Well-being continues to be a priority with stress and burnout at persistently high levels.

Despite the ebb of the pandemic, the incidence of serious mental health issues like depression and anxiety remains at crisis levels and the workplace continues to be a significant source of stress and burnout. According to Mental Health America, 4 in 5 workers feel emotionally drained from their work and 78% agree that stress from work led to other mental health concerns. Future Forum Pulse Survey data reveals that 43% of desk workers say they are burned out, including: women reporting 32% more burnout than men; younger workers (18-29 year-olds) reporting 29% more burnout than older workers; and middle managers at highest risk for burnout of all job levels (43%).

In October 2022, the US Surgeon General issued a Framework for Workplace Mental Health & Well-being, underscoring both “the responsibility and unique opportunity for leaders to create workplace environments that support the health and well-being of workers.” And workers agree. In a Employee Benefits Research Institute 2022 Wellness Survey, three in four employees agree that their employers have a responsibility to make sure employees are mentally healthy and emotionally well (77%), healthy and physically well (74%), and financially secure and well (66%).

Employers are responding, with two out of three US employers planning to make employee mental health and wellbeing a top three health care priority over the next three years, according to a Willis Towers Watson survey. Key strategies include: manager training on behavioral health; partnering with employee resource groups to address population-specific mental health issues; expanding digital health supports; and expanding culturally competent provider networks.

“We have the power to make workplaces engines for mental health and well-being. Doing so will require organizations to rethink how they protect workers from harm, foster a sense of connection among workers, show them that they matter, make space for their lives outside work, and support their long-term professional growth.”

— Dr. Vivek Murthy, US Surgeon General

Framework for Workplace Mental Health and Well-being