

NAMI / IPSOS WORKPLACE MENTAL HEALTH SURVEY

February 2026



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METHODOLOGY AND KEY FINDINGS

Methodology

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 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).

Reporting Notes

This report includes references to **subgroups by:**

- Caregiver status (Caregiver, Non-caregiver)
- Managerial status (Direct manager, not a direct manager)
 - Managers who have mental health resources vs managers who do not have mental health resources
- Gender (Female, Male)
- Age (18-29, 30-49, 50-64, 65+)
- Race / ethnicity (White non-Hispanic, Black non-Hispanic, Other non-Hispanic, Hispanic)
- LGBTQ+ (LGBTQ+, non-LGBTQ+)
- Sandwich generation (caregiver of both a parent and a child)
- Employer offers mental health training vs employer does not offer mental health training
- Employee has not or has received / currently receiving mental health treatment

KEY FINDINGS: EMPLOYEE WELL-BEING AND WORKPLACE PERCEPTIONS

Most find mental health discussions appropriate, but fewer are comfortable actually opening up

Stress is intensifying

7 in 10 feel stressed about the state of the world, and the share feeling “very stressed” has grown from 19% in 2024 to 30% in 2026.

Certain groups face outsized challenges

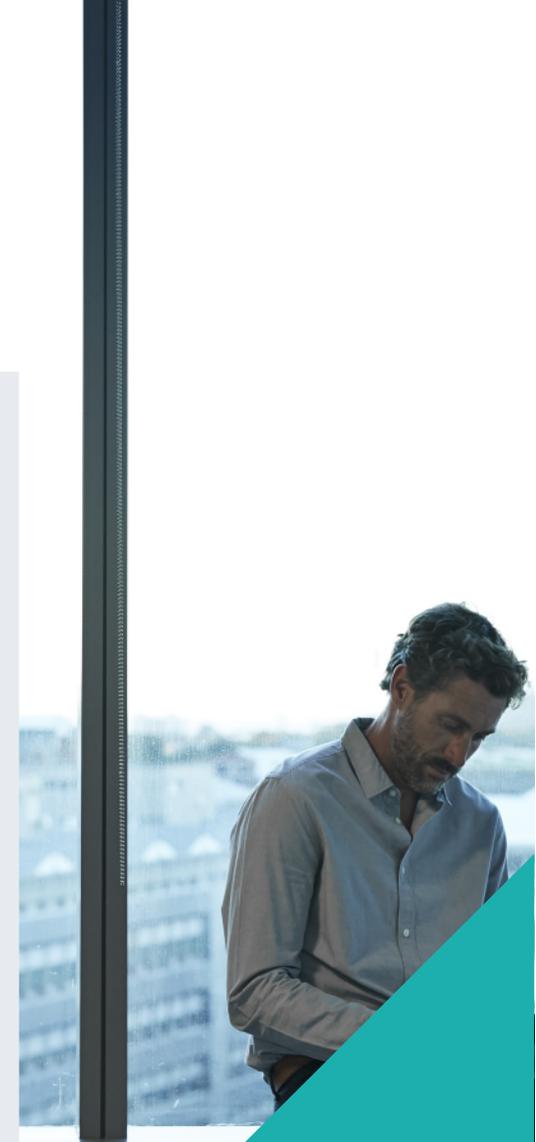
LGBTQ+ employees, women, caregivers, and younger workers ages 18-29 all report significantly higher rates of poor mental health.

Mental health talk seen as appropriate, but comfort remains low

74% believe mental health topics are suitable at work, but just 61% feel comfortable sharing personally; comfort decreases to 39% with HR and 30% with senior leadership.

Stigma and silence are top barriers

Stigma (41%) and limited workplace discussion (39%) are main barriers to sharing. Sandwich generation caregivers (54% vs. 37%) and employees without mental health training (42% vs. 34%) report highest discomfort.



KEY FINDINGS: WORKPLACE CULTURE RESPONSIBILITY AND BURNOUT

Burnout is widespread; few employees believe their company prioritizes their mental health

Employees feel support from managers but not their company

78% agree their manager cares about them but only 54% believe their company makes their mental health a priority. Half (51%) feel C-suite leadership cares about them.

Burnout is widespread

53% felt burned out in the past year. Rates are significantly higher among LGBTQ+ employees (69%), caregivers (61%), women (60%), and workers ages 30-49 (60%). Managers without adequate resources report the highest burnout (73% vs. 45%).

Managers with proper resources see a different workplace

Managers who feel equipped with proper resources are far more likely to feel prepared to support their teams (90% vs 61%) and less likely to feel burned out (45% vs 73%).

Employees are more willing to help others than help themselves

38% have supported a struggling coworker, but only 15% have told their manager their mental health is suffering due to work demands.



KEY FINDINGS: TRAINING AND ACCESS TO RESOURCES

Training transforms workplace mental health culture, but barriers to receiving or accessing training exist

Training makes a difference

Employees at companies offering mental health training are more likely to believe their company prioritizes their mental health (69% vs 40%) and significantly less worried about stigma when sharing struggles (43% vs 52%).

Yet most employees haven't been trained

Only 32% of employees report receiving mental health training at work, and just 28% of managers have been trained on how to discuss mental health with their teams.

Awareness of available resources is low

1 in 4 employees don't know if their employer offers an EAP (26%), mental health benefits (22%), or sick days for mental health (23%) – limiting the impact of existing programs.

Caregivers overwhelmingly prioritize flexibility

95% of caregivers say flexible scheduling is important for their well-being. Among caregivers, women, employees of color, and non-managers express even stronger demand for these resources.



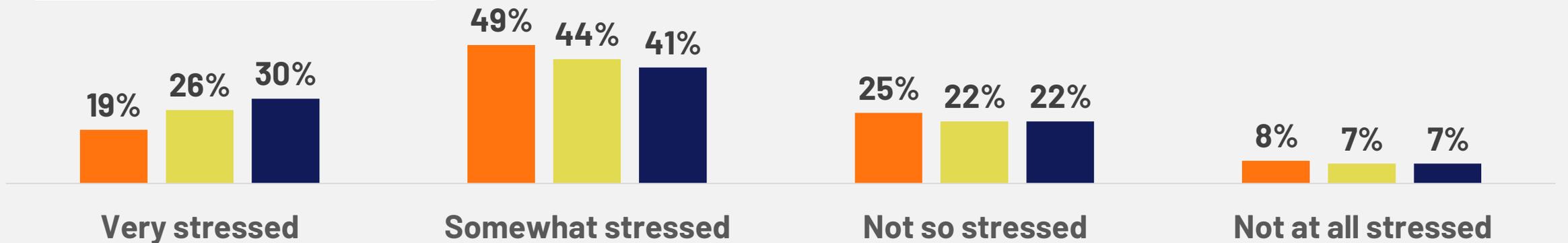
EMPLOYEE WELL-BEING AND WORKPLACE PERCEPTIONS

Most feel stressed about the state of the world, with the number of those feeling very stressed rising sharply since 2024

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

2024 2025 2026

“Very stressed” has steadily increased since 2024, even as overall stress levels remain unchanged

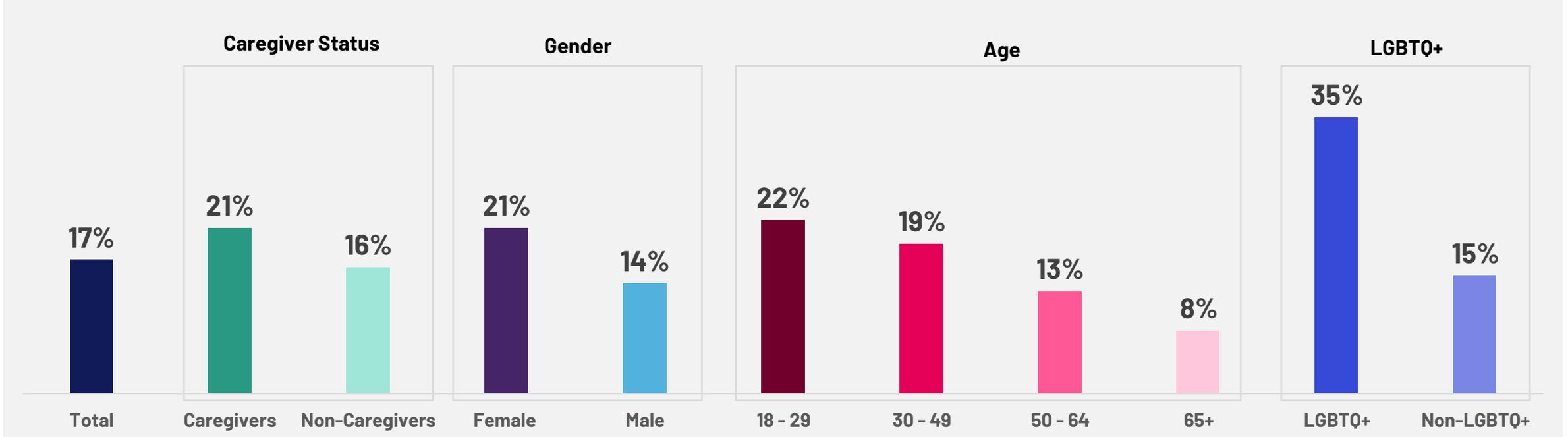


Q2. How stressed, if at all, have you felt about the state of the world in the past six months?
Base: All respondents (n=2,153)

*Note: 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?"

Mental health disparities persist; caregivers, women, younger workers, and LGBTQ+ employees experience the highest rates of poor mental health

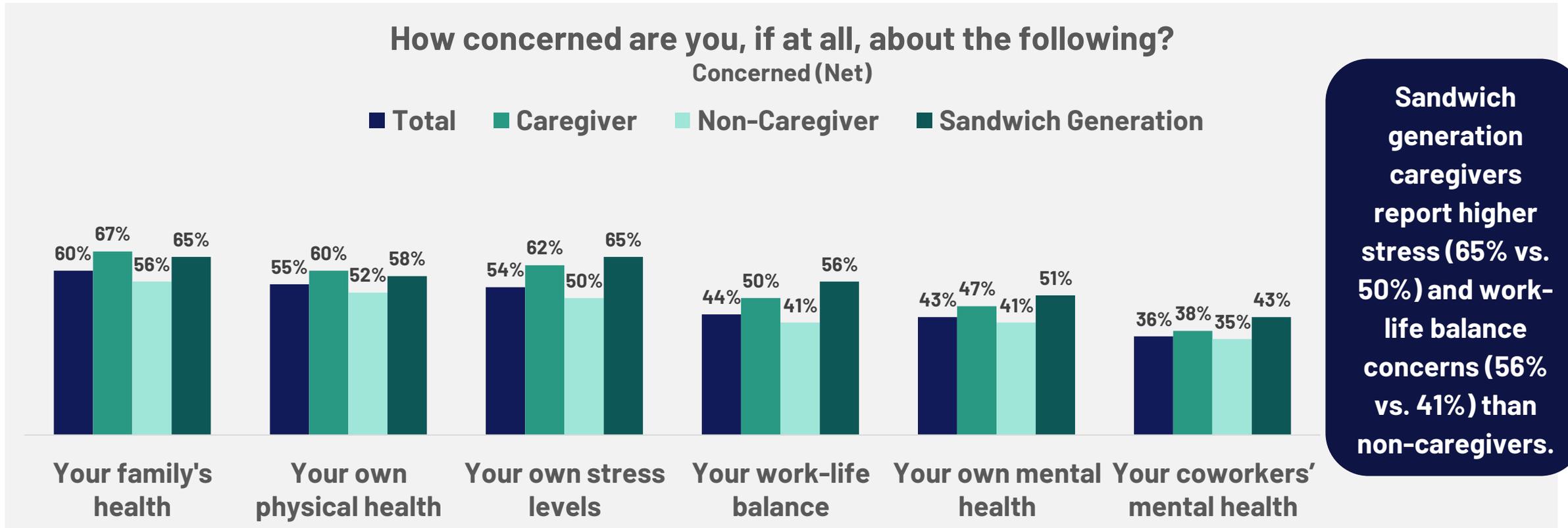
How would you rate your own mental health right now?
Poor (Net)



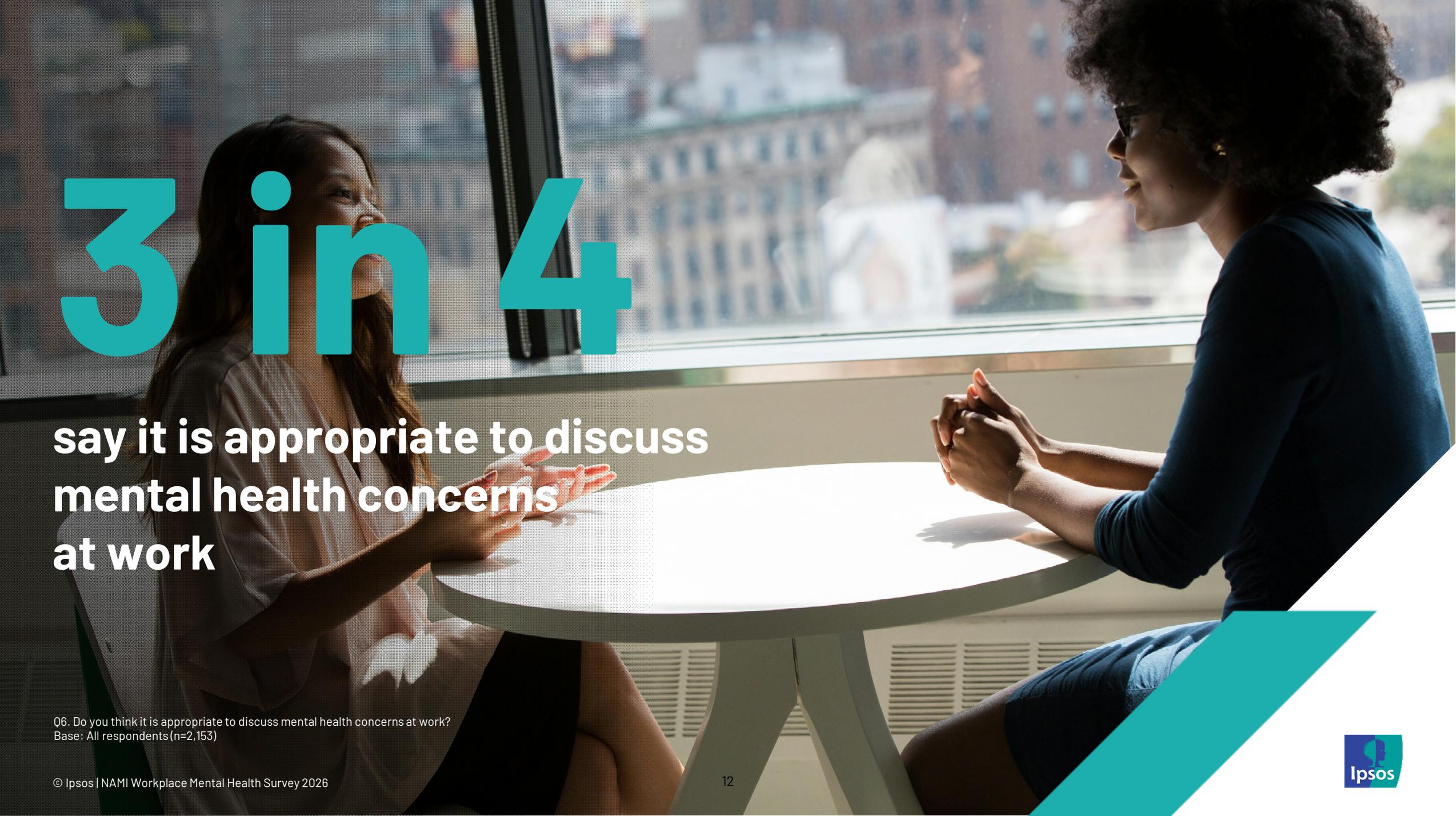
Q3. How would you rate your own mental health right now?

Base: All respondents (n = 2,153), Caregiver (n=735), Non-caregiver(n=1,418), Women (n=929), Men (n=1,224), 18-29 (n=263), 30-49 (n=1,065), 50-64 (n=724), 65+ (n=101), LGBTQ+ (n=210), Non-LGBTQ+ (n=1,943)

Caregivers show significantly higher concern across health, stress, and work-life balance compared to non-caregivers



Q5. How concerned are you, if at all, about the following?
Base: All respondents (n = 2,153), Caregiver (n=735), Non-Caregiver (n=1,418), Sandwich Generation Caregivers (n=109)

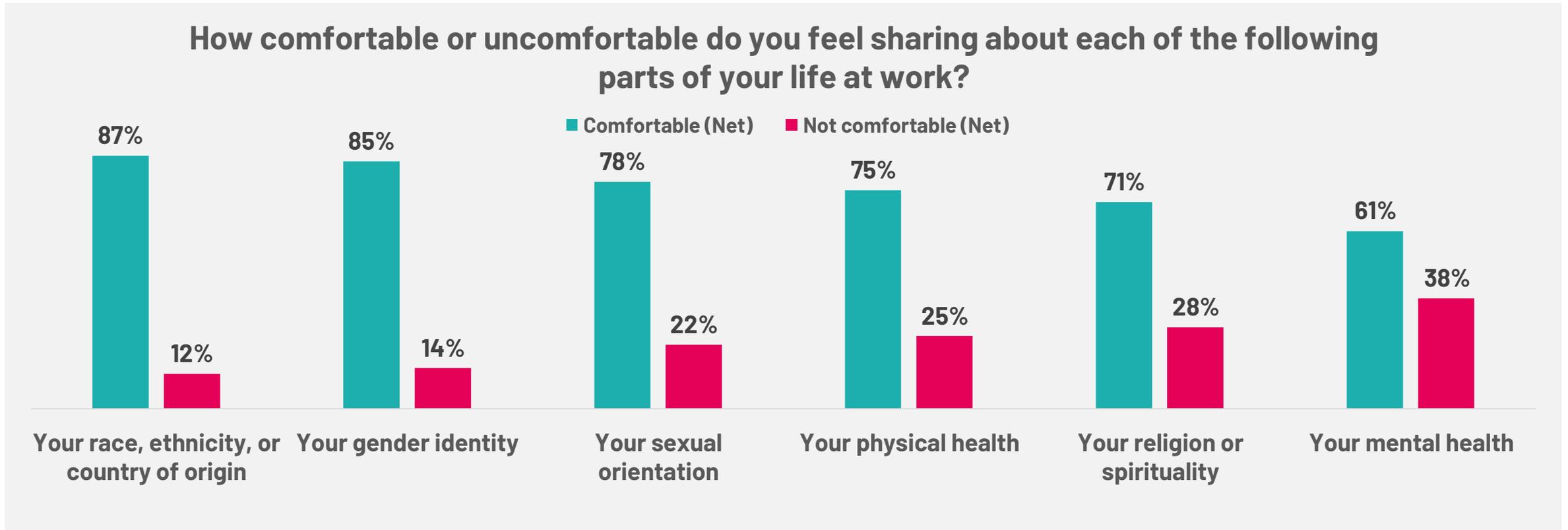
A photograph of two women sitting at a white round table in a bright room with a large window overlooking a city. The woman on the left is wearing a light-colored blazer and is gesturing with her hands while speaking. The woman on the right is wearing a dark blue long-sleeved shirt and glasses, listening attentively with her hands clasped. The background shows a cityscape with various buildings.

3 in 4

**say it is appropriate to discuss
mental health concerns
at work**

Q6. Do you think it is appropriate to discuss mental health concerns at work?
Base: All respondents (n=2,153)

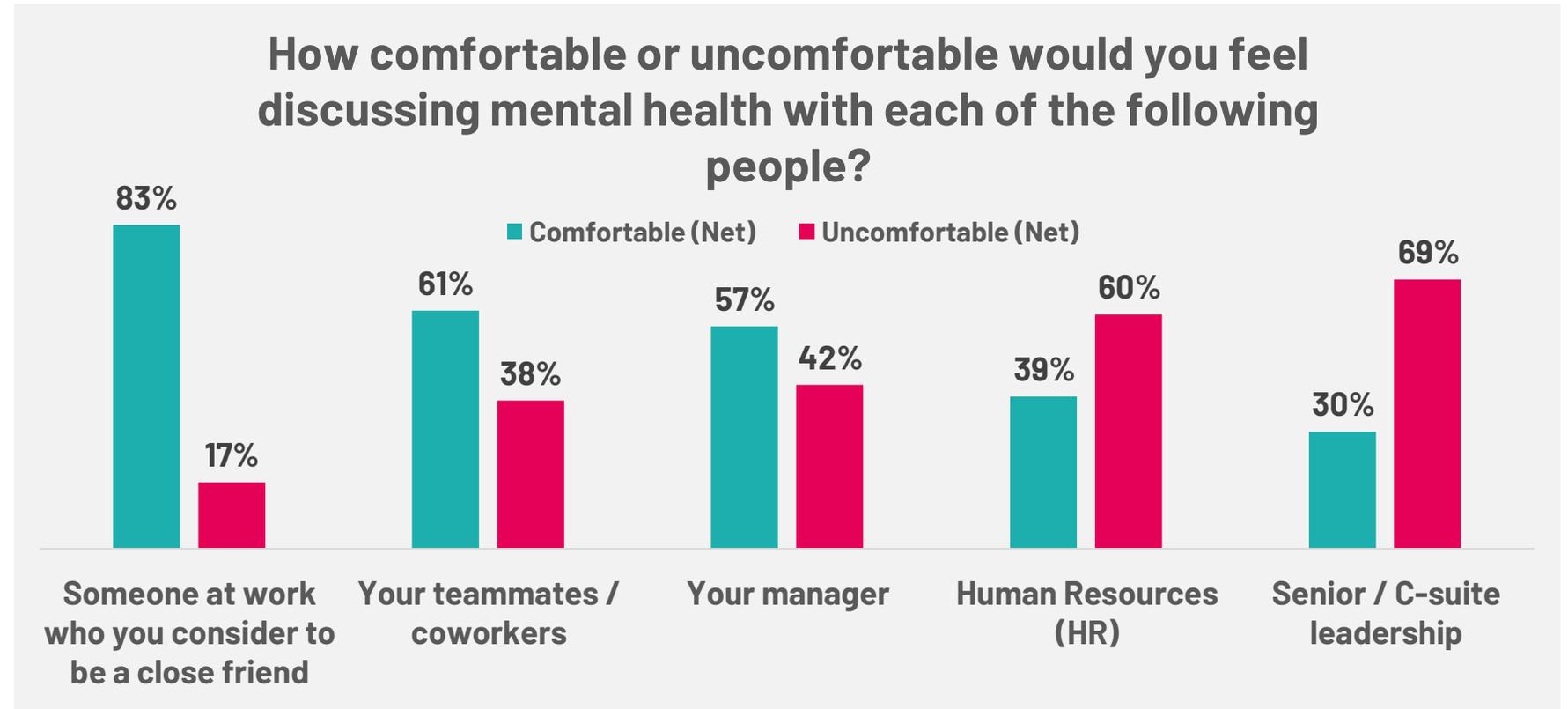
Workplace culture supports identity conversations more than mental health discussions



Q8. How comfortable or uncomfortable do you feel sharing about each of the following parts of your life at work?
Base: All respondents (n = 2,153)

Employees are far more comfortable discussing mental health with peers, than with HR or senior leaders

- **Managers are more comfortable discussing mental health at all levels**, especially with senior leadership than non-managers (38% vs. 26%)
- **Women are more comfortable than men discussing mental health with peers** (close friends and teammates), while **men are more comfortable approaching senior leadership**



Q7. How comfortable, if at all, would you feel discussing mental health with each of the following people?
Base: All respondents (n = 2,153), Direct manager (658), Not a direct manager (n=1,491), Female (n=929), Male (n=1,224)

Stigma and lack of conversation are the top barriers to discussing mental health at work

Among those uncomfortable sharing, workplace silence affects men, younger workers, and those who've sought mental health treatment

- 45% of men (vs. 32% of women) and 47% of workers ages 18-29 cite "no one else talks about mental health" as a top barrier.
- Those treated for mental health report greater fear of retaliation (29% vs. 19%) and are more likely to cite their job as a main mental health factor (28% vs. 18%).*

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?



Q10. 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?

Base: Those uncomfortable sharing mental health at work (n=829), Uncomfortable sharing mental health at work and male (n=478), Uncomfortable sharing mental health at work and have received mental health treatment (n=351), Uncomfortable sharing mental health at work and have received mental health treatment (n=369), Uncomfortable sharing mental health and have not received mental health treatment (n=435)

*Note: Compared to those who have not received mental health treatment



48%

worry they would be
judged if they shared
potential mental health
struggles with their
colleagues

Q11. How much do you agree or disagree with each of the following statements?
Base: All respondents (n=2,153)

Managers are more engaged with leadership and open to mental health discussions, yet concerned about the career risks of sharing struggles



Feel more connected to leadership

Managers* are more likely to **agree that C-suite/senior leadership cares about them** (59% vs. 47%)



More receptive to mental health conversations

81% of managers vs. 75% of non-managers **are comfortable discussing mental health with coworkers**



More positive view of company resources

Managers are more likely to **agree that workplace resources improve employee mental health** (72% vs. 66%)



Worry more about career impact

Managers **worry more about negative career effects from discussing mental health** (46% vs. 39%), even though they are more comfortable with the subject

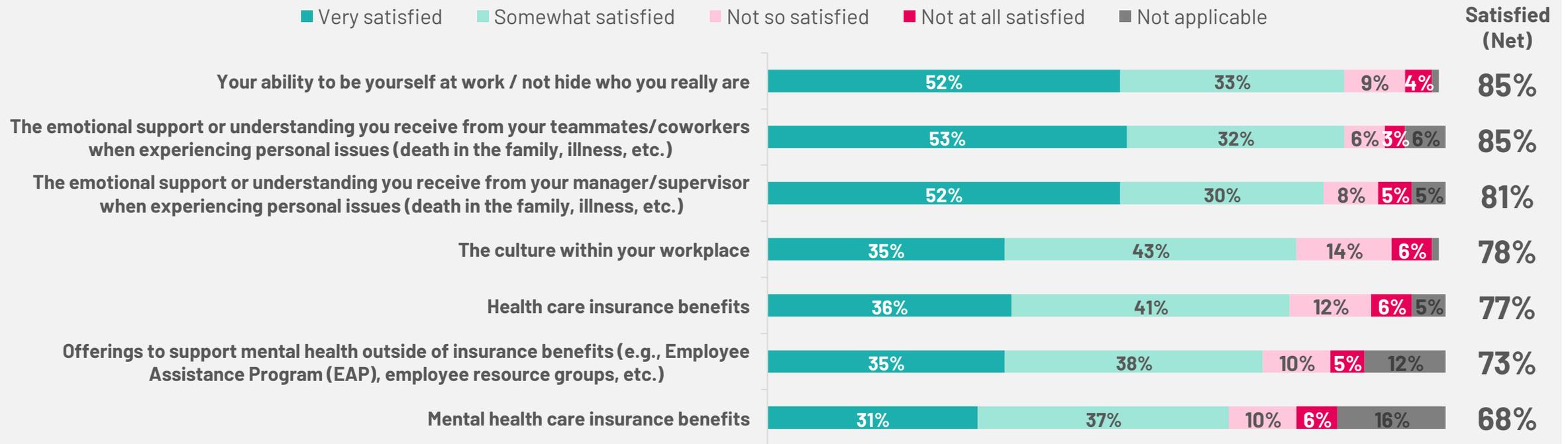
Q11. How much do you agree or disagree with each of the following statements?
Base: Direct managers (n=658), Not a direct manager (n=1,491)

WORKPLACE CULTURE, RESPONSIBILITY, AND BURNOUT

Employees appreciate emotional support from peers and managers most, and are least satisfied with mental health insurance benefits

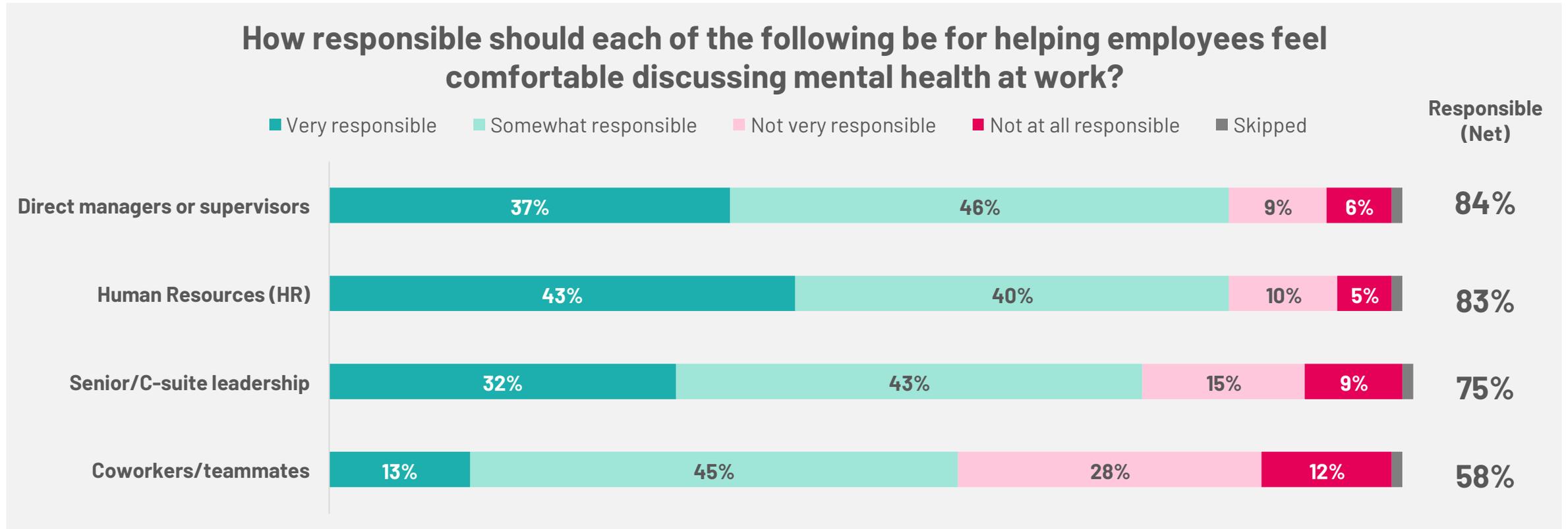
How satisfied, if at all, are you with the following at work?

■ Very satisfied
 ■ Somewhat satisfied
 ■ Not so satisfied
 ■ Not at all satisfied
 ■ Not applicable



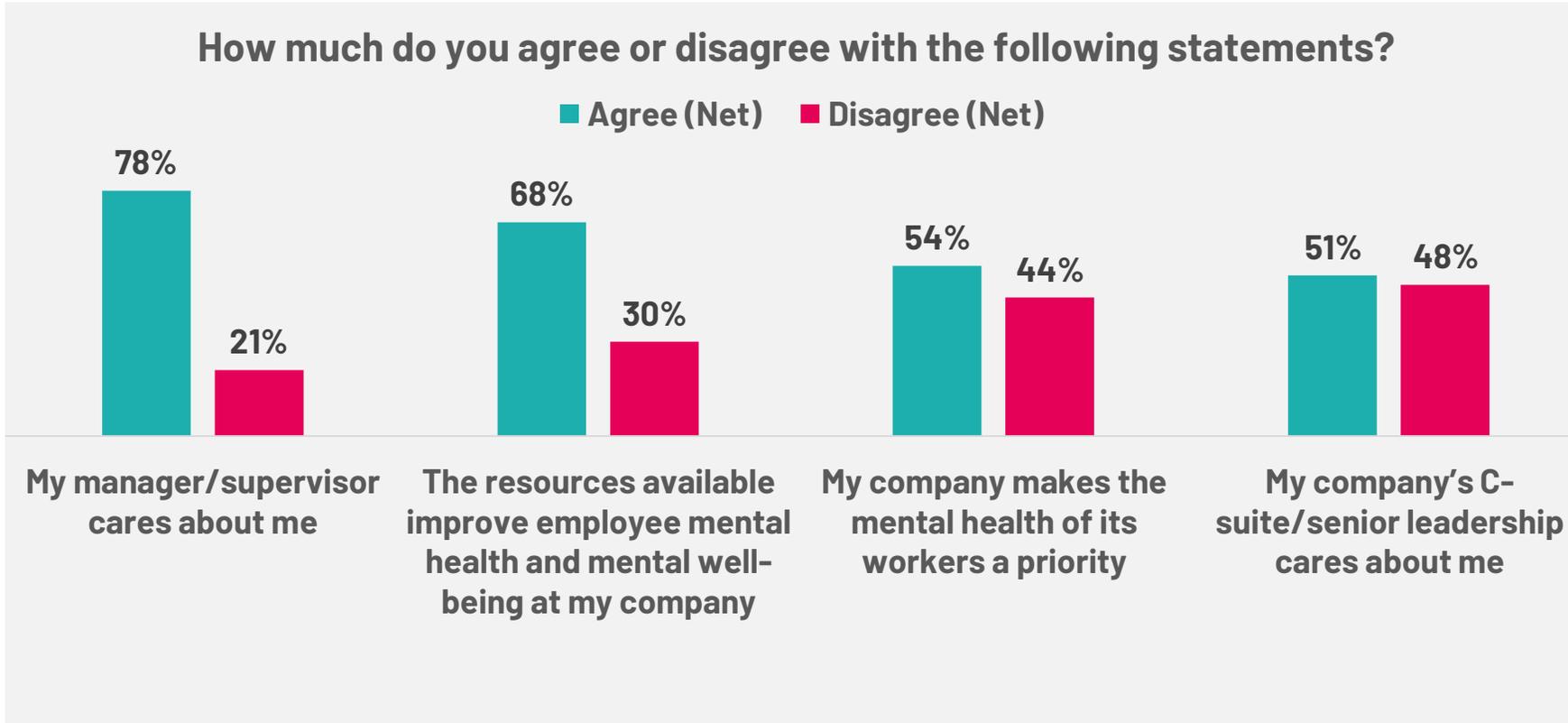
Q1. How satisfied, if at all, are you with the following at work?
 Base: All respondents (n = 2,153)

Direct managers and HR are seen as responsible for creating mental health comfort at work



Q12. How responsible should each of the following be for helping employees feel comfortable discussing mental health at work?
 Base: Total (n=2,135)

Employees feel supported by managers, but are less convinced their company prioritizes mental health

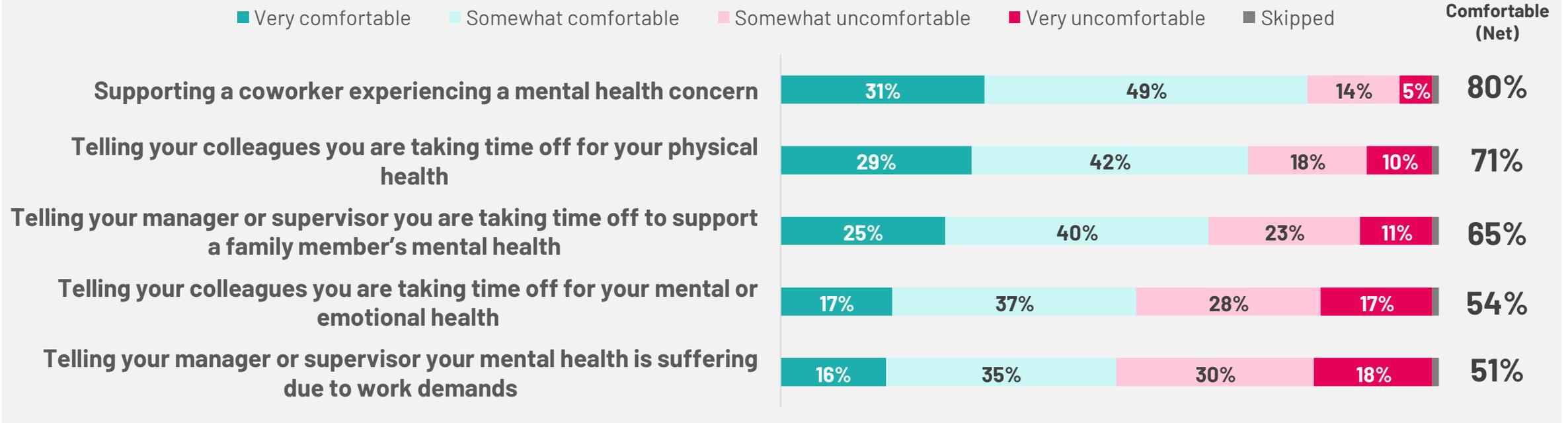


- Employees at companies offering mental health training are far more likely to feel their company prioritizes their mental health (69% vs. 40%).
- Managers with proper resources report dramatically higher agreement (74% vs. 16%).

Q11. How much do you agree or disagree with each of the following statements?
Base: All respondents (n = 2,135), 65+ (n=101), Black (n=230), White (n=1,365)

Majority comfortable supporting coworker's mental health, but fewer feel comfortable opening up about their own struggles

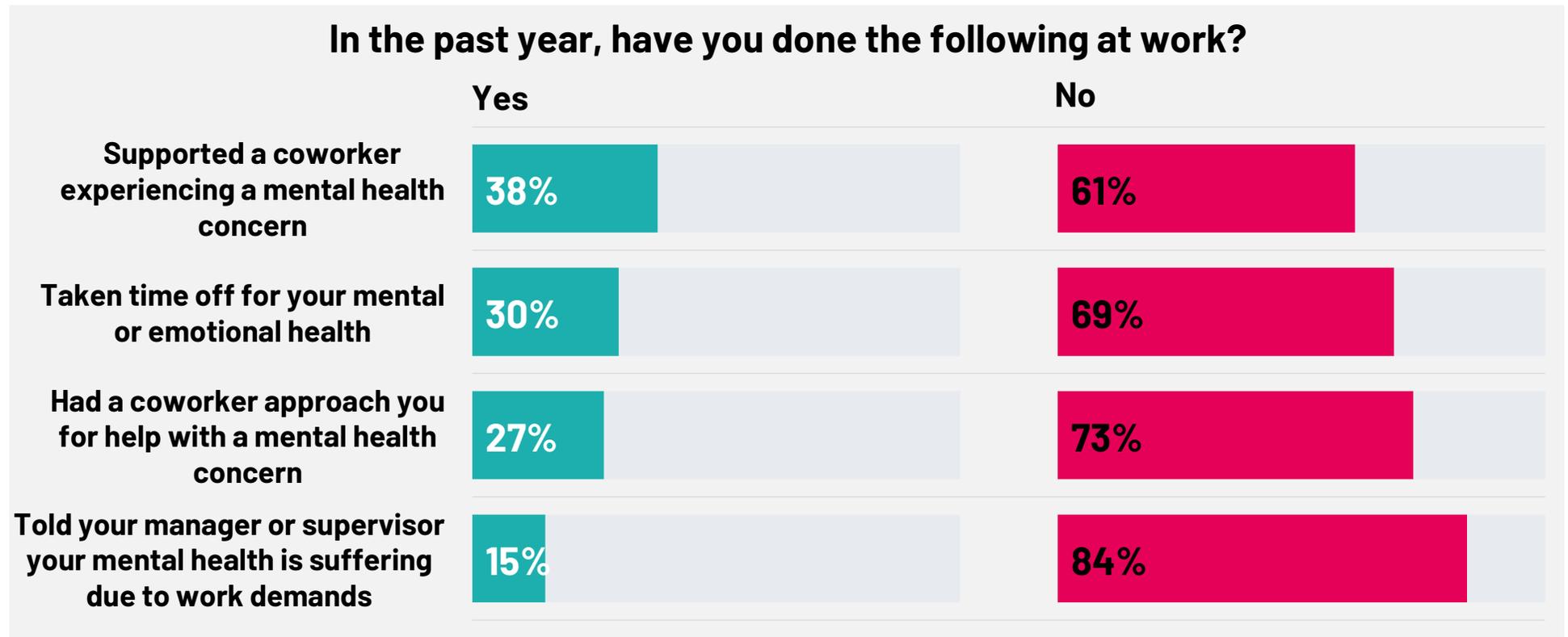
Regardless of whether or not this has happened to you, how comfortable, if at all, do you feel with the following happening in the workplace?



Q15. 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?
 Base: All respondents (n = 2,153)

Employees are far more likely to support a coworker in crisis, than to tell their manager their mental health is suffering

- Employees who have received mental health treatment are more likely to take time off for mental health than those who haven't (44% vs. 19%).
- LGBTQ+ employees (50% vs. 28%) and Black employees (42% vs. 28% White, 26% Other Non-Hispanic, and 30% Hispanic) also report higher rates.



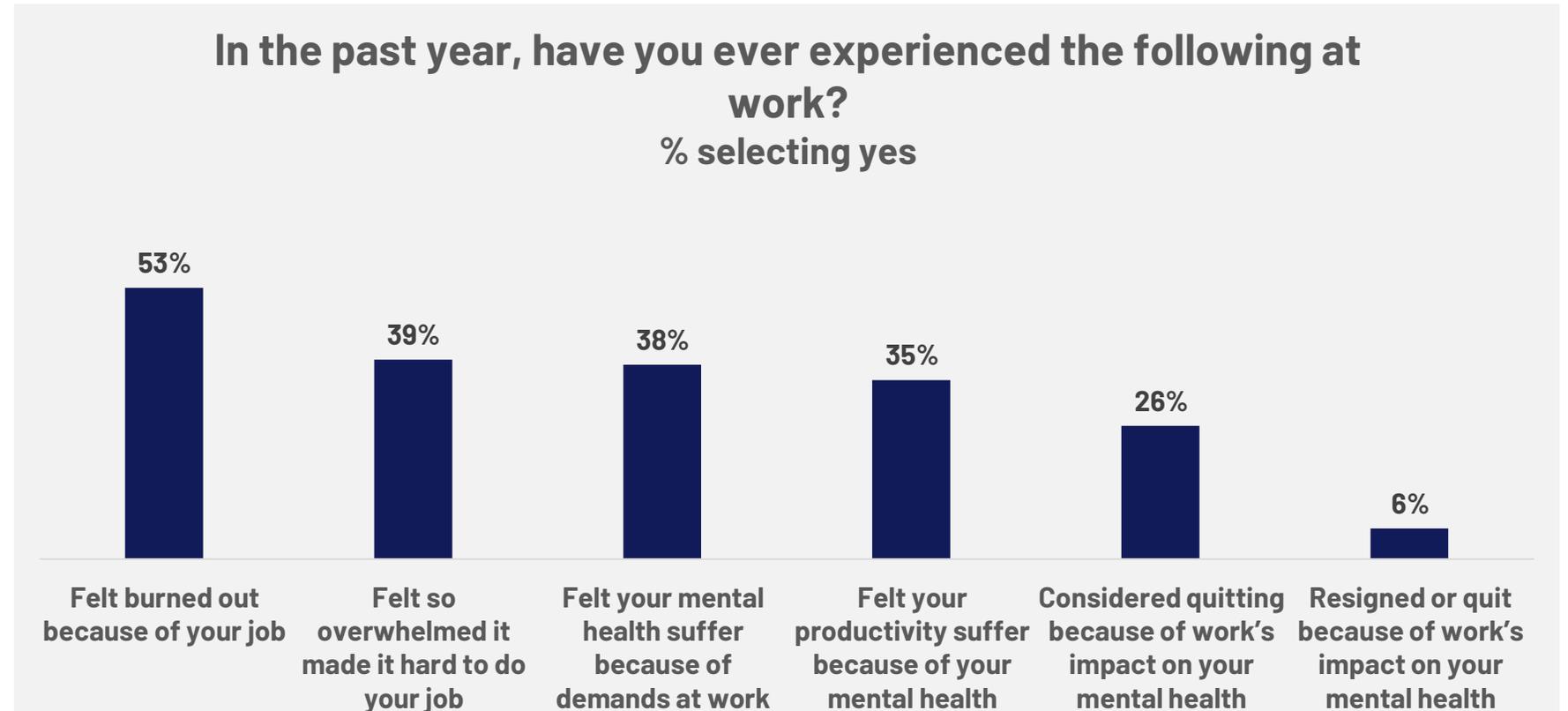
Q14. In the past year, have you done the following at work?

Base: All respondents (n = 2,135), Received mental health treatment (n=951), Have not received mental health treatment (n=1,154), LGBTQ+ (n=210), Non-LGBTQ+ (n=1,943), White (n=1,365), Black (n=230), Other, Non-Hispanic (n=211), Hispanic (n=314)

Half of employees have experienced work burnout, with 1 in 4 considering quitting over mental health concerns

- Sandwich generation caregivers* report higher rates** across all measures:

- 52% felt overwhelmed (vs. 38%)
- 37% considered quitting (vs. 26%)
- 16% resigned due to mental health impact (vs 6%) – nearly triple the overall rate



Q13. In the past year, have you ever experienced the following at work?
Base: All respondents (n=2,153), Sandwich generation (n=109)

LGBTQ+ employees, women, caregivers, and younger workers face the greatest workplace mental health challenges

1 LGBTQ+ employees are almost twice as likely to report reduced productivity from mental health issues (62% vs. 32%) and 24 percentage points more likely to report mental health impacts from work demands (60% vs. 36%)

2 Women report higher rates than men for negative workplace mental health outcomes: burnout (60% vs. 47%), feeling overwhelmed (46% vs. 33%), and considering quitting due to mental health (32% vs. 21%)

3 Caregivers experience greater burnout (61% vs. 49%) and mental health strain (48% vs. 34%) than non-caregivers

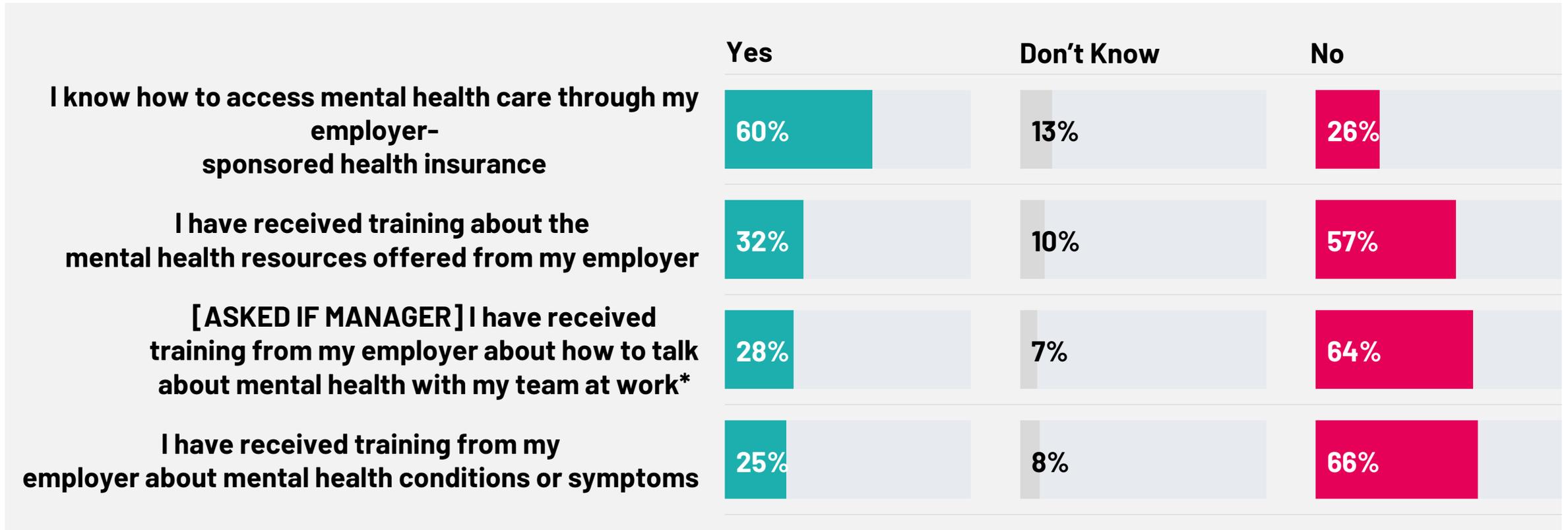
4 Employees aged 30-49 have the highest burnout (60%), while those 65+ report much lower rates (17%)

Q13. In the past year, have you ever experienced the following at work?
Base: LGBTQ+ (n=210), Non-LGBTQ+ (n=1,943), Female (n=929), Male (n=1,224), 30-49 (n=1,065), 65+ (n=101) Caregivers (n=735), Non-caregivers (n=1,418)



TRAINING AND ACCESS TO RESOURCES

Most employees, including managers, lack training on mental health topics and resources



Q22. Please answer yes or no to each of the following statements.

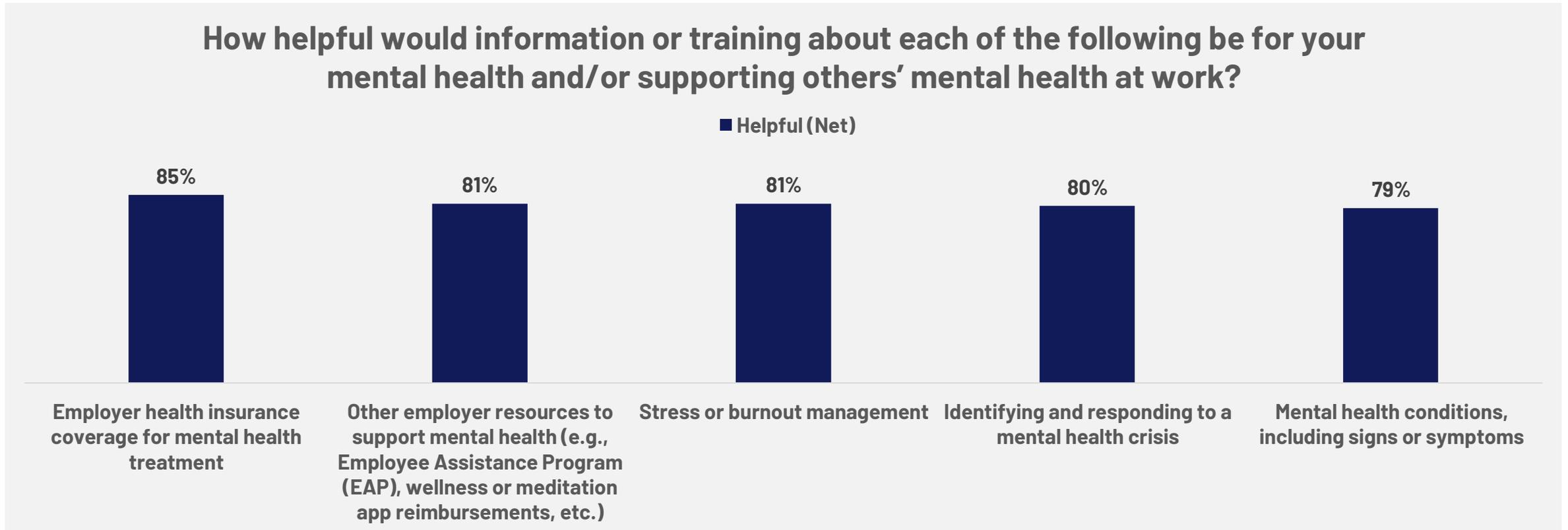
I have received training about the mental health resources offered from my employer & I have received training from my employer about mental health conditions or symptoms Base: All respondents (n=2,153)

I know how to access mental health care through my employer-sponsored health insurance Base: Employer offers mental health care benefits (n=2,101)

I have received training from my employer about how to talk about mental health or mental health resources with my team at work Base: Direct managers (n=658)

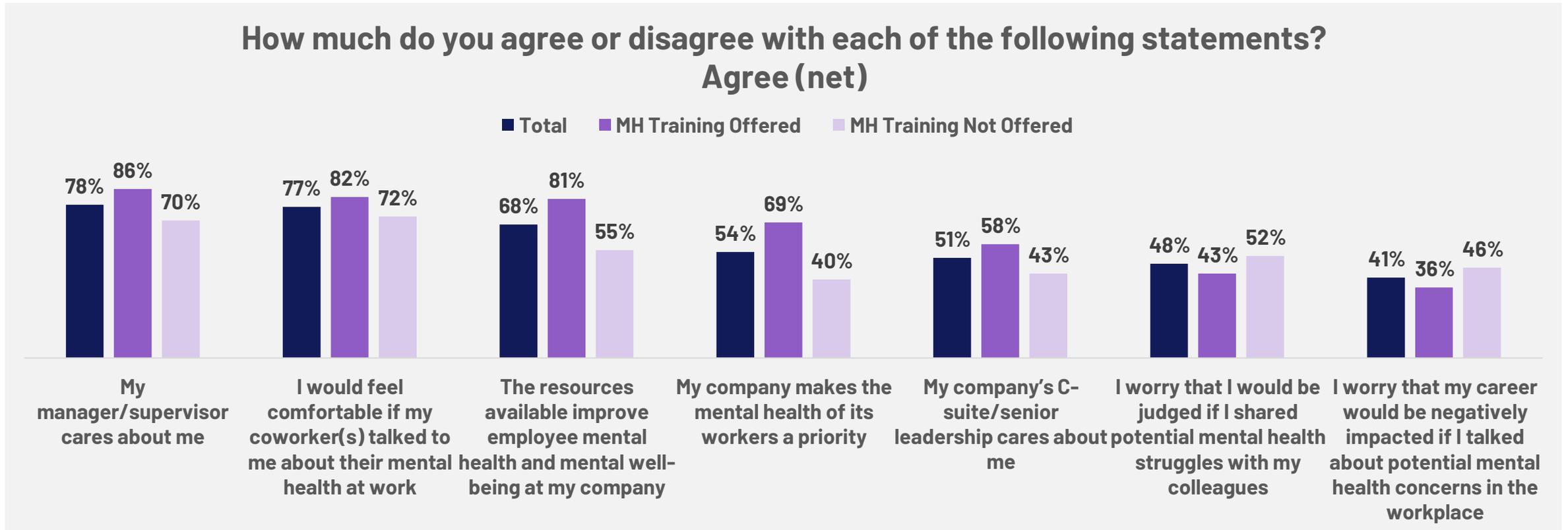
*Note: The full statement reads as "I have received training from my employer about how to talk about mental health or mental health resources with my team at work"

Though training is lacking, a strong majority see the benefits of mental health training at work



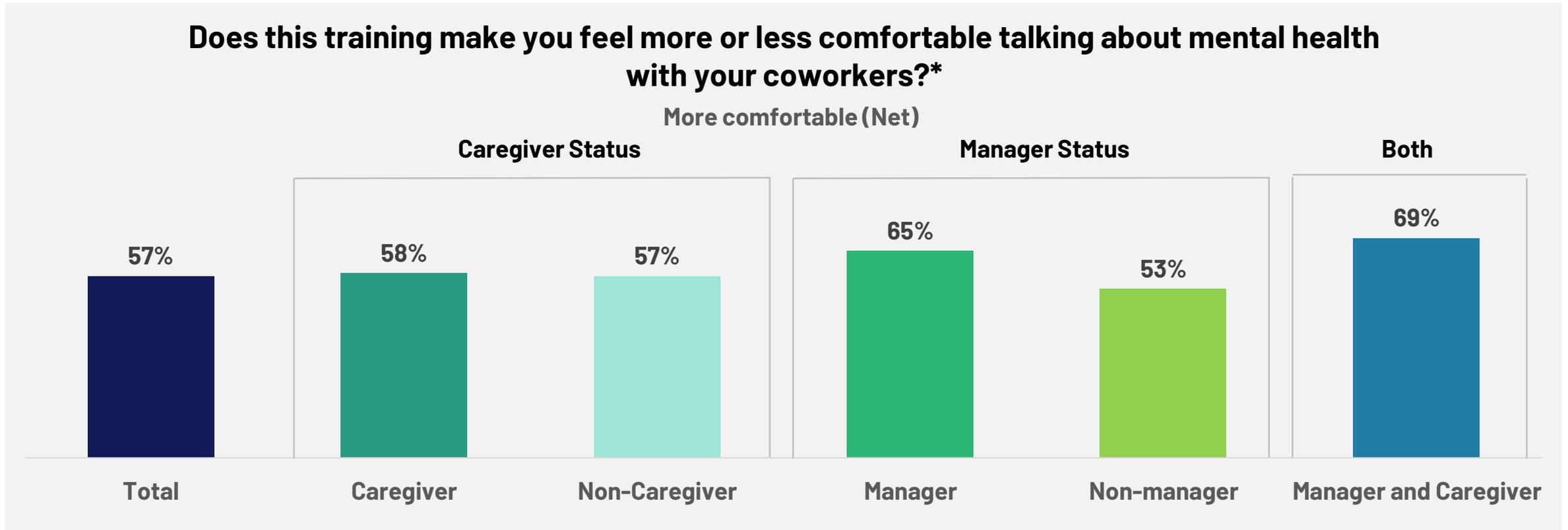
Q24. How helpful would information or training about each of the following be for your mental health and/or support others' mental health at work?
Base: All respondents (n=2,153)

Employees at companies that offer mental health training report better workplace support, leadership, resources, and less concern about stigma



Q11. How much do you agree or disagree with each of the following statements?
Base: All respondents (n=2,153), Employer offers mental health training (n=1,114), Employer does not offer mental health training (n=1,039)

Where offered, training is most effective for managers—especially those who are also caregivers—in increasing comfort with discussions



Q23. 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?

Base: Received mental health training from employer (n=801), Caregiver (n=278), Non-caregiver (n=523), Direct manager (n=285), Not direct manager (n=514), Manager and caregiver (n=113)

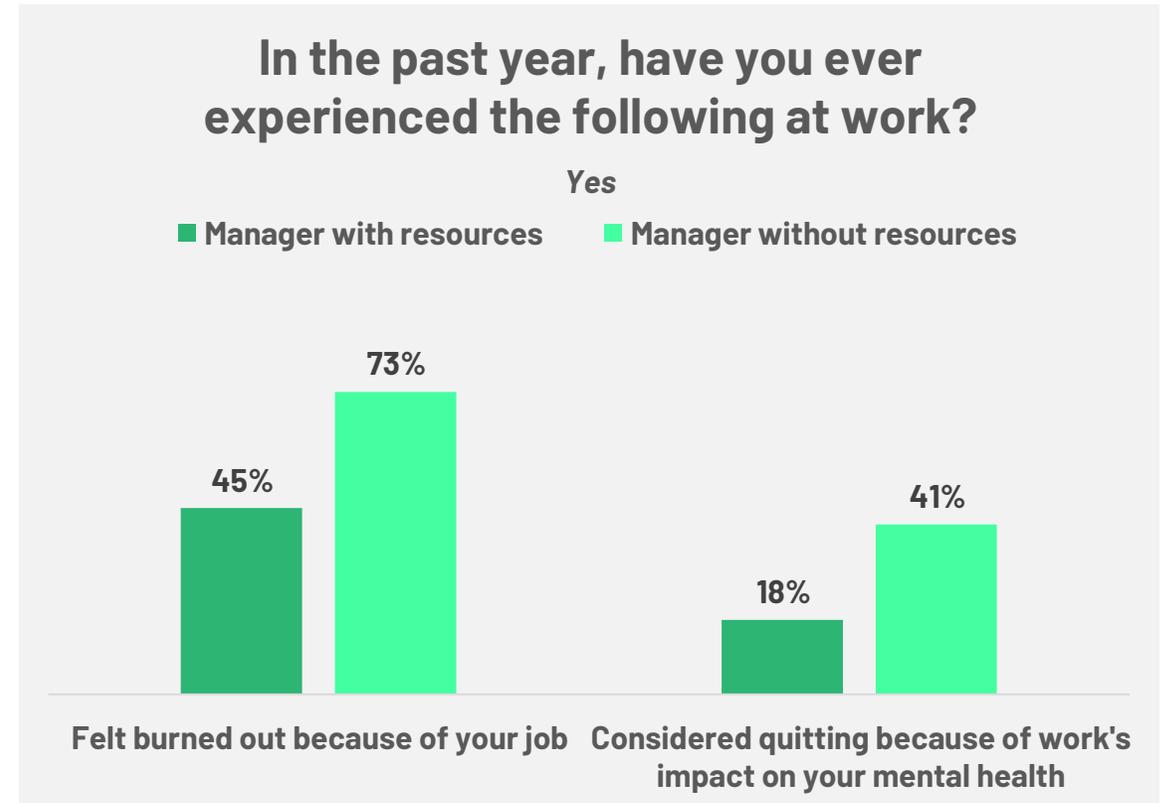


69%

of managers feel their company has provided them with the proper resources to **support the mental and emotional health** of the people who report to them

Q11. How much do you agree or disagree with each of the following statements?
Base: Direct managers (n=658)

Managers with adequate resources show higher preparedness to support mental health in the workplace, more trust in leadership, and less burnout

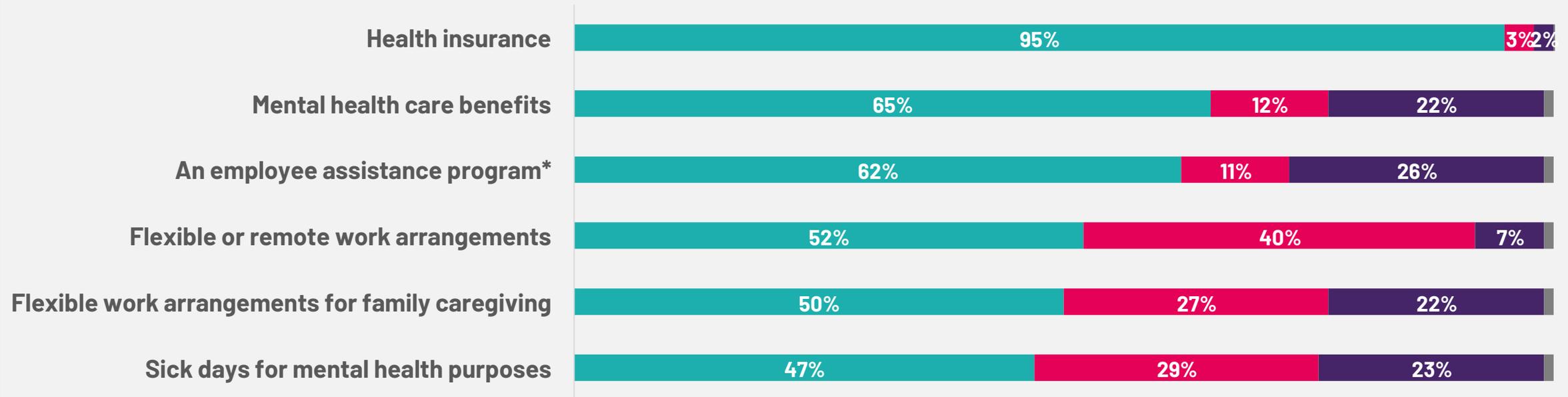


Q11. How much do you agree or disagree with each of the following statements?
 Base: Manager with proper resources (n=456), Manager without proper resources (n=195)
 Q13. In the past year, have you ever experienced the following at work?
 Base: Manager with proper resources (n=456), Manager without proper resources (n=195)

1 in 5 employees lack clarity on mental health benefits, EAPs, flexible caregiving work, and mental health sick days

Does your employer offer each of the following resources?

Yes No Don't know Skipped

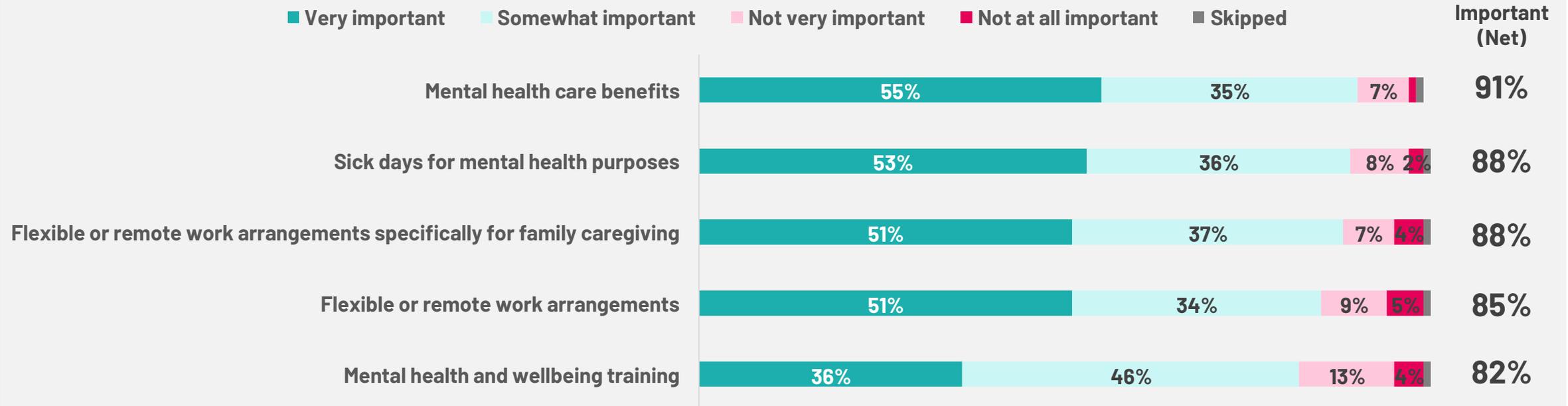


Q16. Does your employer offer each of the following resources?
Base: All respondents (n=2,153)

*Note: The full statement reads as "An employee assistance program, which is a voluntary, free, and confidential work-based program that generally offers assessments, counseling, and referrals for personal or work-related problems"

Mental health care benefits lead as a valued resource for creating a positive workplace culture

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



Q18. How important, if at all, do you think the following are or would be in creating a positive workplace culture?
Base: All respondents (n=2,153)

Women, those aged 30-49, caregivers, and employees of color value mental health resources for a positive workplace culture

- 1 Women place greater importance on all five workplace mental health resources than men**,—with the largest gap on mental health training (87% vs. 77%)
- 2 By age group, employees ages 30-49 are the strongest advocates** for mental health benefits and sick days for mental health purposes, while the youngest workers (18-29) consistently show the lowest support levels
- 3 Flexibility is near-universally valued, with sandwich generation caregivers rating it highest.** Nearly 9 in 10 employees (88%) say flexible caregiving arrangements are important, rising to 95% among sandwich generation caregivers.
- 4 White employees are notably less likely to value mental health training** (77%) compared to Black, Hispanic, and Other Non-Hispanic workers (all 88-89%).

Q18. How important, if at all, do you think the following are or would be in creating a positive workplace culture?
Base: Female (n=929), Male (n=1,224), 18-29 (n=263), 30-49 (n=1,065), 50-64 (n=724), 65+ (n=101) Caregivers (n=735), Non-caregivers (n=1,418), Sandwich generation (n=109), White (n=1365), Black (n=230), Hispanic (n=314), Other, Non-Hispanic (211)





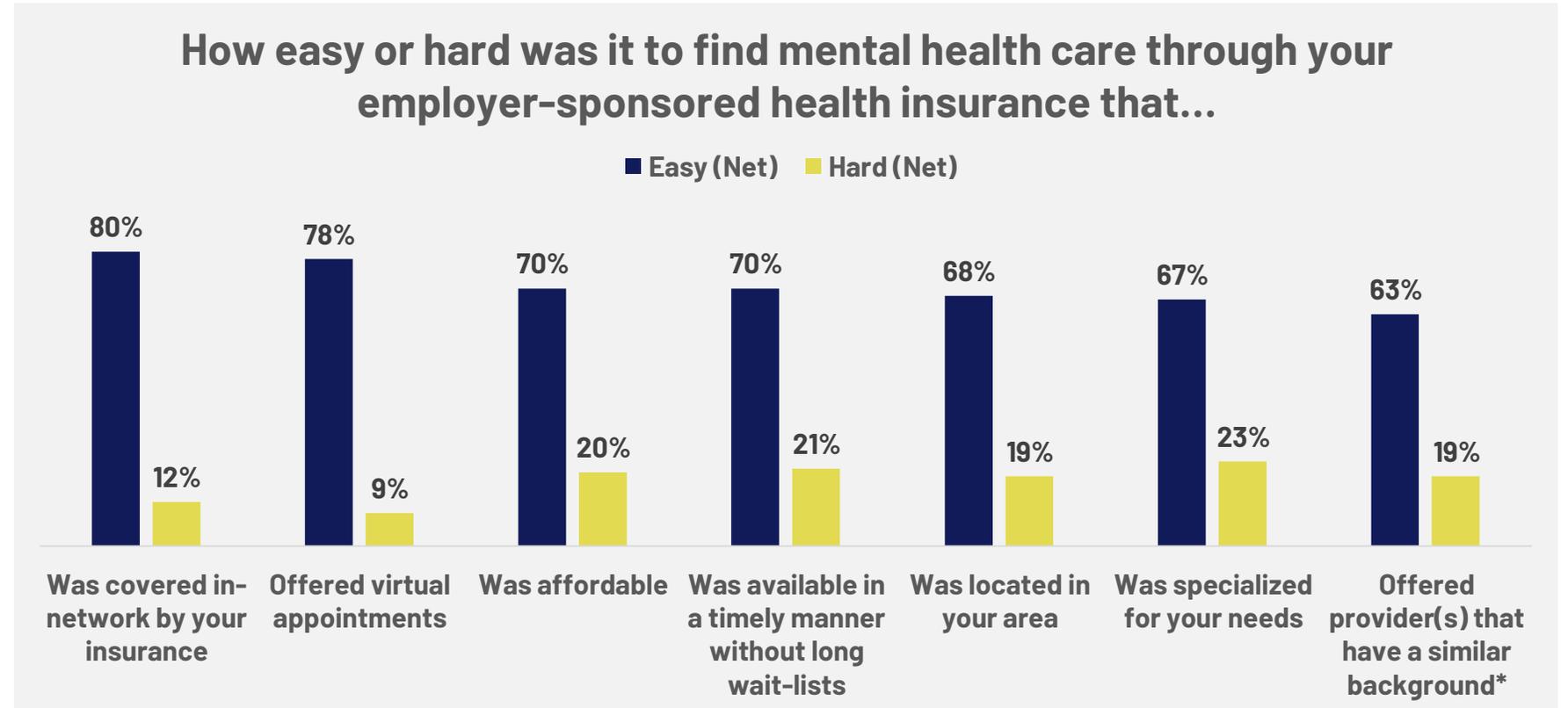
87%

of employees who accessed their mental health benefits in the past 12 months **were able to receive all or some of the help they needed**

Q20. 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?
Base: Employees with access and needed to use their mental health benefits in the past 12 months (n=245)
Fieldwork dates: 2/25/26 - 3/3/26

Most found in-network mental health care easy to access, but specialized care remains a challenge

- 1 in 5 (17%) employees with employer-provided mental health benefits used them in the past year.
- Women and female caregivers are more likely (22%, 23%) to use mental health benefits than men and male caregivers (13%, 14%).
- Nearly 1 in 3 of sandwich generation caregivers used mental health benefits last year, indicating the highest need among groups.



Q19. *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?

Base: Respondents with access to mental health benefits through their employer (n=1430), Female (n=625), Male (n=805), Female caregiver (n=249), Male caregiver (n=235), Sandwich Generation Caregiver (n=66)

Q21. 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...?

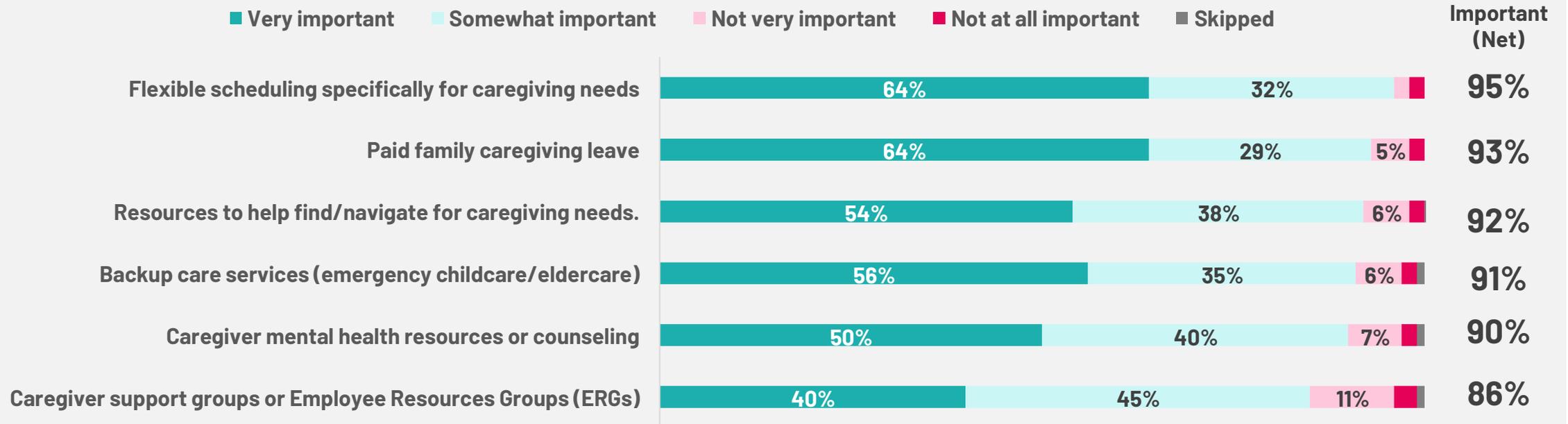
Base: Employees with access and needed to use their mental health benefits in the past 12 months (n=245)

Fieldwork dates: 2/25/26 - 3/3/26

*Note: The full statement reads as "Offered provider(s) that have a similar background (e.g., your race/ethnicity, sexual orientation, gender, or country of heritage)"

Caregivers show near-universal agreement that employers should support their needs, with flexibility and paid leave top resources

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



Q29. How important, if at all, do you think caregiving support resources are or would be in support of employee mental health and wellbeing?
Base: Caregivers (n=735)

Caregivers value employer support, with employees of color, non-managers, and women expressing the greatest need



Non-Hispanic caregivers of color more likely than White caregivers to value caregiver support groups

with Black and Other, non-Hispanic caregivers rating caregiver support groups 94% compared to 82% of White caregivers.



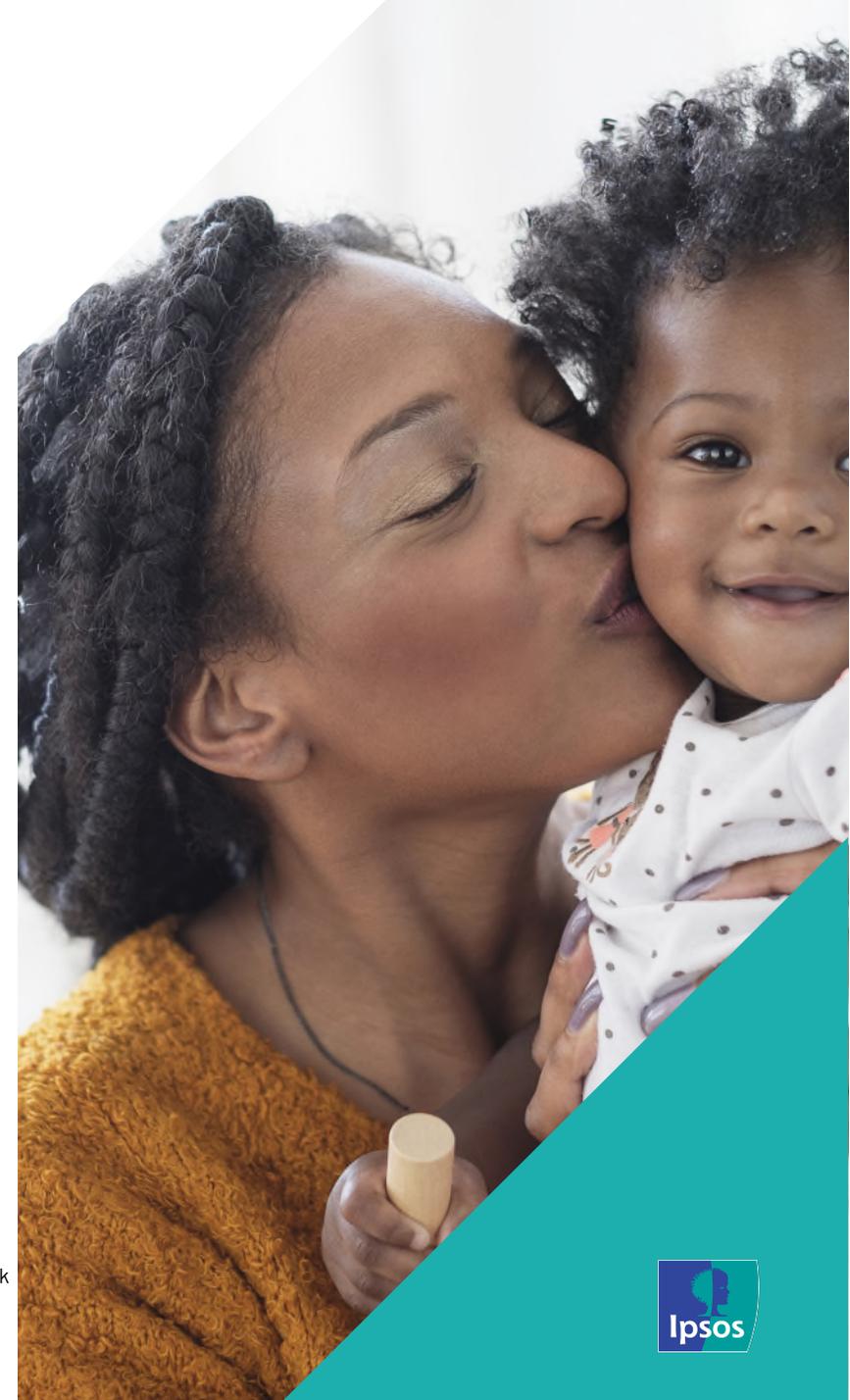
Non-manager caregivers place higher value on paid family caregiving leave than manager caregivers

(95% vs. 89%), suggesting those with less workplace flexibility feel the need more acutely.



Female caregivers rate mental health counseling resources higher than male caregivers

(92% vs. 88%), consistent with broader gender differences in prioritizing workplace mental health support.

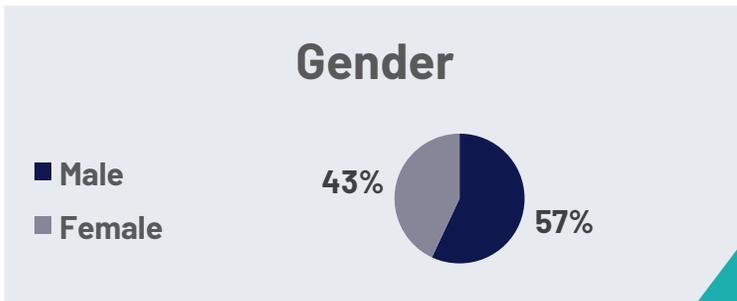
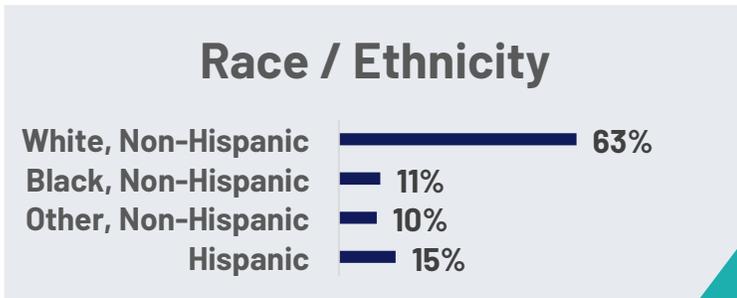
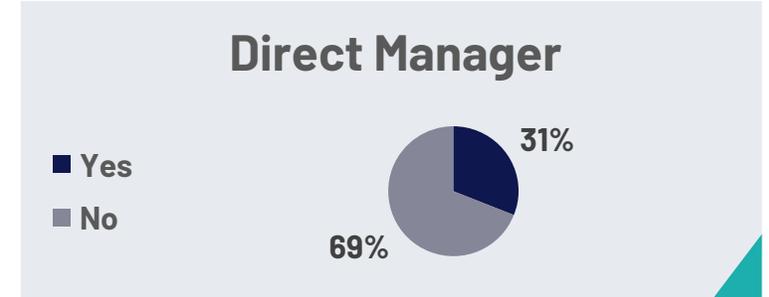
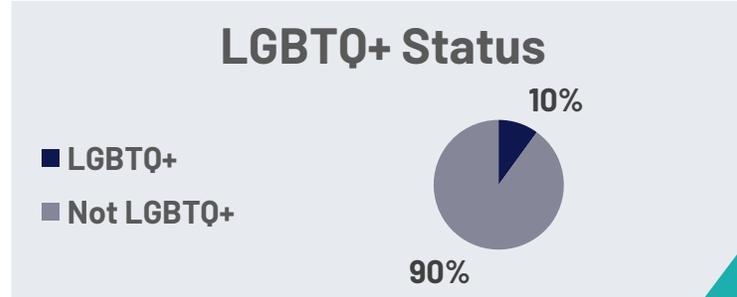
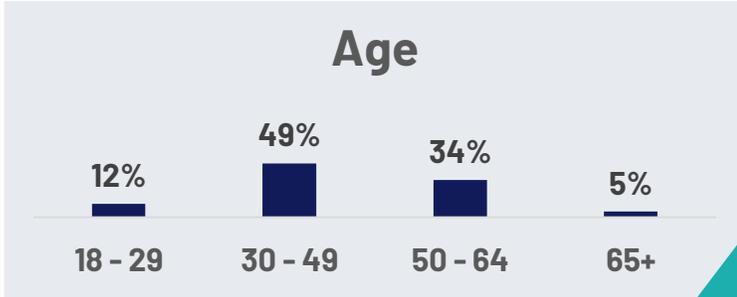


Q29. How important, if at all, do you think caregiving support resources are or would be in support of employee mental health and wellbeing?

Base: Caregivers (n=735), Male Caregiver (n=363), Female Caregiver (n=372), Manager and caregiver (n=256), Caregiver and not a manager (n=478), White caregiver (n=438), Black caregiver (n=94), Other, Non-Hispanic caregiver (n=92), Hispanic caregiver (n=94)

RESPONDENT PROFILES

Respondent Profile



THANK YOU

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