



Mental Resilience

8 out of 10 employees

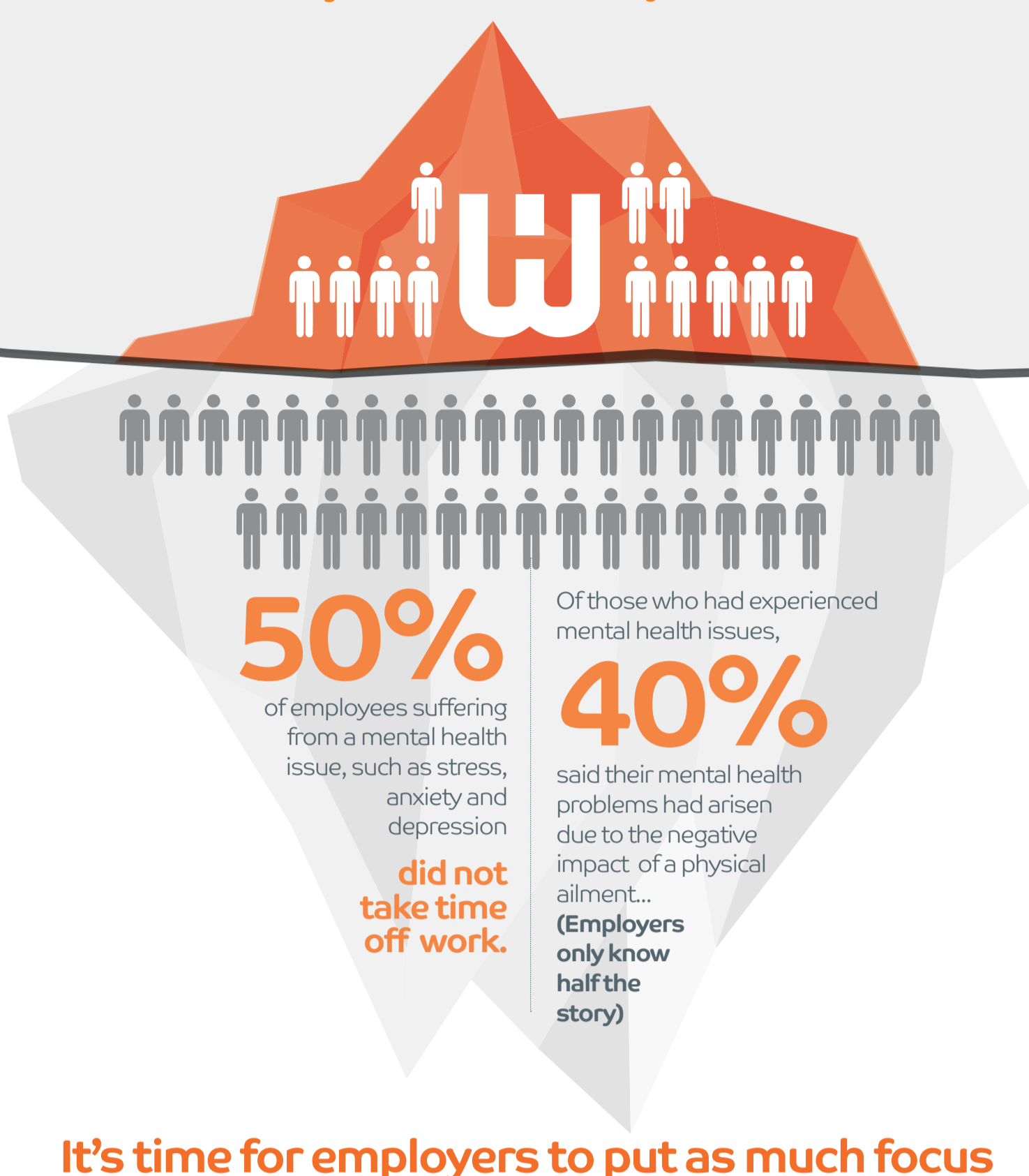


believe the responsibility for managing employee health and wellbeing should be shared between the employee & employer.



The problem is bigger than you think!

Don't just measure what you know...

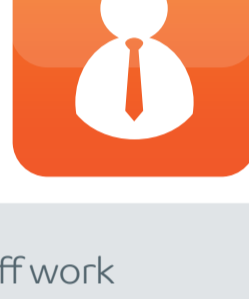


It's time for employers to put as much focus on mental health as physical health!



50% of workplaces in the UK are not managing mental health issues well.

Line manager and employee relationships need to be stronger



53% of employees who have taken time off work due to mental health issues feel **uncomfortable speaking to their line managers** about the real reason for their absence.

34% of employees say that **line managers are more interested in getting you back to work as quickly as possible** instead of supporting you in managing your mental health.



Upon returning to work following a mental health issue, **2 out of 5 employees** believed they were **treated differently by their line manager** and **1 in 5** thought their fellow colleagues' attitudes towards them had changed.

'Due to the nature of my ill health colleagues were not sure how to approach me or what to say'

'Loss of confidence by my line manager in my ability to carry out of my role'

'I felt I was being watched in case I made mistakes'

'I felt that my team were walking on egg shells around me'

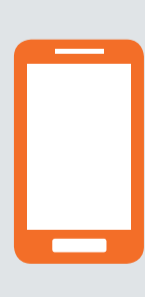
"I feel isolated and lost when talking about or managing mental health issues"

30% feel unsure about who to talk to or where to find help or support regarding mental health issues.

And, nearly **40%** of people find it hard to talk or open up about their mental health to anyone.

One in three of employees believe mental health is a **taboo** subject in their place of work.

One in four say that admitting you have a mental health issue shows **weakness**.



More than **90%**

have **not engaged** with any online resources, communities or apps to help with managing their mental state of mind.

The everyday impact of mental health

60% recognised that mental health issues impacts their everyday life.



Sleep is the greatest impact affecting

46% of people.

39% say that mental ill health causes a change in appetite and increased use of alcohol, drugs and smoking.



35% say that they have difficulty relaxing and quieting my mind.

Positively,

68% say that getting back to work is positive for your mental state of mind.