



# Inside the Mental Health Crisis at Work

## Introduction

**Mental health in the workplace has been on a steady decline over the past decade.**

What was once a growing concern has now become an urgent business issue, accelerated by a complex mix of external and internal stressors. From economic volatility and geo-political uncertainty to the long shadow of the COVID-19 pandemic, today's employees are navigating unprecedented challenges, both professionally and personally.

At the same time, the way we work is changing rapidly. The ongoing debate over remote, hybrid, and in-office work has blurred the boundaries between home and workplace, often erasing the downtime once built into our days. These shifts have left many workers feeling isolated, overwhelmed, and unsupported in managing their mental health.

The cost of inaction is staggering. The World Health Organization estimates that depression and anxiety result in 12 billion lost working days and \$1 trillion in lost productivity each year. And yet, despite this clear business and human imperative, many organizations remain unsure of what their employees truly need or how to provide support.

To help close this gap, Seramount conducted a comprehensive national study to understand the real state of mental health at work today. The research explores five key areas: employees' personal experiences with mental health, perceptions of their organization's mental health resources, the stigma still surrounding mental health, the types of support employees want, and how remote work impacts mental well-being.



## Methodology

The April 2025 survey gathered insights from more than 1,000 US white-collar and frontline employees at companies with at least 500 workers. The study ensured representative sampling across race/ethnicity, geography, gender, political affiliation, age, job level, and other key demographics.

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## Key Finding

### Half of workers rate their personal well-being as average or below.

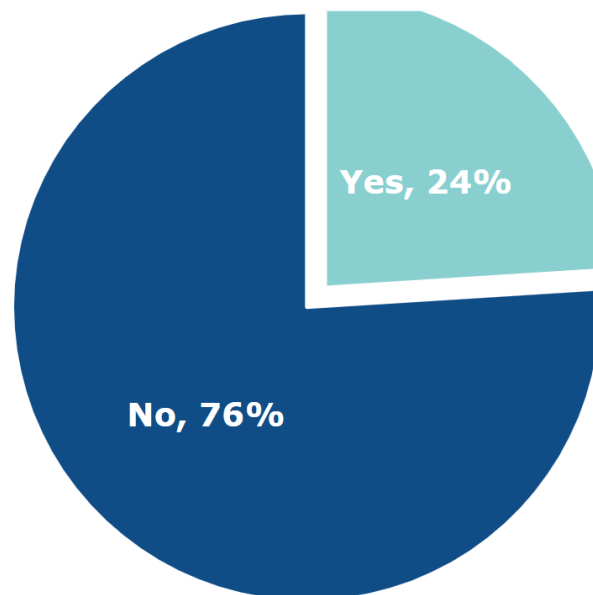
- Hourly workers are the least likely to rate their personal well-being above average (only 46%) while executives are mostly likely to (70%).
  - Employees with lower levels of personal well-being are six times as likely to report high levels of burnout.
  - They're also twice as likely to take time off for mental health.
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## Key Finding

### Requests for mental health leave are alarmingly high.

**In the past 12 months, have you taken time off from work to address your mental health?**



- Employees who take time off for mental health are more than twice as likely to report high levels of burnout.
- They're also less likely to feel comfortable discussing mental health at work.

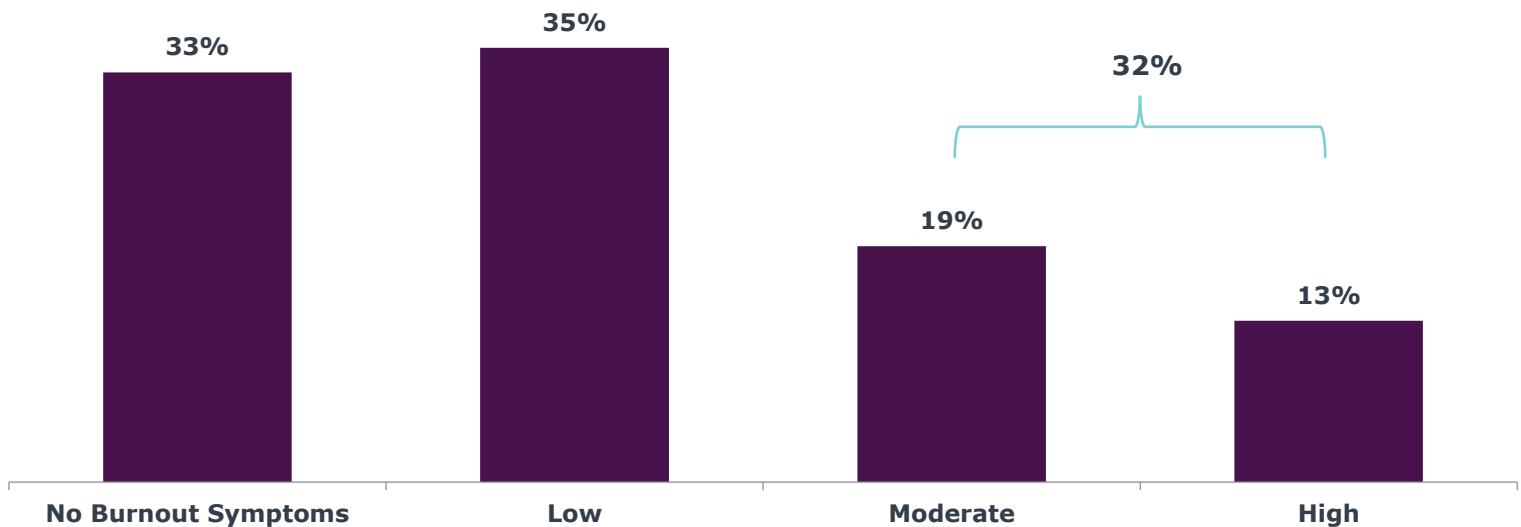
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## Key Finding

**About one-third of employees are experiencing moderate to high levels of burnout.**

- Managers experience the most burnout, with 80 percent reporting experiencing at least one symptom.
- Employees who are burned out are nine times more likely to report low levels of personal well-being.
- Sixty percent of employees who are burned out don't feel comfortable discussing mental health at work, and 57 percent of them don't feel support in balancing mental health and work.



## Key Finding

**Nearly half (41%) of employees don't feel comfortable discussing mental health in the workplace with anyone.**

- Those who do are most likely to speak with their close friends at work (46%).
- Less than a third are willing to talk to their direct manager (27%), direct colleagues (22%), or senior leaders they know personally (12%).
- Senior managers are least likely to speak up, with less than a third feeling comfortable.

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## Key Finding

**Gen Z and Millennials appear to be struggling the most with mental health in the workplace.**

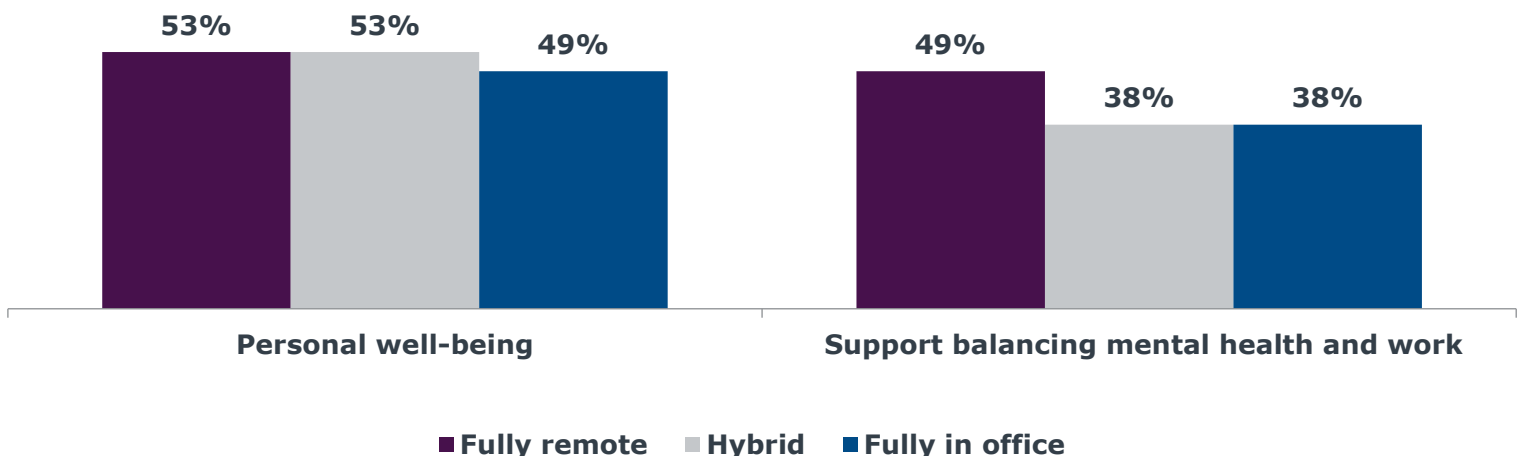
- Only 45 percent of Gen Z rate their personal well-being above average compared to 84 percent of Boomers.
- Gen Z is also the least likely generation to feel supported balancing mental health and work and least likely to feel their company provides adequate mental health resources.
- Three in four Millennials report at least one symptom of burnout, and only 39 percent feel supported in balancing mental health and work.



## Key Finding

**Remote workers feel more supported balancing mental health and work.**

How would you rate your...  
*Top 2*



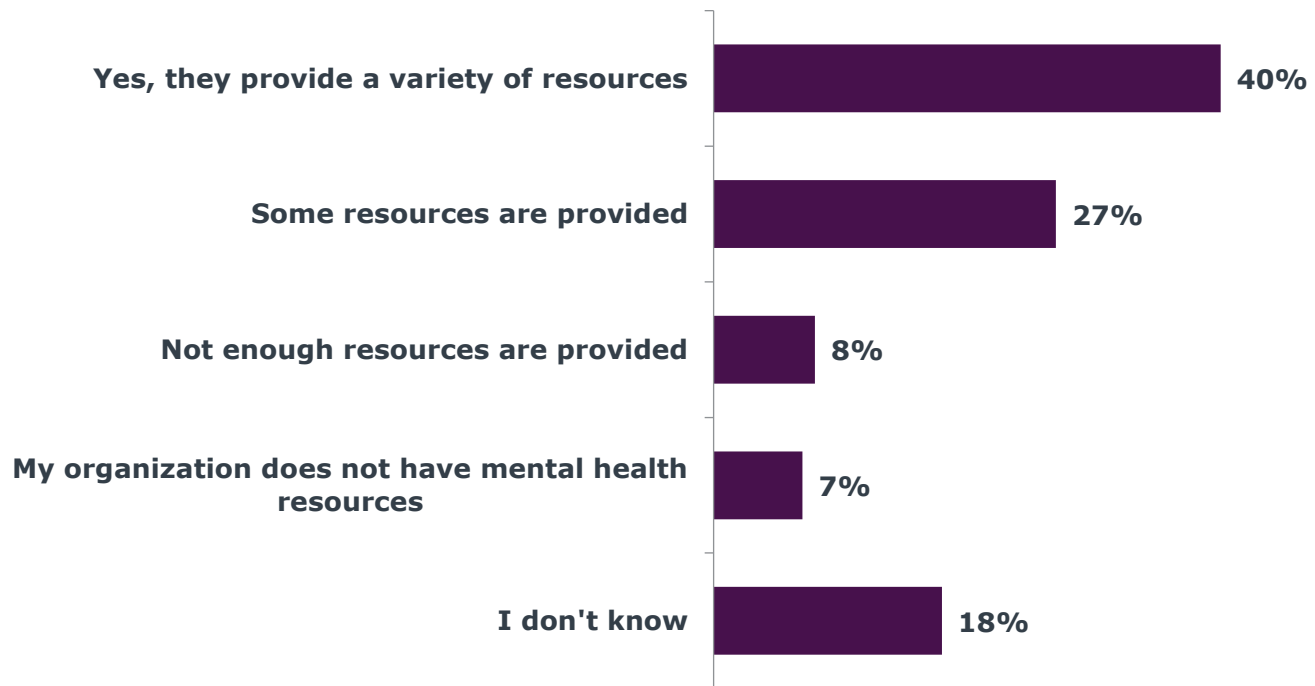
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## Key Finding

**Fewer than half of employees believe their companies provide adequate mental health resources.**



- Hourly workers are least likely to feel their companies are providing adequate resources (35%) compared to other job levels.



## Key Finding

**Employees are primarily relying on personal strategies to support their well-being rather than their organizations or managers.**

- Sixty percent of employees report that taking a break improves their mental health, and half rely on creating structure and routine.
- Only 21 percent say negotiating their workload, schedule, and flexibility with their manager improves their well-being.
- Yet employees want more resources from their companies. Nearly half want their companies to provide and communicate resources, links, and support.

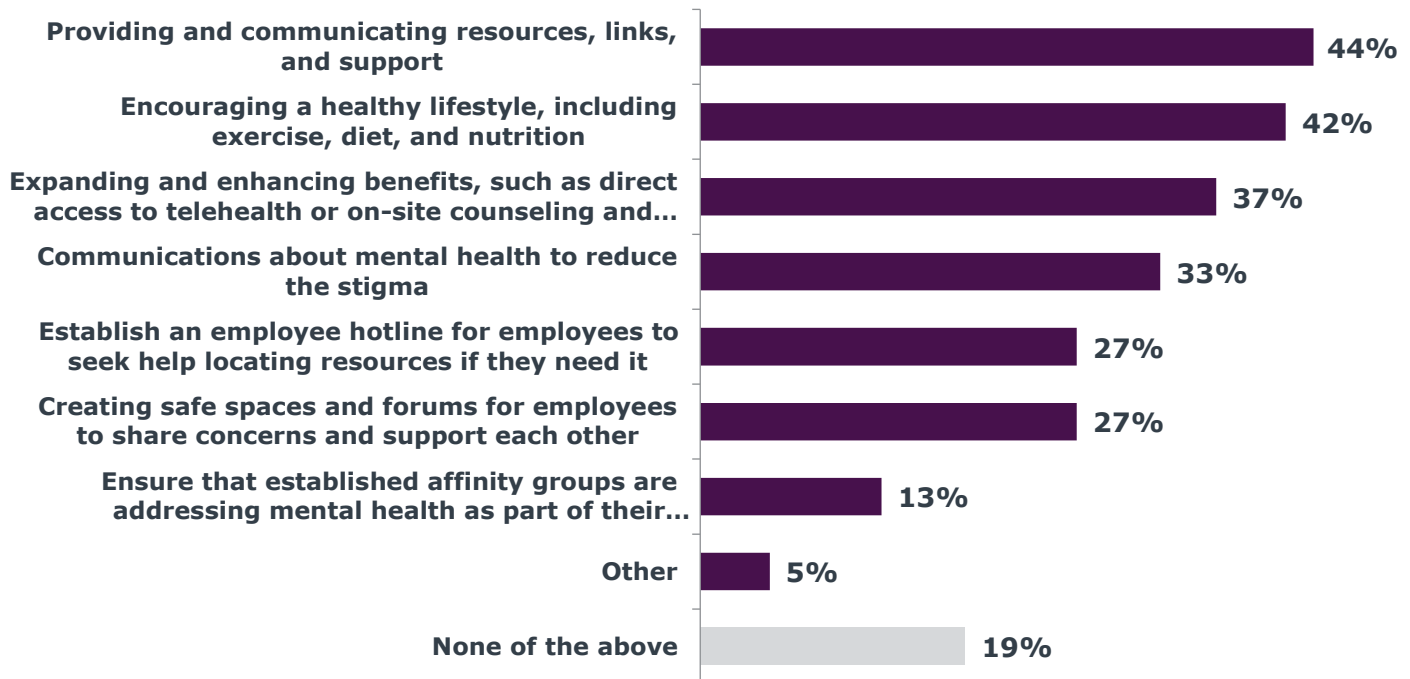
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## Key Finding

### Employees want expanded mental health benefits.

How should your organization help you to better manage your mental health?



## Key Finding

### Employees want increased flexibility and empathy from their managers.

#### Mental Health Days

"Offer **paid mental health days** outside of standard paid time off."

"To **make taking time off for mental health a realistic option**, not just say the words, but then complain when people do it."

"Flexible **days off**."

#### Expanded Benefits

"**Free** therapy."

"**Increase sessions per year** limit for those to take advantage of this benefit."

"**Fully covered therapy** and time off for therapy visits."

#### More Balanced Staffing

"Reduce my workload, **we're drinking from a fire hose**."

"**Balanced work loads**, hire more people."

"**Less stress and demands**. Encourage time off."

## Recommendations

Findings point to a dangerous combination: declining employee well-being, rising absenteeism, and increasing burnout. To combat these trends, organizations must pair structural support with empathetic leadership.

The research points to four key strategies:



### Extensive Mental Health Resources

Employees want comprehensive insurance coverage for mental health and workplace tools and support from their organizations.



### Managers Who Listen

Fewer employees who believe that their manager listens to them report experiencing burnout or taking time off for mental health.



### Flexibility

Employees want both day-to-day flexibility and the option to take mental health days.



### Volunteer Opportunities

Employees who volunteer regularly report higher levels of personal well-being.

At **Seramount**, we know this isn't a challenge that can be fixed overnight. Supporting employee mental health requires sustained commitment and strategic action. With over four decades of experience, we partner with more than 600 organizations globally to build employee-centric strategies that align with business outcomes. Together, we can tackle today's mental health challenges and chart a path toward a more resilient, thriving workforce.

## Next Steps



### Watch the Webinar

[Inside the Mental Health Crisis at Work](#)



### Access the Report

[Burnout Is a Leadership Crisis](#)



### Read the Blog

[Sizing the Employee Well-Being Challenge](#)