

Mental Health at Work

Supporting future generations in Ireland

🌱 This generation of graduates are registering the highest levels of stress and anxiety ever recorded. 🌱



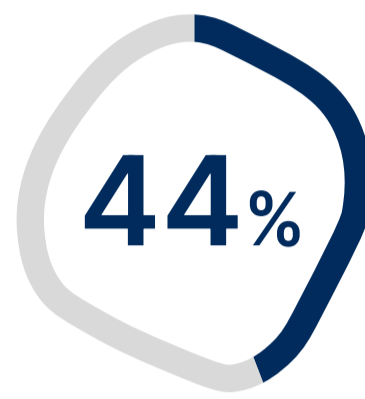
Improving employee wellbeing factors could enhance your company performance by **up to 55 percent**.

We commissioned a survey to assess the state of mental health and wellbeing at work in Ireland, and how supported people felt.



We surveyed **over 500 employees** and conducted **10 qualitative interviews** with HR professionals and wellness experts in medium to large organisations across Ireland.

Employees in Ireland are:



stressed



anxious



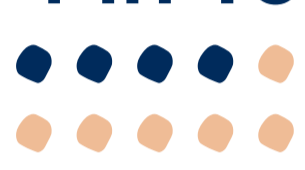
burnt out

3 in 10



employees have missed more than 2 days of work in the past 6 months due to mental health problems.

4 in 10



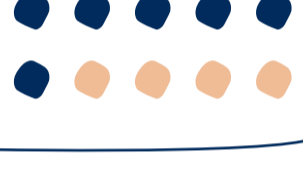
say they find it hard to concentrate because of their mental health.

3 in 10



report that the quality of their work suffers when their mental health suffers.

6 in 10



employees felt down, depressed, or hopeless for several days or more in the last two weeks.



People under 35 experience negative emotions at work much more often than those over 35.

Your staff expect you to act:

8 in 10



employees aged under 35 say they would be more likely to apply for or stay in a job if they were offered mental health and wellbeing initiatives.

9 in 10



say they believe that employers have a responsibility to protect the mental health of their employees.

Almost

8 in 10



feel that their employer is responsible for promoting positive mental health in the workplace.

To invest in the health and capabilities of your staff is to invest in the health and capabilities of your organisation.

What can you do to make mental health a real priority at work?

Make mental health a board-level priority

Encourage open communication from the board level down

Measure what matters

Prioritise a healthy working environment

Support the whole person

Be proactive

Listen to your people

👉 The younger generations require a different approach. If we are to get the best from them, we really need to adapt, and flex our style. 👉



Leisha McGrath,
Chartered Work &
Organisational Psychologist



Find out more:
download the white paper 'Meeting the Challenge: Workplace Mental Health in Ireland Today' now.

