

Workplace Mental Health Pushed to the Limit:

55% of CEOs and 65% of Gen Z Experienced a Mental Health Issue in Past Year

Businessolver's ninth annual 2024 State of Workplace Empathy study reveals how persistent stigma and workplace toxicity are intensifying the ongoing mental health crisis in today's workplaces.



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Here's a preview of our study's findings on the mental health landscape in the workplace. Stay tuned for the full executive report in June 2024.



Workplace Mental Health is in Sharp Decline

CEOs are burning out alongside their workforce

A staggering **55% of CEOs and 50% of employees** have experienced a mental health issue in the past year, according to our upcoming State of Workplace Empathy findings which surveyed over 3,000 employees, CEOs, and HR professionals.

Gen Z is especially in crisis: **65%** reported experiencing a mental health issue in the past year and **52%** view their workplace as toxic.

On average, **35% of employees and 52% of CEOs** view their company's culture as toxic. Our findings suggest a strong link between mental health issues and workplace toxicity: Employees who stated their workplace is toxic are 47% more likely to cite mental health issues.

Likewise, **a stigma is present across how employees and CEOs view mental health in the workplace** along with potential psychological safety issues that contribute to workplace toxicity while preventing employees from demonstrating empathy among colleagues.



Is Workplace Toxicity Perpetuating the Mental Health Stigma?

● CEOs ● HR PROFESSIONALS ● EMPLOYEES

“ Companies view someone with mental health issues as weak or a burden ”

CEOs	81%
HR PROFESSIONALS	72%
EMPLOYEES	67%

“ I feel intimidated by my coworkers ”

CEOs	65%
HR PROFESSIONALS	38%
EMPLOYEES	31%

“ I will not be respected as much if I demonstrate empathy ”

CEOs	54%
HR PROFESSIONALS	41%
EMPLOYEES	32%

Workplace mental health is important to everyone, but benefits utilization is low across the board

9 in 10 of all respondents agree that mental health is just as important as physical health. But on average 70-point gaps exist between what mental health resources employees value most versus what they're using.

Top Benefits Employees Want	Importance to Employees	What Employees Know are Offered	What Employees are Using
Open-door policies	91%	36%	14%
Mental health benefits offered at enrollment	90%	35%	10%
EAP program	89%	37%	12%
Flexible working hours	89%	36%	23%
Access to online mental health resources or clinics	89%	33%	9%
Encouraged to take breaks away from work	88%	26%	13%

The longer the empathy and mental health stigmas persist in the workplace, the harsher the consequences for business performance and talent retention

- 88% of employees say they would be willing to stay with their organization if it empathized with their needs.
- 70% of employees believe that a company's financial performance is linked to empathy.
- 65% of employees say it would be easy for them to find a new job if they quit their current organization.
- 52% of employees would even be willing to take slightly less pay for a more empathetic employer.



There's a lot more to this story. Learn more about how to put empathy into action in our full 2024 State of Workplace Empathy Report, launching in June 2024.

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