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NAMI/Ipsos Workplace Mental Health Survey

Conducted by Ipsos using KnowledgePanel®

A survey of the American general population (ages 18+) who are employed full-time and work at a business or company with at least 100 employees, including an oversample of executives

Interview dates: January 4-9, 2024

Number of total interviews: 2,062

Number of executive interviews: 106

Margin of error: +/- 2.5 percentage points at the 95% confidence level for all respondents

Margin of error: +/- 11 percentage points at the 95% confidence level for executives

NOTE: All results show percentages among all respondents, unless otherwise labeled. Reduced bases are unweighted values.

*NOTE: * = less than 0.5%, - = no respondents, N/A = not applicable*

Annotated Questionnaire:

S1. How many people are employed at your business or company? If your company has multiple locations or branches, please think of the total amount. Your best guess is fine.

	Total (N=2,062)	Executive (N=106)
100-249	14%	32%
250-499	11%	12%
500-999	12%	13%
1000-4999	19%	21%
5000+	44%	21%

E140. Which category best describes your level of employment?

	Total (N=2,062)	Executive (N=106)
Entry level	11%	-
Experienced (non-manager) / Individual contributor	59%	-
Manager/Supervisor of staff/Director	27%	-
Executive (SVP, VP, Department Head, President, CFO, etc.)	3%	100%
Skipped	*	-





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E141. [Asked if selected “Executive” at E140] Which of the titles below most closely describes your current job title?

	Total (N=106)	Executive (N=106)
CEO / Chief Executive Officer	6%	6%
President	1%	1%
CFO / Chief Financial Officer	4%	4%
COO / Chief Operating Officer	2%	2%
CIO / Chief Information Officer	2%	2%
CTO / Chief Technology Officer	2%	2%
EVP / Executive Vice President	6%	6%
SVP / Senior Vice President	8%	8%
VP / Vice President	30%	30%
Department head	20%	20%
Other	19%	19%
Skipped	1%	1%

Q1. How many people do you directly manage in your current role at work, if any?

	Total (N=2,062)	Executive (N=106)
Mean (including 0)	7	39
Mean (excluding 0)	18	42

Q2_sum1. How satisfied, if at all, are you with the following at work? Summary - Satisfied

	Total (N=2,062)	Executive (N=106)
The level of independence or autonomy you have in your role	87%	89%
Your ability to be yourself at work / not hide who you really are	86%	92%
Your job as a whole	84%	90%
The emotional support or understanding you receive from your teammates/coworkers when experiencing personal issues (death in the family, illness, etc.)	82%	89%
Your purpose and meaning	81%	91%
The emotional support or understanding you receive from your manager/supervisor when experiencing personal issues (death in the family, illness, etc.)	79%	86%
Healthcare insurance coverage	78%	83%
The culture within your workplace	76%	82%
Offerings to support mental health outside of insurance coverage (e.g., EAP, employee resource groups, etc.)	68%	71%
Mental healthcare insurance coverage	66%	75%





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Q2_1. How satisfied, if at all, are you with the following at work? Your ability to be yourself at work / not hide who you really are

	Total (N=2,062)	Executive (N=106)
Very satisfied	50%	61%
Somewhat satisfied	36%	31%
Not so satisfied	8%	7%
Not at all satisfied	4%	1%
Not applicable	2%	-
Skipped	*	-
Satisfied (Net)	86%	92%
Unsatisfied (Net)	12%	8%

Q2_2. How satisfied, if at all, are you with the following at work? The culture within your workplace

	Total (N=2,062)	Executive (N=106)
Very satisfied	31%	43%
Somewhat satisfied	45%	39%
Not so satisfied	15%	12%
Not at all satisfied	7%	5%
Not applicable	2%	-
Skipped	*	-
Satisfied (Net)	76%	82%
Unsatisfied (Net)	22%	18%

Q2_3. How satisfied, if at all, are you with the following at work? Healthcare insurance coverage

	Total (N=2,062)	Executive (N=106)
Very satisfied	39%	48%
Somewhat satisfied	39%	35%
Not so satisfied	12%	13%
Not at all satisfied	5%	1%
Not applicable	4%	2%
Skipped	*	1%
Satisfied (Net)	78%	83%
Unsatisfied (Net)	17%	14%





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Q2_4. How satisfied, if at all, are you with the following at work? Mental healthcare insurance coverage

	Total (N=2,062)	Executive (N=106)
Very satisfied	31%	40%
Somewhat satisfied	35%	35%
Not so satisfied	12%	7%
Not at all satisfied	5%	1%
Not applicable	16%	17%
Skipped	1%	-
Satisfied (Net)	66%	75%
Unsatisfied (Net)	17%	8%

Q2_5. How satisfied, if at all, are you with the following at work? Offerings to support mental health outside of insurance coverage (e.g., EAP, employee resource groups, etc.)

	Total (N=2,062)	Executive (N=106)
Very satisfied	31%	37%
Somewhat satisfied	38%	33%
Not so satisfied	10%	8%
Not at all satisfied	5%	6%
Not applicable	16%	15%
Skipped	*	-
Satisfied (Net)	68%	71%
Unsatisfied (Net)	15%	14%

Q2_6. How satisfied, if at all, are you with the following at work? The emotional support or understanding you receive from your manager/supervisor when experiencing personal issues (death in the family, illness, etc.)

	Total (N=2,062)	Executive (N=106)
Very satisfied	49%	64%
Somewhat satisfied	31%	22%
Not so satisfied	8%	2%
Not at all satisfied	7%	7%
Not applicable	5%	5%
Skipped	*	-
Satisfied (Net)	79%	86%
Unsatisfied (Net)	15%	9%





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Q2_7. How satisfied, if at all, are you with the following at work? The emotional support or understanding you receive from your teammates/coworkers when experiencing personal issues (death in the family, illness, etc.)

	Total (N=2,062)	Executive (N=106)
Very satisfied	47%	64%
Somewhat satisfied	34%	25%
Not so satisfied	7%	3%
Not at all satisfied	4%	5%
Not applicable	7%	3%
Skipped	*	-
Satisfied (Net)	82%	89%
Unsatisfied (Net)	11%	8%

Q2_8. How satisfied, if at all, are you with the following at work? The level of independence or autonomy you have in your role

	Total (N=2,062)	Executive (N=106)
Very satisfied	52%	61%
Somewhat satisfied	35%	28%
Not so satisfied	8%	8%
Not at all satisfied	2%	2%
Not applicable	2%	-
Skipped	*	-
Satisfied (Net)	87%	89%
Unsatisfied (Net)	11%	11%

Q2_9. How satisfied, if at all, are you with the following at work? Your purpose and meaning

	Total (N=2,062)	Executive (N=106)
Very satisfied	35%	44%
Somewhat satisfied	46%	47%
Not so satisfied	12%	4%
Not at all satisfied	4%	4%
Not applicable	2%	1%
Skipped	*	-
Satisfied (Net)	81%	91%
Unsatisfied (Net)	17%	8%





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Q2_10. How satisfied, if at all, are you with the following at work? Your job as a whole

	Total (N=2,062)	Executive (N=106)
Very satisfied	39%	50%
Somewhat satisfied	46%	40%
Not so satisfied	11%	8%
Not at all satisfied	4%	2%
Not applicable	1%	-
Skipped	*	-
Satisfied (Net)	84%	90%
Unsatisfied (Net)	15%	10%

Q3_sum1. How stressed, if at all, have you felt about each of the following in the past six months?
Summary - Stressed

	Total (N=2,062)	Executive (N=106)
The state of the world	68%	75%
Your job	48%	60%
Your finances	45%	29%
Your personal life	41%	29%
Your physical health	40%	45%
Your family's health	37%	43%
Your mental health	37%	33%

Q3_1. How stressed, if at all, have you felt about each of the following in the past six months? Your job

	Total (N=2,062)	Executive (N=106)
Very stressed	11%	13%
Somewhat stressed	37%	47%
Not so stressed	36%	28%
Not at all stressed	15%	9%
Skipped	*	3%
Stressed (Net)	48%	60%
Not stressed (Net)	51%	37%



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Q3_2. How stressed, if at all, have you felt about each of the following in the past six months? The state of the world

	Total (N=2,062)	Executive (N=106)
Very stressed	19%	21%
Somewhat stressed	49%	54%
Not so stressed	25%	20%
Not at all stressed	8%	5%
Skipped	*	-
Stressed (Net)	68%	75%
Not stressed (Net)	32%	25%

Q3_3. How stressed, if at all, have you felt about each of the following in the past six months? Your finances

	Total (N=2,062)	Executive (N=106)
Very stressed	13%	7%
Somewhat stressed	32%	22%
Not so stressed	36%	41%
Not at all stressed	18%	30%
Skipped	*	-
Stressed (Net)	45%	29%
Not stressed (Net)	54%	71%

Q3_4. How stressed, if at all, have you felt about each of the following in the past six months? Your personal life

	Total (N=2,062)	Executive (N=106)
Very stressed	10%	11%
Somewhat stressed	31%	18%
Not so stressed	39%	52%
Not at all stressed	19%	19%
Skipped	*	*
Stressed (Net)	41%	29%
Not stressed (Net)	58%	71%



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Q3_5. How stressed, if at all, have you felt about each of the following in the past six months? Your mental health

	Total (N=2,062)	Executive (N=106)
Very stressed	8%	7%
Somewhat stressed	29%	26%
Not so stressed	36%	37%
Not at all stressed	27%	30%
Skipped	*	-
Stressed (Net)	37%	33%
Not stressed (Net)	63%	67%

Q3_6. How stressed, if at all, have you felt about each of the following in the past six months? Your physical health

	Total (N=2,062)	Executive (N=106)
Very stressed	7%	6%
Somewhat stressed	33%	38%
Not so stressed	44%	46%
Not at all stressed	16%	9%
Skipped	*	-
Stressed (Net)	40%	45%
Not stressed (Net)	60%	55%

Q3_7. How stressed, if at all, have you felt about each of the following in the past six months? Your family's health

	Total (N=2,062)	Executive (N=106)
Very stressed	6%	8%
Somewhat stressed	31%	34%
Not so stressed	43%	42%
Not at all stressed	20%	16%
Skipped	1%	-
Stressed (Net)	37%	43%
Not stressed (Net)	63%	57%



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Q4. How would you rate your own mental health right now?

	Total (N=2,062)	Executive (N=106)
Very good	38%	48%
Somewhat good	48%	39%
Somewhat poor	12%	13%
Very poor	2%	-
Skipped	*	-
Good (Net)	86%	87%
Poor (Net)	14%	13%

Q5. How informed or uninformed do you feel about mental health conditions in general?

	Total (N=2,062)	Executive (N=106)
Very informed	25%	31%
Somewhat informed	57%	56%
Somewhat uninformed	14%	5%
Very uninformed	4%	8%
Skipped	*	-
Informed (Net)	82%	87%
Uninformed (Net)	18%	13%

Q6_sum1. How concerned are you, if at all, about the following? Summary - Concerned

	Total (N=2,062)	Executive (N=106)
Your own physical health	50%	50%
Your own stress levels	48%	48%
Your own level of burnout at work	45%	46%
Your work-life balance	39%	42%
Your own mental health	35%	28%
Your coworkers' mental health	33%	41%

Q6_1. How concerned are you, if at all, about the following? Your own physical health

	Total (N=2,062)	Executive (N=106)
Very concerned	11%	10%
Somewhat concerned	39%	40%
Not so concerned	35%	40%
Not at all concerned	14%	10%
Skipped	1%	-
Concerned (Net)	50%	50%
Not concerned (Net)	49%	50%



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Q6_2. How concerned are you, if at all, about the following? Your own mental health

	Total (N=2,062)	Executive (N=106)
Very concerned	9%	3%
Somewhat concerned	27%	25%
Not so concerned	40%	46%
Not at all concerned	24%	26%
Skipped	1%	-
Concerned (Net)	35%	28%
Not concerned (Net)	64%	72%

Q6_3. How concerned are you, if at all, about the following? Your own level of burnout at work

	Total (N=2,062)	Executive (N=106)
Very concerned	14%	10%
Somewhat concerned	31%	35%
Not so concerned	38%	38%
Not at all concerned	17%	16%
Skipped	1%	-
Concerned (Net)	45%	46%
Not concerned (Net)	55%	54%

Q6_4. How concerned are you, if at all, about the following? Your own stress levels

	Total (N=2,062)	Executive (N=106)
Very concerned	12%	11%
Somewhat concerned	36%	37%
Not so concerned	38%	39%
Not at all concerned	14%	13%
Skipped	1%	-
Concerned (Net)	48%	48%
Not concerned (Net)	51%	52%

Q6_5. How concerned are you, if at all, about the following? Your coworkers' mental health

	Total (N=2,062)	Executive (N=106)
Very concerned	5%	9%
Somewhat concerned	28%	32%
Not so concerned	45%	44%
Not at all concerned	22%	16%
Skipped	1%	-
Concerned (Net)	33%	41%
Not concerned (Net)	67%	59%





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Q6_6. How concerned are you, if at all, about the following? Your work-life balance

	Total (N=2,062)	Executive (N=106)
Very concerned	11%	5%
Somewhat concerned	28%	38%
Not so concerned	42%	41%
Not at all concerned	19%	17%
Skipped	1%	-
Concerned (Net)	39%	42%
Not concerned (Net)	60%	58%

Q7. Do you think it is appropriate to discuss mental health concerns at work, or not?

	Total (N=2,062)	Executive (N=106)
Yes, it's appropriate	74%	79%
No, it's inappropriate	25%	21%
Skipped	*	-

Q8_sum1. How comfortable, if at all, would you feel discussing mental health with each of the following people? Summary - Comfortable

	Total (N=2,062)	Executive (N=106)
Your close family	86%	90%
Your friends outside of work	82%	78%
Someone at work who you consider to be a close friend	80%	79%
Your teammates/coworkers	57%	62%
Your manager	56%	71%
Human resources (HR)	40%	56%
Senior/C-suite leadership	29%	59%

Q8_1. How comfortable, if at all, would you feel discussing mental health with each of the following people? Your teammates/coworkers

	Total (N=2,062)	Executive (N=106)
Very comfortable	14%	23%
Somewhat comfortable	43%	39%
Not so comfortable	28%	26%
Not comfortable at all	15%	13%
Skipped	1%	-
Comfortable (Net)	57%	62%
Not comfortable (Net)	42%	38%



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Q8_2. How comfortable, if at all, would you feel discussing mental health with each of the following people? Someone at work who you consider to be a close friend

	Total (N=2,062)	Executive (N=106)
Very comfortable	35%	48%
Somewhat comfortable	45%	31%
Not so comfortable	13%	17%
Not comfortable at all	7%	4%
Skipped	1%	-
Comfortable (Net)	80%	79%
Not comfortable (Net)	20%	21%

Q8_3. How comfortable, if at all, would you feel discussing mental health with each of the following people? Your manager

	Total (N=2,062)	Executive (N=106)
Very comfortable	17%	28%
Somewhat comfortable	38%	43%
Not so comfortable	28%	15%
Not comfortable at all	16%	14%
Skipped	1%	-
Comfortable (Net)	56%	71%
Not comfortable (Net)	44%	29%

Q8_4. How comfortable, if at all, would you feel discussing mental health with each of the following people? Human resources (HR)

	Total (N=2,062)	Executive (N=106)
Very comfortable	10%	22%
Somewhat comfortable	30%	33%
Not so comfortable	34%	24%
Not comfortable at all	25%	20%
Skipped	1%	-
Comfortable (Net)	40%	56%
Not comfortable (Net)	59%	44%





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Q8_5. How comfortable, if at all, would you feel discussing mental health with each of the following people? Senior/C-suite leadership

	Total (N=2,062)	Executive (N=106)
Very comfortable	8%	24%
Somewhat comfortable	21%	35%
Not so comfortable	35%	22%
Not comfortable at all	36%	19%
Skipped	1%	-
Comfortable (Net)	29%	59%
Not comfortable (Net)	70%	41%

Q8_6. How comfortable, if at all, would you feel discussing mental health with each of the following people? Your close family

	Total (N=2,062)	Executive (N=106)
Very comfortable	46%	49%
Somewhat comfortable	39%	41%
Not so comfortable	11%	9%
Not comfortable at all	3%	1%
Skipped	1%	-
Comfortable (Net)	86%	90%
Not comfortable (Net)	14%	10%

Q8_7. How comfortable, if at all, would you feel discussing mental health with each of the following people? Your friends outside of work

	Total (N=2,062)	Executive (N=106)
Very comfortable	40%	39%
Somewhat comfortable	43%	38%
Not so comfortable	13%	15%
Not comfortable at all	4%	7%
Skipped	1%	-
Comfortable (Net)	82%	78%
Not comfortable (Net)	17%	22%



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Q9. Who do you feel MOST comfortable discussing your mental health with at work, if anyone?

	Total (N=2,062)	Executive (N=106)
Someone at work who you consider to be a close friend	48%	42%
Your manager	14%	14%
Your teammates/coworkers	12%	10%
Human Resources (HR)	3%	7%
Senior/C-suite leadership	1%	3%
No one	21%	22%
Skipped	1%	-

Q10. In a few words, please describe what specific things, if any, would make you feel comfortable discussing your mental health at work.

Open-ended responses provided separately.

Q11_sum1. How comfortable do you feel sharing about each of the following parts of your life at work?

Summary - Comfortable

	Total (N=2,062)	Executive (N=106)
Your gender identity	88%	90%
Your race, ethnicity, or country of origin	87%	92%
Your sexual orientation	81%	89%
Your physical health	75%	79%
Your religion or spirituality	70%	71%
Your mental health	58%	63%

Q11_1. How comfortable do you feel sharing about each of the following parts of your life at work? Your race, ethnicity, or country of origin

	Total (N=2,062)	Executive (N=106)
Very comfortable	65%	75%
Somewhat comfortable	23%	17%
Somewhat uncomfortable	6%	7%
Very uncomfortable	5%	1%
Skipped	1%	-
Comfortable (Net)	87%	92%
Uncomfortable (Net)	11%	8%



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Q11_2. How comfortable do you feel sharing about each of the following parts of your life at work? Your religion or spirituality

	Total (N=2,062)	Executive (N=106)
Very comfortable	38%	45%
Somewhat comfortable	32%	26%
Somewhat uncomfortable	19%	22%
Very uncomfortable	10%	7%
Skipped	1%	-
Comfortable (Net)	70%	71%
Uncomfortable (Net)	29%	29%

Q11_3. How comfortable do you feel sharing about each of the following parts of your life at work? Your sexual orientation

	Total (N=2,062)	Executive (N=106)
Very comfortable	61%	75%
Somewhat comfortable	20%	14%
Somewhat uncomfortable	8%	6%
Very uncomfortable	10%	5%
Skipped	1%	-
Comfortable (Net)	81%	89%
Uncomfortable (Net)	18%	11%

Q11_4. How comfortable do you feel sharing about each of the following parts of your life at work? Your gender identity

	Total (N=2,062)	Executive (N=106)
Very comfortable	72%	81%
Somewhat comfortable	15%	9%
Somewhat uncomfortable	4%	4%
Very uncomfortable	7%	5%
Skipped	1%	-
Comfortable (Net)	88%	90%
Uncomfortable (Net)	11%	10%



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Q11_5. How comfortable do you feel sharing about each of the following parts of your life at work? Your physical health

	Total (N=2,062)	Executive (N=106)
Very comfortable	34%	39%
Somewhat comfortable	41%	40%
Somewhat uncomfortable	18%	14%
Very uncomfortable	6%	7%
Skipped	1%	-
Comfortable (Net)	75%	79%
Uncomfortable (Net)	24%	21%

Q11_6. How comfortable do you feel sharing about each of the following parts of your life at work? Your mental health

	Total (N=2,062)	Executive (N=106)
Very comfortable	21%	24%
Somewhat comfortable	37%	39%
Somewhat uncomfortable	26%	24%
Very uncomfortable	15%	12%
Skipped	1%	-
Comfortable (Net)	58%	63%
Uncomfortable (Net)	41%	37%

Q12_sum1. Have you ever felt discriminated against or looked down upon for each of the following parts of your life at work? Summary - Yes

	Total (N=2,062)	Executive (N=106)
Your race, ethnicity, or country of origin	16%	13%
Your physical health	10%	11%
Your religion or spirituality	9%	10%
Your mental health	8%	4%
Your gender identity	7%	5%
Your sexual orientation	4%	2%



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Q12_1. Have you ever felt discriminated against or looked down upon for each of the following parts of your life at work? Your race, ethnicity, or country of origin

	Total (N=2,062)	Executive (N=106)
Yes	16%	13%
No	83%	87%
Skipped	1%	-

Q12_2. Have you ever felt discriminated against or looked down upon for each of the following parts of your life at work? Your religion or spirituality

	Total (N=2,062)	Executive (N=106)
Yes	9%	10%
No	90%	90%
Skipped	1%	-

Q12_3. Have you ever felt discriminated against or looked down upon for each of the following parts of your life at work? Your sexual orientation

	Total (N=2,062)	Executive (N=106)
Yes	4%	2%
No	95%	98%
Skipped	1%	-

Q12_4. Have you ever felt discriminated against or looked down upon for each of the following parts of your life at work? Your gender identity

	Total (N=2,062)	Executive (N=106)
Yes	7%	5%
No	92%	95%
Skipped	1%	-

Q12_5. Have you ever felt discriminated against or looked down upon for each of the following parts of your life at work? Your physical health

	Total (N=2,062)	Executive (N=106)
Yes	10%	11%
No	89%	89%
Skipped	1%	-



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Q12_6. Have you ever felt discriminated against or looked down upon for each of the following parts of your life at work? Your mental health

	Total (N=2,062)	Executive (N=106)
Yes	8%	4%
No	91%	96%
Skipped	1%	-

Q13. [Asked if selected “Somewhat uncomfortable” or “Very uncomfortable” for Q11_6] You previously indicated that you are "somewhat uncomfortable" / "very uncomfortable" sharing about your mental health at work. Which of the following reasons MOST affect why you feel this way?

	Total (N=838)	Executive (N=37*)
The stigma or judgment around mental health	42%	49%
No one else talks about their mental health at work	38%	27%
Not wanting to seem weak	31%	40%
Fear of retaliation or lost opportunities	26%	24%
My job is a main factor affecting my mental health	22%	27%
Fear of losing work status, such as lost certifications or demotions	16%	9%
Overly ambitious or cutthroat culture	9%	8%
Other	15%	22%
Skipped	2%	-

**Note: Low base size (N<100); Interpret with caution.*



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Q14_sum1. How much do you agree or disagree with each of the following statements? Summary - Agree

	Total (N=2,062)	Executive (N=106)
I would feel comfortable if my coworker(s) talked to me about their mental health at work	77%	91%
My manager/supervisor cares about me	76%	89%
I have a good work-life balance right now	75%	75%
My company makes the mental health of its workers a priority	53%	62%
My company's C-suite/senior leadership cares about me	52%	83%
I worry that I would be judged if I shared potential mental health struggles with my colleagues	49%	47%
I worry that my career would be negatively impacted if I talked about potential mental health concerns in the workplace	43%	48%
There are not enough resources to improve employee mental health and well-being at my company	40%	44%
[Asked if direct manager] I feel prepared to support the mental health and emotional health of the people who report to me at work	78% (N=846)	85% (N=99*)
[Asked if direct manager] My company has provided me with the proper resources to support the mental and emotional health of the people who report to me at work	63% (N=846)	76% (N=99*)

*Note: Low base size (N<100); Interpret with caution.

Q14_1. How much do you agree or disagree with each of the following statements? I have a good work-life balance right now

	Total (N=2,062)	Executive (N=106)
Strongly agree	28%	33%
Somewhat agree	47%	42%
Somewhat disagree	17%	21%
Strongly disagree	7%	3%
Skipped	1%	-
Agree (Net)	75%	75%
Disagree (Net)	23%	25%



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Q14_2. How much do you agree or disagree with each of the following statements? My manager/supervisor cares about me

	Total (N=2,062)	Executive (N=106)
Strongly agree	30%	48%
Somewhat agree	46%	41%
Somewhat disagree	15%	8%
Strongly disagree	7%	4%
Skipped	1%	-
Agree (Net)	76%	89%
Disagree (Net)	22%	11%

Q14_3. How much do you agree or disagree with each of the following statements? My company's C-suite/senior leadership cares about me

	Total (N=2,062)	Executive (N=106)
Strongly agree	11%	37%
Somewhat agree	40%	45%
Somewhat disagree	27%	11%
Strongly disagree	19%	7%
Skipped	2%	-
Agree (Net)	52%	83%
Disagree (Net)	46%	17%

Q14_4. How much do you agree or disagree with each of the following statements? There are not enough resources to improve employee mental health and well-being at my company

	Total (N=2,062)	Executive (N=106)
Strongly agree	10%	9%
Somewhat agree	30%	35%
Somewhat disagree	40%	35%
Strongly disagree	17%	21%
Skipped	2%	-
Agree (Net)	40%	44%
Disagree (Net)	57%	56%

TOPLINE & METHODOLOGY

Q14_5. How much do you agree or disagree with each of the following statements? I worry that I would be judged if I shared potential mental health struggles with my colleagues

	Total (N=2,062)	Executive (N=106)
Strongly agree	13%	15%
Somewhat agree	36%	33%
Somewhat disagree	33%	31%
Strongly disagree	17%	21%
Skipped	2%	-
Agree (Net)	49%	47%
Disagree (Net)	49%	53%

Q14_6. How much do you agree or disagree with each of the following statements? I worry that my career would be negatively impacted if I talked about potential mental health concerns in the workplace

	Total (N=2,062)	Executive (N=106)
Strongly agree	11%	8%
Somewhat agree	33%	39%
Somewhat disagree	34%	28%
Strongly disagree	20%	25%
Skipped	2%	-
Agree (Net)	43%	48%
Disagree (Net)	55%	52%

Q14_7. **[Asked if direct manager]** How much do you agree or disagree with each of the following statements? My company has provided me with the proper resources to support the mental and emotional health of the people who report to me at work

	Total (N=846)	Executive (N=99*)
Strongly agree	20%	27%
Somewhat agree	43%	49%
Somewhat disagree	26%	22%
Strongly disagree	9%	2%
Skipped	2%	-
Agree (Net)	63%	76%
Disagree (Net)	35%	24%

**Note: Low base size (N<100); Interpret with caution.*



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Q14_8. **[Asked if direct manager]** How much do you agree or disagree with each of the following statements? I feel prepared to support the mental health and emotional health of the people who report to me at work

	Total (N=846)	Executive (N=99*)
Strongly agree	32%	44%
Somewhat agree	46%	41%
Somewhat disagree	17%	14%
Strongly disagree	3%	1%
Skipped	1%	-
Agree (Net)	78%	85%
Disagree (Net)	21%	15%

**Note: Low base size (N<100); Interpret with caution.*

Q14_9. How much do you agree or disagree with each of the following statements? My company makes the mental health of its workers a priority

	Total (N=2,062)	Executive (N=106)
Strongly agree	12%	20%
Somewhat agree	41%	42%
Somewhat disagree	32%	32%
Strongly disagree	14%	6%
Skipped	2%	-
Agree (Net)	53%	62%
Disagree (Net)	45%	38%

Q14_10. How much do you agree or disagree with each of the following statements? I would feel comfortable if my coworker(s) talked to me about their mental health at work

	Total (N=2,062)	Executive (N=106)
Strongly agree	32%	42%
Somewhat agree	44%	49%
Somewhat disagree	16%	8%
Strongly disagree	6%	1%
Skipped	1%	-
Agree (Net)	77%	91%
Disagree (Net)	22%	9%

Q15. **[Asked if selected “Strongly agree” or “Somewhat agree” at Q14_9]** You previously indicated that you “strongly agree” / “somewhat agree” that your company makes the mental health of its workers a priority. In the box below, please explain how your employer demonstrates that mental health is a priority. Please be as specific as possible.

Open-ended responses provided separately.





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Q16_sum1. How responsible, if at all, should each of the following be for helping employees feel comfortable discussing mental health at work? Summary - Responsible

	Total (N=2,062)	Executive (N=106)
Direct managers or supervisors	86%	98%
Human Resources (HR)	85%	94%
Senior/C-suite leadership	78%	90%
Coworkers/teammates	59%	76%

Q16_1. How responsible, if at all, should each of the following be for helping employees feel comfortable discussing mental health at work? Direct managers or supervisors

	Total (N=2,062)	Executive (N=106)
Very responsible	41%	63%
Somewhat responsible	45%	35%
Not very responsible	7%	1%
Not at all responsible	5%	1%
Skipped	2%	-
Responsible (Net)	86%	98%
Not responsible (Net)	12%	2%

Q16_2. How responsible, if at all, should each of the following be for helping employees feel comfortable discussing mental health at work? Senior/C-suite leadership

	Total (N=2,062)	Executive (N=106)
Very responsible	38%	54%
Somewhat responsible	40%	35%
Not very responsible	12%	7%
Not at all responsible	7%	3%
Skipped	2%	-
Responsible (Net)	78%	90%
Not responsible (Net)	19%	10%





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Q16_3. How responsible, if at all, should each of the following be for helping employees feel comfortable discussing mental health at work? Human Resources (HR)

	Total (N=2,062)	Executive (N=106)
Very responsible	48%	70%
Somewhat responsible	37%	24%
Not very responsible	8%	4%
Not at all responsible	5%	2%
Skipped	2%	-
Responsible (Net)	85%	94%
Not responsible (Net)	14%	6%

Q16_4. How responsible, if at all, should each of the following be for helping employees feel comfortable discussing mental health at work? Coworkers/teammates

	Total (N=2,062)	Executive (N=106)
Very responsible	13%	16%
Somewhat responsible	46%	60%
Not very responsible	27%	20%
Not at all responsible	12%	4%
Skipped	2%	-
Responsible (Net)	59%	76%
Not responsible (Net)	39%	24%

Q17_sum1. In the past year, have you ever experienced the following at work? Summary - Yes

	Total (N=2,062)	Executive (N=106)
Felt burned out because of your job	52%	44%
Felt so overwhelmed it made it hard to do your job	37%	34%
Felt your mental health suffer because of demands at work	36%	36%
Felt your productivity suffer because of your mental health	33%	32%
Considered quitting because of work's impact on your mental health	27%	29%
Resigned or quit because of work's impact on your mental health	5%	2%



TOPLINE & METHODOLOGY

Q17_1. In the past year, have you ever experienced the following at work? Felt your productivity suffer because of your mental health

	Total (N=2,062)	Executive (N=106)
Yes	33%	32%
No	66%	68%
Skipped	1%	-

Q17_2. In the past year, have you ever experienced the following at work? Felt your mental health suffer because of demands at work

	Total (N=2,062)	Executive (N=106)
Yes	36%	36%
No	62%	64%
Skipped	1%	-

Q17_3. In the past year, have you ever experienced the following at work? Felt so overwhelmed it made it hard to do your job

	Total (N=2,062)	Executive (N=106)
Yes	37%	34%
No	62%	66%
Skipped	1%	-

Q17_4. In the past year, have you ever experienced the following at work? Felt burned out because of your job

	Total (N=2,062)	Executive (N=106)
Yes	52%	44%
No	46%	56%
Skipped	1%	-

Q17_5. In the past year, have you ever experienced the following at work? Considered quitting because of work's impact on your mental health

	Total (N=2,062)	Executive (N=106)
Yes	27%	29%
No	72%	71%
Skipped	1%	-

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Q17_6. In the past year, have you ever experienced the following at work? Resigned or quit because of work's impact on your mental health

	Total (N=2,062)	Executive (N=106)
Yes	5%	2%
No	94%	98%
Skipped	1%	-

Q18_sum1. Does your employer offer each of the following resources? Summary - Yes

	Total (N=2,062)	Executive (N=106)
Health insurance	95%	98%
An employee assistance program (EAP), which is a voluntary, free, and confidential work-based program that generally offers assessments, counseling, and referrals for personal or work-related problems	62%	68%
Mental healthcare coverage	60%	84%
Flexible or remote work arrangements	55%	69%
Sick days for mental health purposes	51%	69%
Flexible work arrangements for family caregiving	49%	63%
Full or partial reimbursements for fitness/gym membership	29%	33%
Full or partial reimbursement for wellness or meditation apps	21%	20%

Q18_1. Does your employer offer each of the following resources? Health insurance

	Total (N=2,062)	Executive (N=106)
Yes	95%	98%
No	3%	1%
Don't know	1%	1%
Skipped	1%	-

Q18_2. Does your employer offer each of the following resources? Mental healthcare coverage

	Total (N=2,062)	Executive (N=106)
Yes	60%	84%
No	13%	4%
Don't know	26%	12%
Skipped	1%	-

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Q18_3. Does your employer offer each of the following resources? An employee assistance program (EAP), which is a voluntary, free, and confidential work-based program that generally offers assessments, counseling, and referrals for personal or work-related problems

	Total (N=2,062)	Executive (N=106)
Yes	62%	68%
No	13%	15%
Don't know	24%	17%
Skipped	1%	-

Q18_4. Does your employer offer each of the following resources? Sick days for mental health purposes

	Total (N=2,062)	Executive (N=106)
Yes	51%	69%
No	27%	17%
Don't know	21%	13%
Skipped	1%	-

Q18_5. Does your employer offer each of the following resources? Flexible or remote work arrangements

	Total (N=2,062)	Executive (N=106)
Yes	55%	69%
No	37%	30%
Don't know	7%	1%
Skipped	1%	-

Q18_6. Does your employer offer each of the following resources? Flexible work arrangements for family caregiving

	Total (N=2,062)	Executive (N=106)
Yes	49%	63%
No	29%	23%
Don't know	21%	14%
Skipped	1%	-

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Q18_7. Does your employer offer each of the following resources? Full or partial reimbursements for fitness/gym membership

	Total (N=2,062)	Executive (N=106)
Yes	29%	33%
No	48%	55%
Don't know	22%	12%
Skipped	1%	-

Q18_8. Does your employer offer each of the following resources? Full or partial reimbursement for wellness or meditation apps

	Total (N=2,062)	Executive (N=106)
Yes	21%	20%
No	41%	51%
Don't know	37%	29%
Skipped	1%	-

Q19_sum1. Does your employer require or offer employees any of the following trainings, lectures, webinars, or resources? Summary - Yes (Net)

	Total (N=2,062)	Executive (N=106)
Workplace safety	80%	89%
Diversity, equity, and inclusion (DEI)	67%	67%
Team or people management	54%	77%
Physical health and wellness	53%	60%
Mental health and wellbeing	51%	62%

Q19_1. Does your employer require or offer employees any of the following trainings, lectures, webinars, or resources? Team or people management

	Total (N=2,062)	Executive (N=106)
Yes, requires employees to complete	22%	33%
Yes, offers it to employees, but does NOT require it	32%	44%
No	21%	19%
Don't know	23%	4%
Skipped	1%	1%
Yes (Net)	54%	77%



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Q19_2. Does your employer require or offer employees any of the following trainings, lectures, webinars, or resources? Diversity, equity, and inclusion (DEI)

	Total (N=2,062)	Executive (N=106)
Yes, requires employees to complete	44%	40%
Yes, offers it to employees, but does NOT require it	23%	27%
No	14%	28%
Don't know	18%	4%
Skipped	1%	1%
Yes (Net)	67%	67%

Q19_3. Does your employer require or offer employees any of the following trainings, lectures, webinars, or resources? Mental health and wellbeing

	Total (N=2,062)	Executive (N=106)
Yes, requires employees to complete	11%	9%
Yes, offers it to employees, but does NOT require it	40%	52%
No	25%	23%
Don't know	22%	14%
Skipped	1%	1%
Yes (Net)	51%	62%

Q19_4. Does your employer require or offer employees any of the following trainings, lectures, webinars, or resources? Physical health and wellness

	Total (N=2,062)	Executive (N=106)
Yes, requires employees to complete	10%	6%
Yes, offers it to employees, but does NOT require it	42%	54%
No	27%	30%
Don't know	19%	10%
Skipped	1%	1%
Yes (Net)	53%	60%





TOPLINE & METHODOLOGY

Q19_5. Does your employer require or offer employees any of the following trainings, lectures, webinars, or resources? Workplace safety

	Total (N=2,062)	Executive (N=106)
Yes, requires employees to complete	66%	69%
Yes, offers it to employees, but does NOT require it	14%	21%
No	9%	5%
Don't know	9%	5%
Skipped	1%	1%
Yes (Net)	80%	89%

Q20_sum1. How important, if at all, do you think the following are or would be in creating a positive workplace culture? Summary - Important

	Total (N=2,062)	Executive (N=106)
Health insurance	95%	98%
Mental healthcare coverage	92%	97%
Sick days for mental health purposes	90%	89%
Workplace safety training	89%	89%
Flexible or remote work arrangements specifically for family caregiving	88%	84%
An employee assistance program (EAP), which is a voluntary, free, and confidential work-based program that generally offers assessments, counseling, and referrals for personal or work-related problems	86%	88%
Team or people management training	86%	95%
Mental health and wellbeing training	83%	87%
Flexible or remote work arrangements	83%	83%
Physical health and wellness training	80%	86%
Diversity, equity, and inclusion (DEI) training	71%	63%
Full or partial reimbursements for fitness/gym membership	71%	66%
Full or partial reimbursement for wellness or meditation apps	62%	47%





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Q20_1. How important, if at all, do you think the following are or would be in creating a positive workplace culture? Health insurance

	Total (N=2,062)	Executive (N=106)
Very important	87%	91%
Somewhat important	8%	6%
Not very important	2%	-
Not at all important	1%	1%
Skipped	2%	1%
Important (Net)	95%	98%
Not important (Net)	3%	1%

Q20_2. How important, if at all, do you think the following are or would be in creating a positive workplace culture? Mental healthcare coverage

	Total (N=2,062)	Executive (N=106)
Very important	60%	62%
Somewhat important	31%	34%
Not very important	4%	2%
Not at all important	2%	-
Skipped	2%	1%
Important (Net)	92%	97%
Not important (Net)	6%	2%

Q20_3. How important, if at all, do you think the following are or would be in creating a positive workplace culture? An employee assistance program (EAP), which is a voluntary, free, and confidential work-based program that generally offers assessments, counseling, and referrals for personal or work-related problems

	Total (N=2,062)	Executive (N=106)
Very important	48%	57%
Somewhat important	38%	31%
Not very important	9%	9%
Not at all important	3%	2%
Skipped	2%	1%
Important (Net)	86%	88%
Not important (Net)	12%	11%



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Q20_4. How important, if at all, do you think the following are or would be in creating a positive workplace culture? Sick days for mental health purposes

	Total (N=2,062)	Executive (N=106)
Very important	58%	54%
Somewhat important	31%	35%
Not very important	7%	9%
Not at all important	2%	1%
Skipped	2%	1%
Important (Net)	90%	89%
Not important (Net)	9%	10%

Q20_5. How important, if at all, do you think the following are or would be in creating a positive workplace culture? Flexible or remote work arrangements

	Total (N=2,062)	Executive (N=106)
Very important	52%	51%
Somewhat important	30%	32%
Not very important	11%	11%
Not at all important	5%	4%
Skipped	2%	1%
Important (Net)	83%	83%
Not important (Net)	16%	15%

Q20_6. How important, if at all, do you think the following are or would be in creating a positive workplace culture? Flexible or remote work arrangements specifically for family caregiving

	Total (N=2,062)	Executive (N=106)
Very important	54%	54%
Somewhat important	33%	29%
Not very important	7%	10%
Not at all important	3%	2%
Skipped	2%	3%
Important (Net)	88%	84%
Not important (Net)	10%	13%

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Q20_7. How important, if at all, do you think the following are or would be in creating a positive workplace culture? Full or partial reimbursements for fitness/gym membership

	Total (N=2,062)	Executive (N=106)
Very important	31%	30%
Somewhat important	40%	36%
Not very important	21%	24%
Not at all important	7%	10%
Skipped	2%	1%
Important (Net)	71%	66%
Not important (Net)	28%	34%

Q20_8. How important, if at all, do you think the following are or would be in creating a positive workplace culture? Full or partial reimbursement for wellness or meditation apps

	Total (N=2,062)	Executive (N=106)
Very important	25%	17%
Somewhat important	37%	30%
Not very important	26%	35%
Not at all important	10%	17%
Skipped	2%	1%
Important (Net)	62%	47%
Not important (Net)	36%	52%

Q20_9. How important, if at all, do you think the following are or would be in creating a positive workplace culture? Team or people management training

	Total (N=2,062)	Executive (N=106)
Very important	43%	64%
Somewhat important	42%	30%
Not very important	9%	5%
Not at all important	3%	-
Skipped	2%	-
Important (Net)	86%	95%
Not important (Net)	12%	5%

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Q20_10. How important, if at all, do you think the following are or would be in creating a positive workplace culture? Diversity, equity, and inclusion (DEI) training

	Total (N=2,062)	Executive (N=106)
Very important	40%	34%
Somewhat important	31%	29%
Not very important	14%	19%
Not at all important	13%	16%
Skipped	2%	1%
Important (Net)	71%	63%
Not important (Net)	27%	35%

Q20_11. How important, if at all, do you think the following are or would be in creating a positive workplace culture? Mental health and wellbeing training

	Total (N=2,062)	Executive (N=106)
Very important	40%	44%
Somewhat important	43%	43%
Not very important	11%	10%
Not at all important	4%	2%
Skipped	2%	1%
Important (Net)	83%	87%
Not important (Net)	15%	12%

Q20_12. How important, if at all, do you think the following are or would be in creating a positive workplace culture? Physical health and wellness training

	Total (N=2,062)	Executive (N=106)
Very important	34%	34%
Somewhat important	46%	51%
Not very important	14%	12%
Not at all important	4%	2%
Skipped	2%	1%
Important (Net)	80%	86%
Not important (Net)	18%	13%



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Q20_13. How important, if at all, do you think the following are or would be in creating a positive workplace culture? Workplace safety training

	Total (N=2,062)	Executive (N=106)
Very important	57%	67%
Somewhat important	31%	22%
Not very important	7%	9%
Not at all important	2%	-
Skipped	2%	2%
Important (Net)	89%	89%
Not important (Net)	10%	9%

Q21. [Asked if selected “Yes” at Q18_2] You previously mentioned you have access to mental health care coverage through your employer. In your opinion, how adequate or inadequate is the coverage for mental health care?

	Total (N=1,316)	Executive (N=91*)
Very adequate	27%	26%
Somewhat adequate	31%	37%
Somewhat inadequate	8%	9%
Very inadequate	4%	1%
Don't know	29%	28%
Skipped	1%	-
Adequate (Net)	58%	62%
Inadequate (Net)	12%	10%

**Note: Low base size (N<100); Interpret with caution.*

Q22_sum1. [Asked if selected “Yes” at Q18_2] You previously mentioned you have access to mental health care coverage through your employer. How easy or hard is it to find mental health care through your employer that... Summary - Hard

	Total (N=1,316)	Executive (N=91*)
Is available in a timely manner	21%	18%
Is affordable	19%	14%
Is specialized for your needs	18%	14%
Offers provider(s) that have a similar background to you	18%	19%
Is in-network with your insurance	18%	17%
Is located in your area	16%	15%

**Note: Low base size (N<100); Interpret with caution.*



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Q22_1. [Asked if selected “Yes” at Q18_2] You previously mentioned you have access to mental health care coverage through your employer. How easy or hard is it to find mental health care through your employer that... Is affordable

	Total (N=1,316)	Executive (N=91*)
Very hard	6%	3%
Somewhat hard	13%	11%
Somewhat easy	26%	19%
Very easy	19%	30%
Don't know	34%	37%
Skipped	1%	-
Hard (Net)	19%	14%
Easy (Net)	46%	49%

*Note: Low base size (N<100); Interpret with caution.

Q22_2. [Asked if selected “Yes” at Q18_2] You previously mentioned you have access to mental health care coverage through your employer. How easy or hard is it to find mental health care through your employer that... Is in-network with your insurance

	Total (N=1,316)	Executive (N=91*)
Very hard	5%	2%
Somewhat hard	13%	15%
Somewhat easy	25%	25%
Very easy	25%	30%
Don't know	32%	28%
Skipped	1%	-
Hard (Net)	18%	17%
Easy (Net)	50%	55%

*Note: Low base size (N<100); Interpret with caution.

Q22_3. [Asked if selected “Yes” at Q18_2] You previously mentioned you have access to mental health care coverage through your employer. How easy or hard is it to find mental health care through your employer that... Is available in a timely manner

	Total (N=1,316)	Executive (N=91*)
Very hard	7%	4%
Somewhat hard	15%	13%
Somewhat easy	24%	23%
Very easy	17%	24%
Don't know	37%	35%
Skipped	1%	-
Hard (Net)	21%	18%
Easy (Net)	41%	47%

*Note: Low base size (N<100); Interpret with caution.

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Q22_4. [Asked if selected “Yes” at Q18_2] You previously mentioned you have access to mental health care coverage through your employer. How easy or hard is it to find mental health care through your employer that... Is specialized for your needs

	Total (N=1,316)	Executive (N=91*)
Very hard	4%	4%
Somewhat hard	14%	10%
Somewhat easy	23%	19%
Very easy	17%	22%
Don't know	40%	46%
Skipped	1%	-
Hard (Net)	18%	14%
Easy (Net)	41%	40%

*Note: Low base size (N<100); Interpret with caution.

Q22_5. [Asked if selected “Yes” at Q18_2] You previously mentioned you have access to mental health care coverage through your employer. How easy or hard is it to find mental health care through your employer that... Is located in your area

	Total (N=1,316)	Executive (N=91*)
Very hard	5%	-
Somewhat hard	11%	15%
Somewhat easy	27%	26%
Very easy	25%	32%
Don't know	31%	28%
Skipped	1%	-
Hard (Net)	16%	15%
Easy (Net)	53%	57%

*Note: Low base size (N<100); Interpret with caution.

Q22_6. [Asked if selected “Yes” at Q18_2] You previously mentioned you have access to mental health care coverage through your employer. How easy or hard is it to find mental health care through your employer that... Offers provider(s) that have a similar background to you

	Total (N=1,316)	Executive (N=91*)
Very hard	6%	8%
Somewhat hard	12%	11%
Somewhat easy	20%	16%
Very easy	15%	20%
Don't know	46%	45%
Skipped	1%	-
Hard (Net)	18%	19%
Easy (Net)	35%	36%

*Note: Low base size (N<100); Interpret with caution.



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Q23_sum1. Please answer yes or no to each of the following statements: Summary - Yes

	Total (N=2,062)	Executive (N=106)
[Asked if selected “Yes” or “Don’t know” for Q18_1 or Q18_2] I know how to access mental health care through my employer-sponsored health insurance	55% (N=2,014)	78% (N=105)
I would use a free, confidential, independent mental health support resource if it was a benefit offered by my employer	51%	49%
I have received training about the mental health resources offered from my employer	29%	37%
I have received training from my employer about mental health conditions or symptoms	22%	25%
[Asked if executive or manager/supervisor of staff/director] I have received training from my employer about how to talk about mental health or mental health resources with my team at work	23% (N=691)	30% (N=106)
[Asked if executive and selected “Yes” or “Don’t know” for Q18_1 or Q18_2] I have specifically negotiated mental health care benefits through with my employer’s health insurance provider	15% (N=105)	15% (N=105)

Q23_1. **[Asked if selected “Yes” or “Don’t know” for Q18_1 or Q18_2]** Please answer yes or no to each of the following statements: I know how to access mental health care through my employer-sponsored health insurance

	Total (N=2,014)	Executive (N=105)
Yes	55%	78%
No	28%	16%
Don’t know	16%	7%
Skipped	1%	-

Q23_2. Please answer yes or no to each of the following statements: I would use a free, confidential, independent mental health support resource if it was a benefit offered by my employer

	Total (N=2,062)	Executive (N=106)
Yes	51%	49%
No	20%	18%
Don’t know	27%	32%
Skipped	2%	-



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Q23_3. Please answer yes or no to each of the following statements: I have received training from my employer about mental health conditions or symptoms

	Total (N=2,062)	Executive (N=106)
Yes	22%	25%
No	69%	72%
Don't know	7%	3%
Skipped	2%	-

Q23_4. Please answer yes or no to each of the following statements: I have received training about the mental health resources offered from my employer

	Total (N=2,062)	Executive (N=106)
Yes	29%	37%
No	60%	58%
Don't know	10%	4%
Skipped	2%	*

Q23_5. [Asked if executive and selected “Yes” or “Don’t know” for Q18_1 or Q18_2] Please answer yes or no to each of the following statements: I have specifically negotiated mental health care benefits through with my employer’s health insurance provider

	Total (N=105)	Executive (N=105)
Yes	15%	15%
No	79%	79%
Don't know	5%	5%
Skipped	-	-

Q23_6. [Asked if executive or manager/supervisor of staff/director] Please answer yes or no to each of the following statements: I have received training from my employer about how to talk about mental health or mental health resources with my team at work

	Total (N=691)	Executive (N=106)
Yes	23%	30%
No	70%	68%
Don't know	5%	2%
Skipped	2%	-



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Q24. [Asked if did NOT select “Yes” for both Q23_3 and Q23_4] You previously mentioned you have not received training about how to talk about mental health and/or about mental health resources with your team at work. How interested, if at all, would you be in receiving this kind of training from your employer?

	Total (N=1,354)	Executive (N=60*)
Very interested	13%	29%
Somewhat interested	41%	35%
Not very interested	24%	16%
Not at all interested	20%	19%
Skipped	2%	-
Interested (Net)	54%	65%
Not interested (Net)	44%	35%

*Note: Low base size (N<100); Interpret with caution.

Q25. [Asked if selected “No” at Q23_2] You previously indicated that you would not use a free, confidential, independent mental health support option if it was a benefit offered by your employer. In the box below, please explain why you would not use it. Please be as specific as possible.

Open-ended responses provided separately.

Q26. [Asked if selected “Yes” at Q23_3 or Q23_4] You previously mentioned you have received training from your employer about mental health and/or the mental health resources offered. Does this training make you feel more or less comfortable talking about mental health with your coworkers?

	Total (N=708)	Executive (N=46*)
Much more comfortable	14%	21%
Somewhat more comfortable	41%	44%
Somewhat less comfortable	5%	6%
Much less comfortable	4%	-
No impact	35%	29%
Skipped	1%	-
More comfortable (Net)	55%	65%
Less comfortable (Net)	9%	6%

*Note: Low base size (N<100); Interpret with caution.

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Q27. [Asked if selected “Yes” at Q23_6] You previously mentioned you have received training about how to talk about mental health or mental health resources with your team at work. Does this training make you feel more or less comfortable talking about mental health and/or mental health resources with your team?

	Total (N=175)	Executive (N=33*)
Much more comfortable	26%	25%
Somewhat more comfortable	53%	57%
Somewhat less comfortable	5%	4%
Much less comfortable	2%	-
No impact	14%	13%
Skipped	-	-
More comfortable (Net)	79%	83%
Less comfortable (Net)	7%	4%

*Note: Low base size (N<100); Interpret with caution.

Q28_sum1. How helpful would information or training about each of the following be for your mental health and/or supporting others’ mental health at work? Summary - Helpful

	Total (N=2,062)	Executive (N=106)
Employer health insurance coverage for mental health treatment	84%	93%
Stress or burnout management	82%	82%
Identifying and responding to a mental health crisis	82%	85%
Mental health conditions, including signs or symptoms	81%	85%
Other employer resources to support mental health (e.g., Employee Assistance Program (EAP), wellness or meditation app reimbursements, etc.)	80%	86%
Communicating with coworkers	78%	83%

Q28_1. How helpful would information or training about each of the following be for your mental health and/or supporting others’ mental health at work? Mental health conditions, including signs or symptoms

	Total (N=2,062)	Executive (N=106)
Very helpful	36%	47%
Somewhat helpful	45%	38%
Not very helpful	8%	8%
Not at all helpful	3%	3%
Don’t know	7%	3%
Skipped	2%	1%
Helpful (Net)	81%	85%
Not helpful (Net)	11%	12%

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Q28_2. How helpful would information or training about each of the following be for your mental health and/or supporting others' mental health at work? Employer health insurance coverage for mental health treatment

	Total (N=2,062)	Executive (N=106)
Very helpful	48%	53%
Somewhat helpful	36%	40%
Not very helpful	5%	2%
Not at all helpful	2%	1%
Don't know	7%	5%
Skipped	2%	-
Helpful (Net)	84%	93%
Not helpful (Net)	7%	3%

Q28_3. How helpful would information or training about each of the following be for your mental health and/or supporting others' mental health at work? Other employer resources to support mental health (e.g., Employee Assistance Program (EAP), wellness or meditation app reimbursements, etc.)

	Total (N=2,062)	Executive (N=106)
Very helpful	42%	49%
Somewhat helpful	38%	37%
Not very helpful	7%	7%
Not at all helpful	3%	1%
Don't know	8%	5%
Skipped	2%	-
Helpful (Net)	80%	86%
Not helpful (Net)	10%	9%

Q28_4. How helpful would information or training about each of the following be for your mental health and/or supporting others' mental health at work? Stress or burnout management

	Total (N=2,062)	Executive (N=106)
Very helpful	45%	48%
Somewhat helpful	37%	35%
Not very helpful	7%	9%
Not at all helpful	3%	3%
Don't know	6%	4%
Skipped	2%	1%
Helpful (Net)	82%	82%
Not helpful (Net)	10%	12%

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Q28_5. How helpful would information or training about each of the following be for your mental health and/or supporting others' mental health at work? Communicating with coworkers

	Total (N=2,062)	Executive (N=106)
Very helpful	36%	47%
Somewhat helpful	42%	35%
Not very helpful	10%	11%
Not at all helpful	4%	2%
Don't know	7%	4%
Skipped	2%	-
Helpful (Net)	78%	83%
Not helpful (Net)	13%	14%

Q28_6. How helpful would information or training about each of the following be for your mental health and/or supporting others' mental health at work? Identifying and responding to a mental health crisis

	Total (N=2,062)	Executive (N=106)
Very helpful	39%	47%
Somewhat helpful	42%	39%
Not very helpful	6%	6%
Not at all helpful	3%	3%
Don't know	7%	5%
Skipped	2%	-
Helpful (Net)	82%	85%
Not helpful (Net)	9%	10%

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Q29. Now, a few final questions for statistical purposes. Which of the following industries best characterizes your current employer?

	Total (N=2,062)	Executive (N=106)
Healthcare	14%	12%
Education	11%	18%
Technology or Software Development	9%	7%
Finance or Insurance	9%	15%
Transportation or Warehousing	8%	3%
Retail	6%	7%
Food services	4%	-
Research	3%	5%
Construction	3%	0%
Utilities	2%	4%
Hospitality	2%	-
Media	1%	-
Agriculture or Forestry	1%	1%
Arts or Entertainment	1%	2%
Real Estate	1%	2%
Advertising	*	-
Other	25%	24%
Skipped	1%	1%

Q30. Have you ever received mental health treatment from a therapist, counselor, doctor, or other mental health professional?

	Total (N=2,062)	Executive (N=106)
Yes, and I am receiving it currently	11%	7%
Yes, but not currently	32%	49%
No	55%	42%
Prefer not to answer	2%	1%
Skipped	*	-
Yes (Net)	43%	56%

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Q31_sum1. At any time in the last 12 months, have you been an unpaid caregiver for a parent, child, spouse/partner, other relative, or close friend? This may include helping them take care of themselves, helping with personal needs, household chores, or managing their finances. Summary - Yes

	Total (N=2,062)	Executive (N=106)
Dependent child (under the age of 18)	21%	19%
Parent	11%	15%
Spouse / partner	9%	9%
Adult child	6%	6%
Relative who is not your parent or child (sibling, aunt, uncle, grandparent, etc.)	5%	4%
Close friend	3%	2%

Q31_1. At any time in the last 12 months, have you been an unpaid caregiver for a parent, child, spouse/partner, other relative, or close friend? This may include helping them take care of themselves, helping with personal needs, household chores, or managing their finances. Dependent child (under the age of 18)

	Total (N=2,062)	Executive (N=106)
Yes	21%	19%
No	78%	81%
Skipped	1%	-

Q31_2. At any time in the last 12 months, have you been an unpaid caregiver for a parent, child, spouse/partner, other relative, or close friend? This may include helping them take care of themselves, helping with personal needs, household chores, or managing their finances. Adult child

	Total (N=2,062)	Executive (N=106)
Yes	6%	6%
No	93%	93%
Skipped	1%	1%

Q31_3. At any time in the last 12 months, have you been an unpaid caregiver for a parent, child, spouse/partner, other relative, or close friend? This may include helping them take care of themselves, helping with personal needs, household chores, or managing their finances. Parent

	Total (N=2,062)	Executive (N=106)
Yes	11%	15%
No	88%	85%
Skipped	1%	-



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Q31_4. At any time in the last 12 months, have you been an unpaid caregiver for a parent, child, spouse/partner, other relative, or close friend? This may include helping them take care of themselves, helping with personal needs, household chores, or managing their finances. Spouse / partner

	Total (N=2,062)	Executive (N=106)
Yes	9%	9%
No	90%	91%
Skipped	1%	-

Q31_5. At any time in the last 12 months, have you been an unpaid caregiver for a parent, child, spouse/partner, other relative, or close friend? This may include helping them take care of themselves, helping with personal needs, household chores, or managing their finances. Relative who is not your parent or child (sibling, aunt, uncle, grandparent, etc.)

	Total (N=2,062)	Executive (N=106)
Yes	5%	4%
No	94%	96%
Skipped	1%	-

Q31_6. At any time in the last 12 months, have you been an unpaid caregiver for a parent, child, spouse/partner, other relative, or close friend? This may include helping them take care of themselves, helping with personal needs, household chores, or managing their finances. Close friend

	Total (N=2,062)	Executive (N=106)
Yes	3%	2%
No	96%	98%
Skipped	1%	-





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About the Study

This NAMI/Ipsos poll was conducted January 4-9, 2024, by Ipsos using the probability-based KnowledgePanel®. This poll is based on a nationally representative probability sample of 2,062 general population adults, age 18 or older, who are employed full-time and work at a business or company with at least 100 employees. This sample includes 106 executives. The 106 executives in the sample include an oversample of N=60 executives.

The margin of sampling error for this study is plus or minus 2.5 percentage points at the 95% confidence level, for results based on the entire sample of adults. The margin of sampling error takes into account the design effect, which was 1.4. The margin of sampling error for executives is plus or minus 11 percentage points at the 95% confidence level. This margin of sampling error for executives takes into account the design effect, which was 1.33. The margin of sampling error is higher and varies for results based on other sub-samples. In our reporting of the findings, percentage points are rounded off to the nearest whole number. As a result, percentages in a given table column may total slightly higher or lower than 100%. In questions that permit multiple responses, columns may total substantially more than 100%, depending on the number of different responses offered by each respondent.

The survey was conducted using KnowledgePanel, the largest and most well-established online probability-based panel that is representative of the adult US population. Our recruitment process employs a scientifically developed addressed-based sampling methodology using the latest Delivery Sequence File of the USPS – a database with full coverage of all delivery points in the US. Households invited to join the panel are randomly selected from all available households in the U.S. Persons in the sampled households are invited to join and participate in the panel. Those selected who do not already have internet access are provided a tablet and internet connection at no cost to the panel member. Those who join the panel and who are selected to participate in a survey are sent a unique password-protected log-in used to complete surveys online. As a result of our recruitment and sampling methodologies, samples from KnowledgePanel cover all households regardless of their phone or internet status and findings can be reported with a margin of sampling error and projected to the general population.

The data for the total sample were weighted to adjust for gender by age, race/ethnicity, Census region, education, household income, and executive status. The demographic benchmarks came from the 2023 March Supplement of the Current Population Survey (CPS). The executive status benchmark was calculated using screening data from the total sample.

- Gender (Male , Female) by Age (18-29, 30-44, 45-59, 60+)
- Race-Ethnicity (White/Non-Hispanic, Black/Non-Hispanic, Other/Non-Hispanic, Hispanic, 2+ Races/Non-Hispanic)
- Census Region (Northeast, Midwest, South, West) by Metropolitan Status (Metro, Non-Metro)
- Education (Less than High School, High School, Some College, Bachelor or higher)
- Household Income (under \$25K, \$25K-\$49,999, \$50K-\$74,999, \$75K-\$99,999, \$100K-\$149,999, \$150K and over)
- Executives (Yes, No)





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About Ipsos

Ipsos is one of the largest market research and polling companies globally, operating in 90 markets and employing over 18,000 people.

Our passionately curious research professionals, analysts and scientists have built unique multi-specialist capabilities that provide true understanding and powerful insights into the actions, opinions and motivations of citizens, consumers, patients, customers or employees. Our 75 solutions are based on primary data from our surveys, social media monitoring, and qualitative or observational techniques.

Our tagline "Game Changers" sums up our ambition to help our 5,000 customers move confidently through a rapidly changing world.

Founded in France in 1975, Ipsos has been listed on the Euronext Paris since July 1, 1999. The company is part of the SBF 120 and Mid-60 indices and is eligible for the Deferred Settlement Service (SRD). ISIN code FR0000073298, Reuters ISOS.PA, Bloomberg IPS:FP www.ipsos.com

