



STIGMAfree

2025

NAMI StigmaFree Workplace Mental Health Survey

Investing in workplace mental health initiatives is a business imperative – on top of being the right thing to do.

NAMI StigmaFree produces resources and hosts trainings for partners, supporting organizations as they work to increase the mental health benefits and supports available to their employees.

NAMI recently surveyed a nationally representative sample of full-time workers in workplaces with at least 100 employees, across multiple industries. The 2025 survey revealed that while workers express support for their colleagues' mental health, stigma persists in views of their own mental health.

Learn more at

StigmaFree.nami.org

Acceptance for Others, Stigma and Fear for Ourselves

77% of respondents would feel comfortable if a coworker shared mental health concerns

But nearly **half** report they're worried they would be judged if they shared about their own mental health

Mental Health Awareness and Education

49% → 39%

Employees who receive training about mental health and mental health benefits report a **10-point** decrease in worries about being judged for their mental health

When provided mental health trainings, **21%** of employees report their productivity suffers due to mental health – compared to **38%** without trainings, implying a significant productivity benefit from mental health training

Culture of Caring in American Workplaces

3 in 4 American workers report comfort sharing about physical health at work – compared to **3 in 5** who feel comfortable sharing about mental health

For respondents who don't feel comfortable talking about mental health at work, these are the **top 3 reasons**: stigma or judgment about mental health, lack of discussion among colleagues, not wanting to appear weak

Access to Services, Care, and Support

1/2 Roughly the amount of the workforce who know how to access mental health care through their employer-sponsored insurance

Roughly **4 in 5** respondents report it would help them to receive information or training about employer health insurance benefits for mental health treatment and stress or burnout management – but just over **20%** get that training

These results indicate key areas where employers can focus to improve the mental health of their employees. To reduce stigma surrounding mental health and become stigma free, employers can invest in employee well-being by offering mental health training, demonstrate safety by discussing mental health at work, and embrace a culture of caring that listens and doesn't judge.

NAMI/Ipsos poll of n=2,376 full-time employees at businesses with 100+ employees, January 2025.