




**Workforce State of Mind: A Focus on Mental Health**

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**Today's Speakers**



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Guardian Life



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Head of Absence Product  
Guardian Life



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**What are the most common mental health diagnoses?**



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How has stigma around mental health been impacted in recent years?



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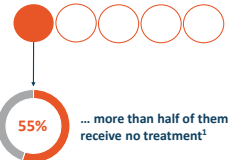
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### Volatility of workforce mental wellness

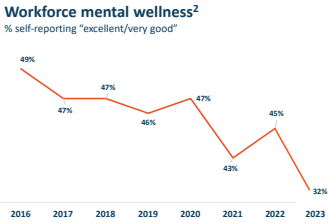
Mental wellness is substantially lower than it's been in several years

**1 in 5** adults each year are affected by a mental health condition...



... more than half of them receive no treatment<sup>1</sup>

**Workforce mental wellness<sup>2</sup>**  
% self-reporting "excellent/very good"



Year	% self-reporting "excellent/very good"
2016	49%
2017	47%
2018	47%
2019	46%
2020	47%
2021	43%
2022	45%
2023	32%

<sup>1</sup> The State of Mental Health in America: Mental Health America (MHA), 2022  
<sup>2</sup> 2023 Annual Workplace Benefits Study, October, 2023

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How have employers responded to the mental health crisis?



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**From concern to crisis**  
 More employers are making workforce mental health a priority and expanding resources

**3 in 5** employers say addressing workforce mental wellness is critically important ...

and **65%** feel their organization should be doing more to improve it

**More than double** employers say that expanding access to mental wellness resources is very important in 2023 vs. 2016

32% 2016 → 72% 2023

\* 17<sup>th</sup> Annual Workplace Benefits Study, Guardian, 2023

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**Top ways employers are addressing workforce well-being**  
 Flexibility and well-being resources

 Flexible work schedule 52%	 Physical wellness programs 48%	 Mental health resources 39%	 Financial/wellness resources 42%
 Services/support for caregivers 33%	 EAP/behavioral health program 47%	 Telecommuting 49%	 Flexible return to workplace policy 34%

17<sup>th</sup> Annual Workplace Benefits Study, Guardian, 2023

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**What is presenteeism? How does it differ from absenteeism?**

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How can employers lead effective conversations about mental health and wellbeing with their employees?



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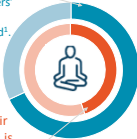
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### Employer – Employee disconnect?


Organizations often underestimate the extent of workforce stress, anxiety, and depression

**68%** of employers believe their workers' mental wellness is excellent/very good.<sup>1</sup>



Only **32%** of workers say their mental wellness is excellent/very good.<sup>2</sup>

**73%** of employers believe they do an excellent job addressing workforce mental health.<sup>1</sup>



Only **32%** of workers agree.<sup>2</sup>

<sup>1</sup>Nation's Study and Workforce Report, Guardian Life Insurance, 2022  
<sup>2</sup>2022 Annual Workforce Trends Study, Guardian, 2023

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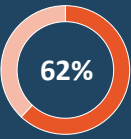
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### Prepared or just optimistic?

Six in ten employers feel their people managers are well prepared to identify and respond to workers' mental health needs

Percent rating their managers as "very well" or "well" prepared





Guardian Workforce Benefits Study™ 11th Annual, 2022

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**Supportive work environments are important**

Less than half of workers say...

- ...their employer creates a culture that is flexible and empathetic (41%)
- ...their organization offers adequate mental health support (39%)

13<sup>th</sup> Annual Workplace Benefits Study, Q4-Mar, 2022



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**Questions?**



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