

U T O

P I A

**The real cost of
coping - Mental
Health at work in
2022**



An introduction



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Safety in the room

**We will be talking
about sensitive
mental health
topics**

**Let's ensure
respect, safety,
and a focus on
evidence**

Why did we do the report?

Seeing and feeling
the struggle in
businesses

3 years of
uncertainty & crisis

Disproportionate
impact on the
minoritised (Covid,
cost of living)

Too few mental
health strategies,
little investment in
training

We know that
employers like
evidence!

How did we do the study?

Partnered with
Opinium to
sample 3,000
office-based,
retail, and supply
chain workers

Conducted in-
depth qualitative
interviews to
understand
nuances of data

Analysed results
using multivariate
statistics and
content analysis

***People could not self select into the survey based on interest in mental health

The Findings

**We are worse off than we thought
and it's time to pivot.**

5 key things we discovered

1.

A large numbers of workers are suffering across industries

2.

Minoritised individuals are experiencing the most suffering

3.

Workplaces issues are negatively influencing mental health

4.

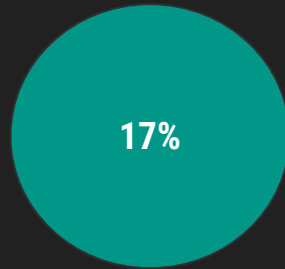
These issues are specifically linked to The Great Resignation

5.

Workplaces need to do more for employee retention and productivity

1. Large numbers of workers are suffering

- More people are suffering in the workplace than have previously been recorded
 - Statistics we know: 1 in 6 adults workers have issue affecting mental health

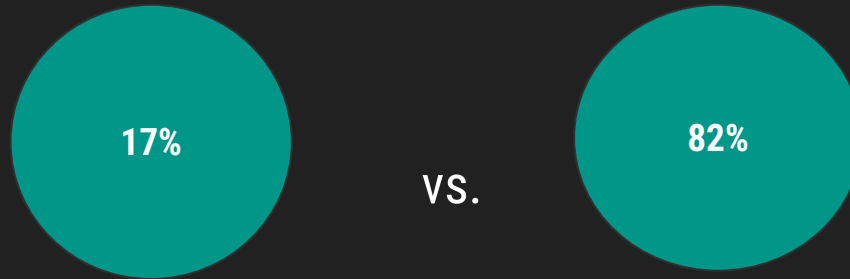


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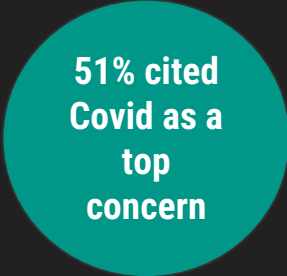
1. Large numbers of workers are suffering

- More people are suffering in the workplace than have previously been recorded
 - Statistics we know: 1 in 6 adults workers have issue affecting mental health
 - What we found: 4 in 5



Why are people suffering?

- Resilience is lower than it may have been in previous years due to societal issues...



51% cited
Covid as a
top
concern



49% cited
Cost of
Living as a
top
concern

- Minoritised individuals' mental health was also significantly affected by discrimination, political issues, and racism

'The main things that are playing on my mind are the effect [current events] are going to have on other people. People are going to die this winter. A lot... .And we've still got Covid floating around. It's still there we just don't talk about it, and that means that vulnerable groups are going to be ignored and extra vulnerable... and that really depresses me... .'

2. Minoritised individuals are most affected

- The following groups had comparatively overall worse mental health:



Women
vs.
Men



Parents
vs.
Childfree



Disabled
vs.
Able



Transgender
vs.
Cisgender

- Racially minoritised people are likely suffering in silence
 - State workplace initiatives would improve their mental health, suggesting that they currently do not have adequate support

“I couldn't stop thinking about work in my sleep... and I would wake up in the middle of the night...”

And it's kind of like a cultural thing, I think they thought, ah well he's Asian, let me start pushing him... ’

3. The big issues in the workplace

**Lack of
support in
place**

**Managers not
having the
education**

**No
Psychological
Safety**

**Unmanageable
workload**

**Profit before
people**

Stigma

**Non-
disclosure/Pre
senteism**

'There needs to be a more robust system of dealing with [mental health in the workplace], the stigma is still there, isn't it... people don't really want to say what their issues are, they are quite happy to say they've had Covid or they broke their leg, but to say you're struggling you know isn't great isn't it.'

4. The Great Resignation

- 73% stated that work negatively affected their mental health :

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- 73% stated that work negatively affected their mental health:

**Lack of
Motivation**
46%

Exhaustion
(33%)

Presenteeism
23%

Withdraw
(17%)

4. The Great Resignation

- 73% stated that work negatively affected their mental health:



- More than half of workers considered leaving or left their job
 - 38% (2 in 5) considered leaving their job
 - 15% left their job because of the relationship between mental health and workplace culture
- Those from marginalised groups more likely to consider leaving and to have left job

'[My previous job] was the worst work I've done in my entire life... You get abused... I never wanted to go back the next day for two years... I had to look for another job... I couldn't do it any longer, it was affecting me, even my mental health... '

'I've tried speaking to those higher up [about getting help with my workload] but it's like banging your head against a brick wall... they make all the right noises but nothing changes so I gave up ... it got to a point that I handed my notice in... '

5. Workplaces need to do more

Less than half (48%) of workers are satisfied with the way their workplace supports their mental health

Two thirds (66%) say their workplace could take more action to support them.

'There is no [mental health] feedback, no training in your inductions, no mention about if you need support, there's nothing there'

'There was a point when it would have been life changing if I could have taken a couple of weeks off and breath... and probably if I felt that if my company will not crucify me or target me or look at me weirdly because I said I'm about to explode for whatever reason and I need a minute and disappeared for two weeks without my pay being penalised or my days off'

What can you do?

**Do you have
mental health
strategies and
are they
properly
implemented?**

**Are your mental
health policies
up to scratch?**

**Do you have
support in place
(ERGs,
trainings) for
your people?**

**Start by
receiving our
free report :)**

Thank you for your time

**We are excited to release the full report on
October 10th for World Mental Health Day**

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