, do you think caregiving support resources are or would be in support of employee mental health and wellbeing? Summary - Important

	Total (N=735)
Flexible scheduling specifically for caregiving needs	95%
Paid family caregiving leave	93%
Resources to help find/navigate for caregiving needs.	92%
Backup care services (emergency childcare/eldercare)	91%
Caregiver mental health resources or counseling	90%
Caregiver support groups or Employee Resources Groups (ERGs)	86%



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Q29_1. How important, if at all, do you think caregiving support resources are or would be in support of employee mental health and wellbeing? Paid family caregiving leave

	Total (N=735)
Very important	64%
Somewhat important	29%
Not very important	5%
Not at all important	2%
Skipped	*
<i>Important (Net)</i>	93%
<i>Not important (Net)</i>	7%

Q29_2. How important, if at all, do you think caregiving support resources are or would be in support of employee mental health and wellbeing? Caregiver support groups or Employee Resources Groups (ERGs)

	Total (N=735)
Very important	40%
Somewhat important	45%
Not very important	11%
Not at all important	3%
Skipped	1%
<i>Important (Net)</i>	86%
<i>Not important (Net)</i>	14%

Q29_3. How important, if at all, do you think caregiving support resources are or would be in support of employee mental health and wellbeing? Backup care services (emergency childcare/eldercare)

	Total (N=735)
Very important	56%
Somewhat important	35%
Not very important	6%
Not at all important	2%
Skipped	1%
<i>Important (Net)</i>	91%
<i>Not important (Net)</i>	8%



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Q29_4. How important, if at all, do you think caregiving support resources are or would be in support of employee mental health and wellbeing? Caregiver mental health resources or counseling

	Total (N=735)
Very important	50%
Somewhat important	40%
Not very important	7%
Not at all important	2%
Skipped	1%
<i>Important (Net)</i>	<i>90%</i>
<i>Not important (Net)</i>	<i>9%</i>

Q29_5. How important, if at all, do you think caregiving support resources are or would be in support of employee mental health and wellbeing? Flexible scheduling specifically for caregiving needs

	Total (N=735)
Very important	64%
Somewhat important	32%
Not very important	2%
Not at all important	2%
Skipped	*
<i>Important (Net)</i>	<i>95%</i>
<i>Not important (Net)</i>	<i>4%</i>

Q29_6. How important, if at all, do you think caregiving support resources are or would be in support of employee mental health and wellbeing? Resources to help find/navigate for caregiving needs.

	Total (N=735)
Very important	54%
Somewhat important	38%
Not very important	6%
Not at all important	2%
Skipped	1%
<i>Important (Net)</i>	<i>92%</i>
<i>Not important (Net)</i>	<i>8%</i>





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About the Study

This NAMI/Ipsos poll was conducted January 27 – February 2, 2026, by Ipsos using the probability-based KnowledgePanel®. This poll is based on a nationally representative probability sample of 2,153 general population adults, age 18 or older, who are employed full-time and work at a business or company with at least 100 employees.

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 1.15. 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, and household income. The demographic benchmarks came from the 2025 March Supplement of the Current Population Survey (CPS).

- 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)





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About Ipsos

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