

Companies across a wide range of industries are taking proactive steps to integrate mental health support into their employee benefits and corporate culture — delivering dividends for workers, the workplace and the entire economy.

## A National Crisis Impacting Our Workplaces

Mental health challenges are more prevalent than ever before in American society.

- Nearly one in four U.S. adults [live](#) with a mental health condition.
- 76% of U.S. workers in 2021 [reported](#) experiencing at least one symptom of a mental health condition (burnout, depression, anxiety).

Beyond the profound personal impact, these challenges have far-reaching consequences on business — leading to performance issues, decreased productivity, presenteeism and retention difficulties. Missed work due to poor mental health was [estimated](#) in a 2022 analysis to cost the U.S. economy \$47.6 billion annually in lost productivity.

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## An Opportunity to Make a Difference at Work

Employers have a significant opportunity to support their employees' mental health while also delivering benefits throughout their organization and to the overall economy.

- According to [research](#) by SHRM Foundation, 88% of HR professionals believe offering mental health resources can increase productivity.
- 78% say offering such resources can boost organizational return on investment.

Mental health policies and practices also offer a competitive advantage in workforce development.

- A 2022 [survey](#) found that 81% of job seekers will be looking for workplaces that support mental health when seeking future job opportunities.
- In addition, employees who feel their employer cares about their well-being are 71% less likely to experience burnout, 69% less likely to look for another job and five times more likely to advocate for their company, according to [Gallup](#).

By providing tools and resources, embracing innovative practices and collectively dismantling the stigma surrounding mental health, employers can help improve the well-being of their workforce and deliver benefits for their business and the entire economy.

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Learn more about how CEOs are working together to make progress at scale on some of the most challenging workforce issues facing corporations today.

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