

Mental health across the ages

Mental health isn't just a hot topic now – it has always been an issue. Our survey proves that, with not only nine out of 10 respondents saying they've experienced mental health challenges that affected their work – but also that two-thirds have had those challenges dating back to before the pandemic.

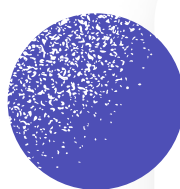
And we are a diverse society with different and unique challenges – age is not an exception. Let's look at how the workplace mental health experience differs across the ages.



The challenges

Those in the **21-29** and **40-49** age groups are much more likely to say **they’ve experienced challenges** affecting their work dating back to pre-pandemic times.

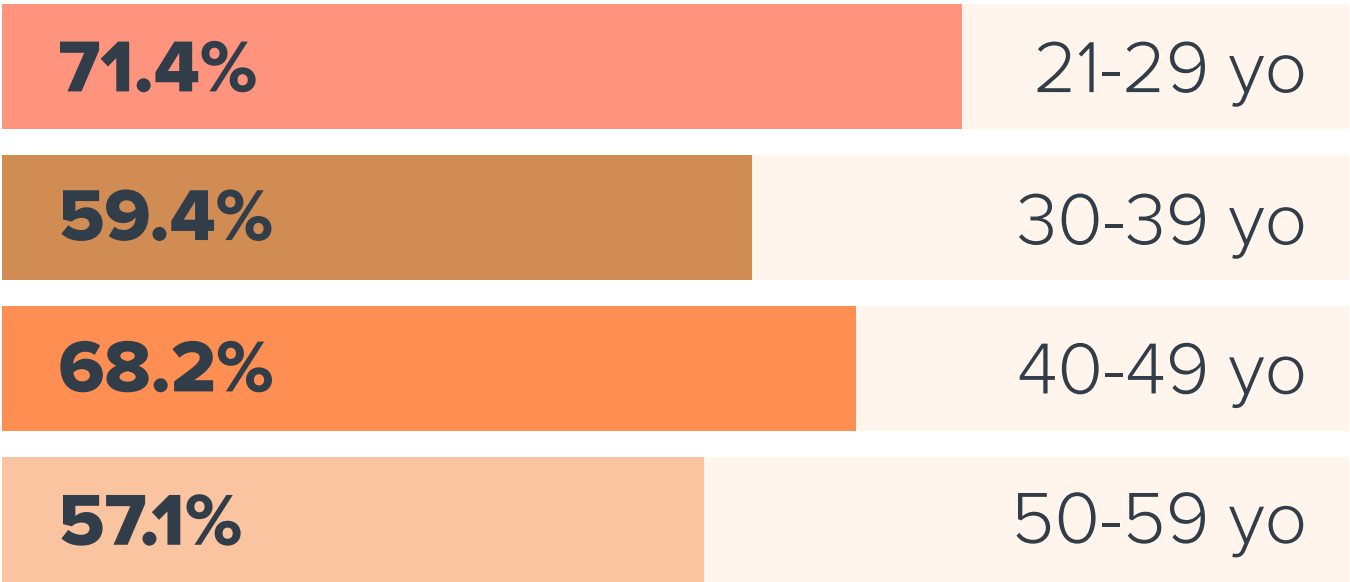
And those **above 50** are far more likely to say **they haven’t experienced mental health struggles** that impacted their work.



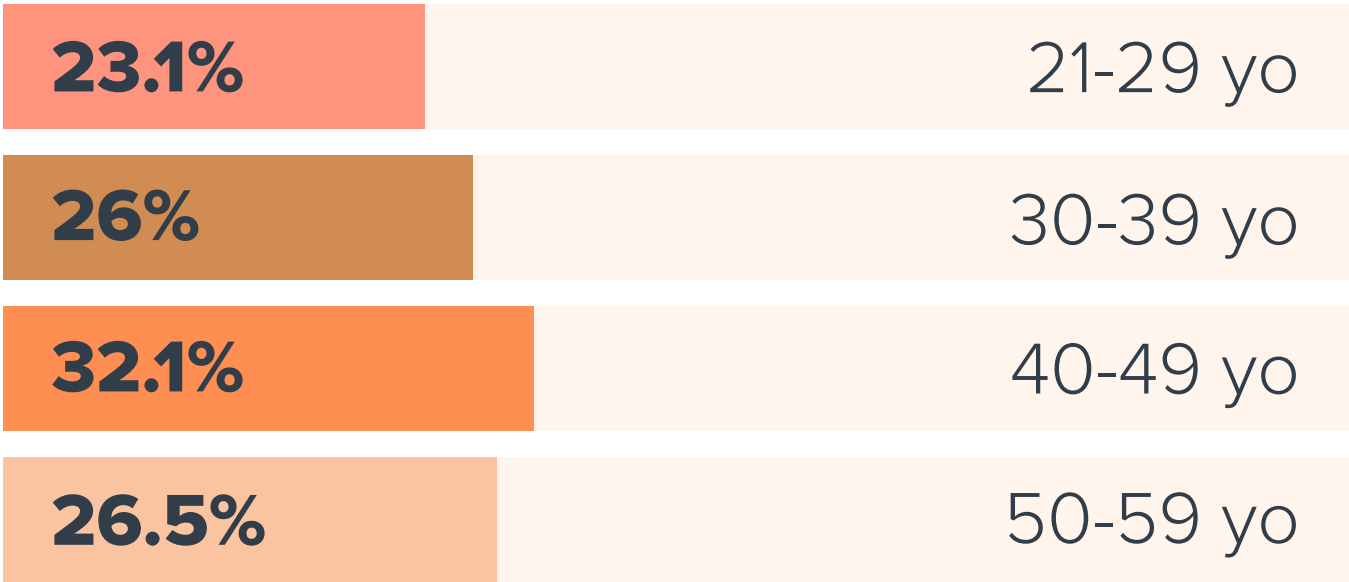
Have you personally experienced any mental health challenges that impacted your work?



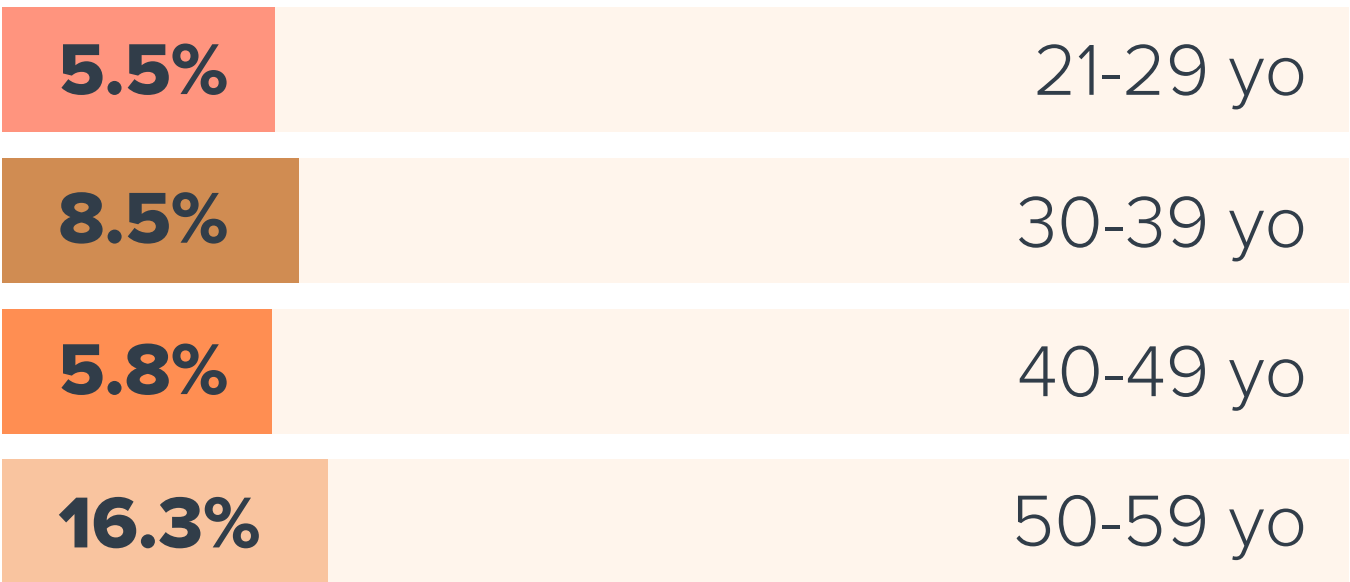
“Yes, before 2020.”



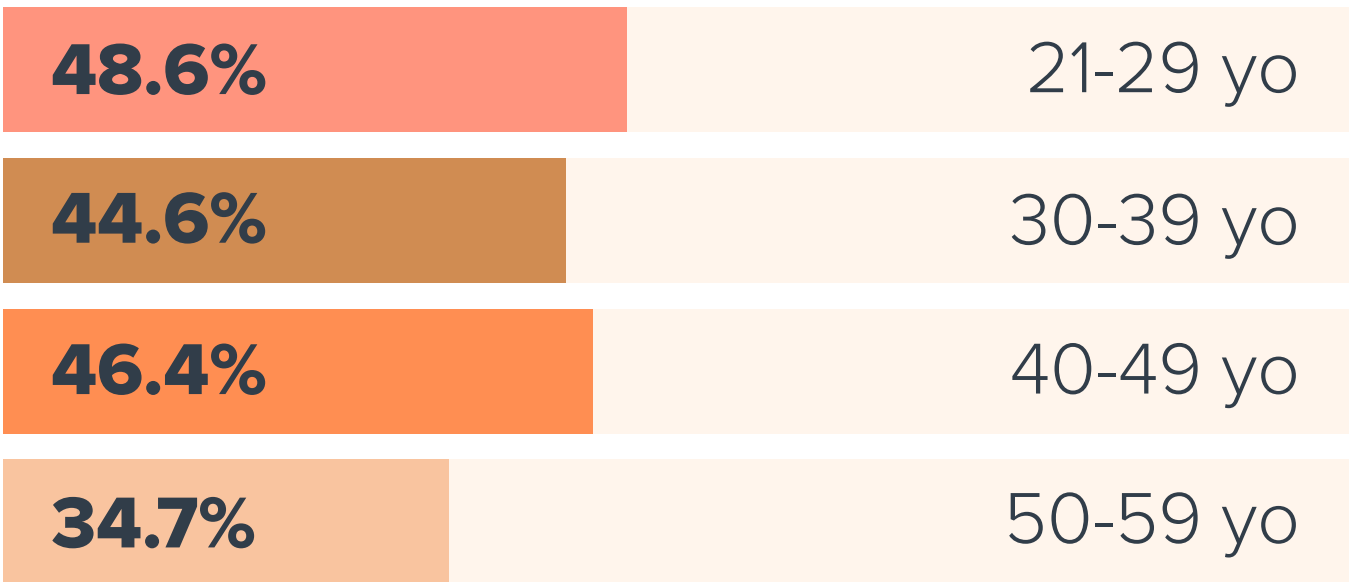
“Yes, after 2020.”



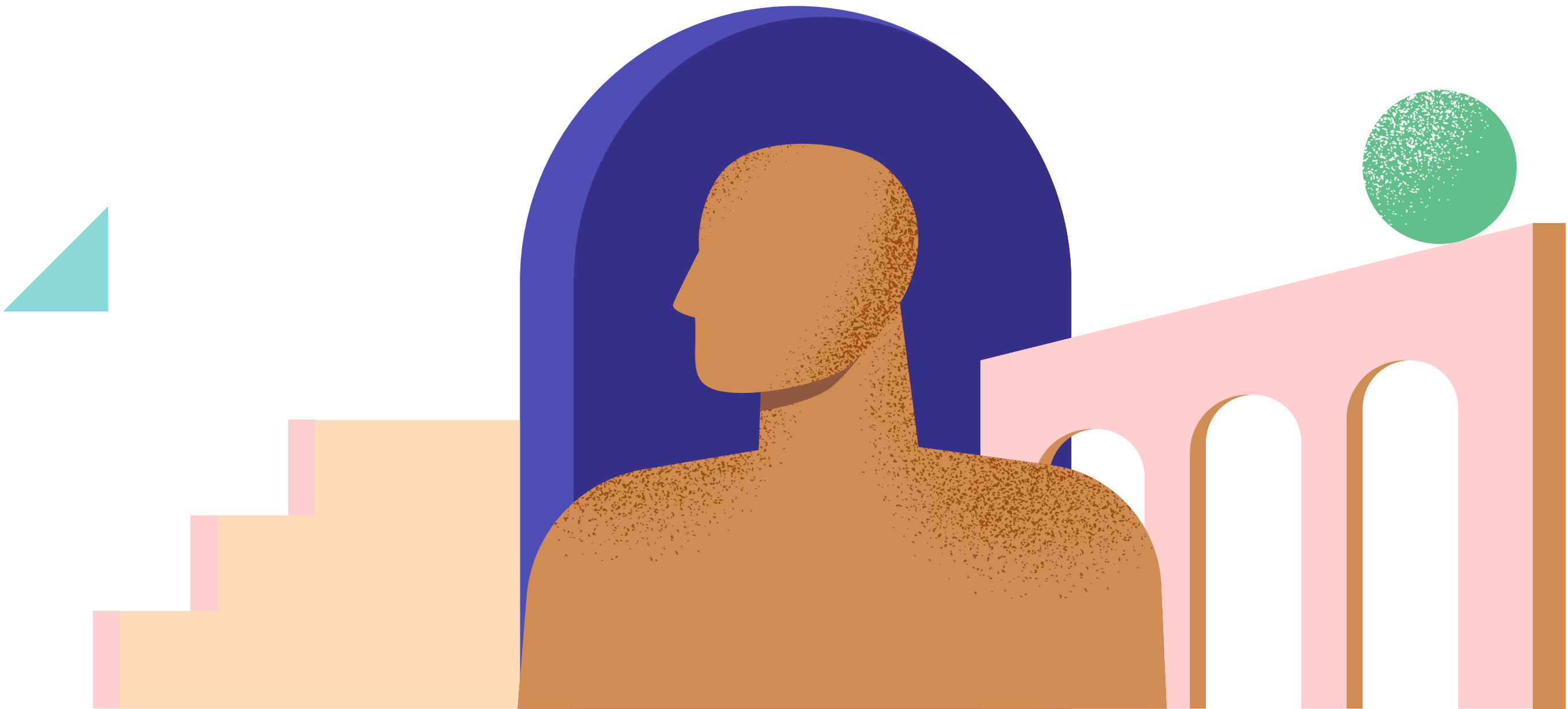
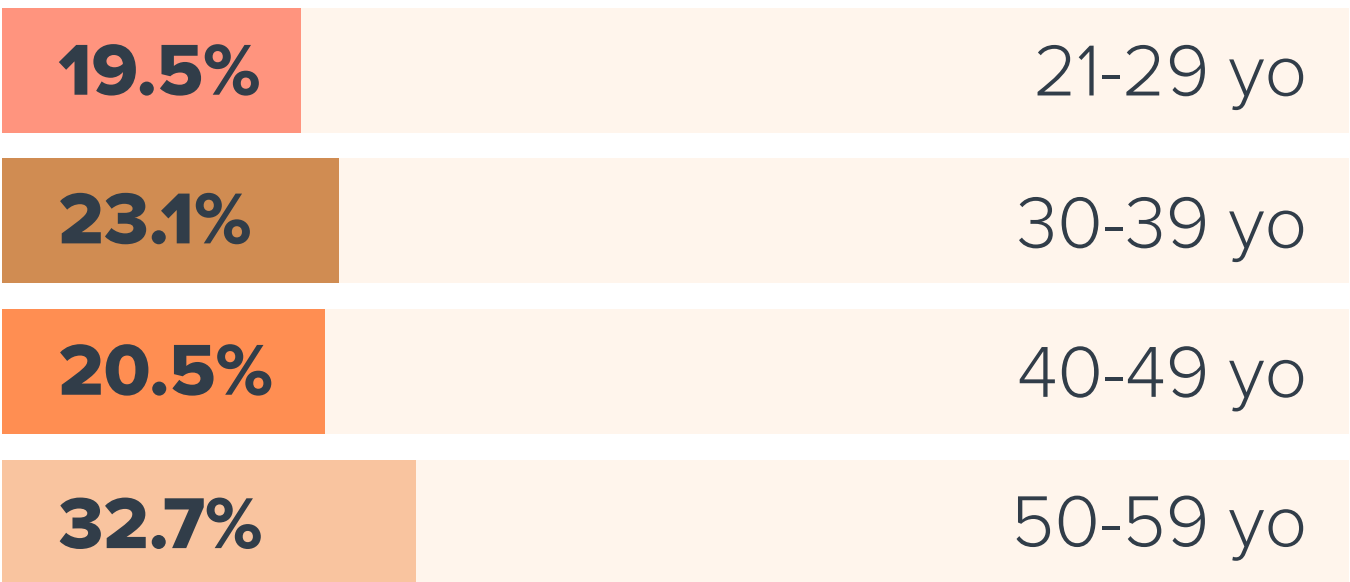
“No.”



“Yes, but it's getting better.”



“Yes, and it's getting worse.”



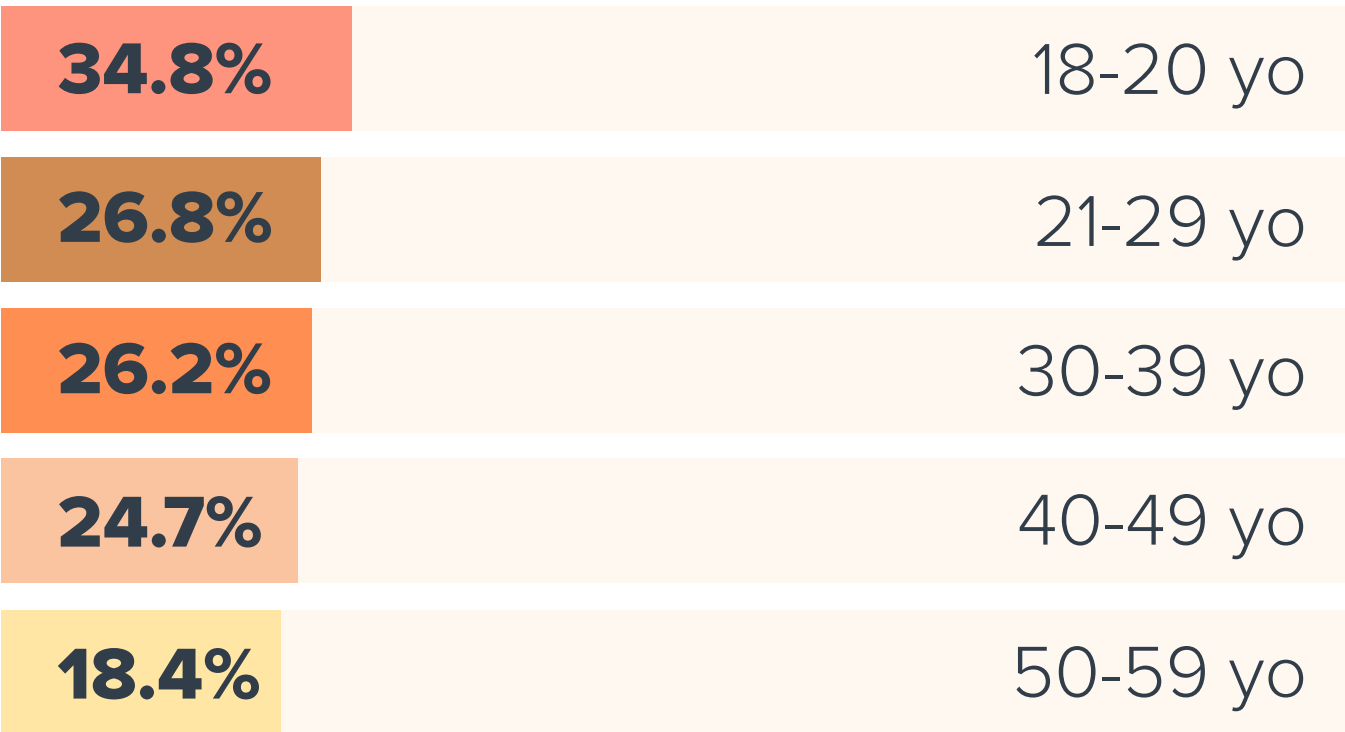
And as for getting better or worse, those **above 50** are much more likely to say it’s getting worse for them.

The conversation

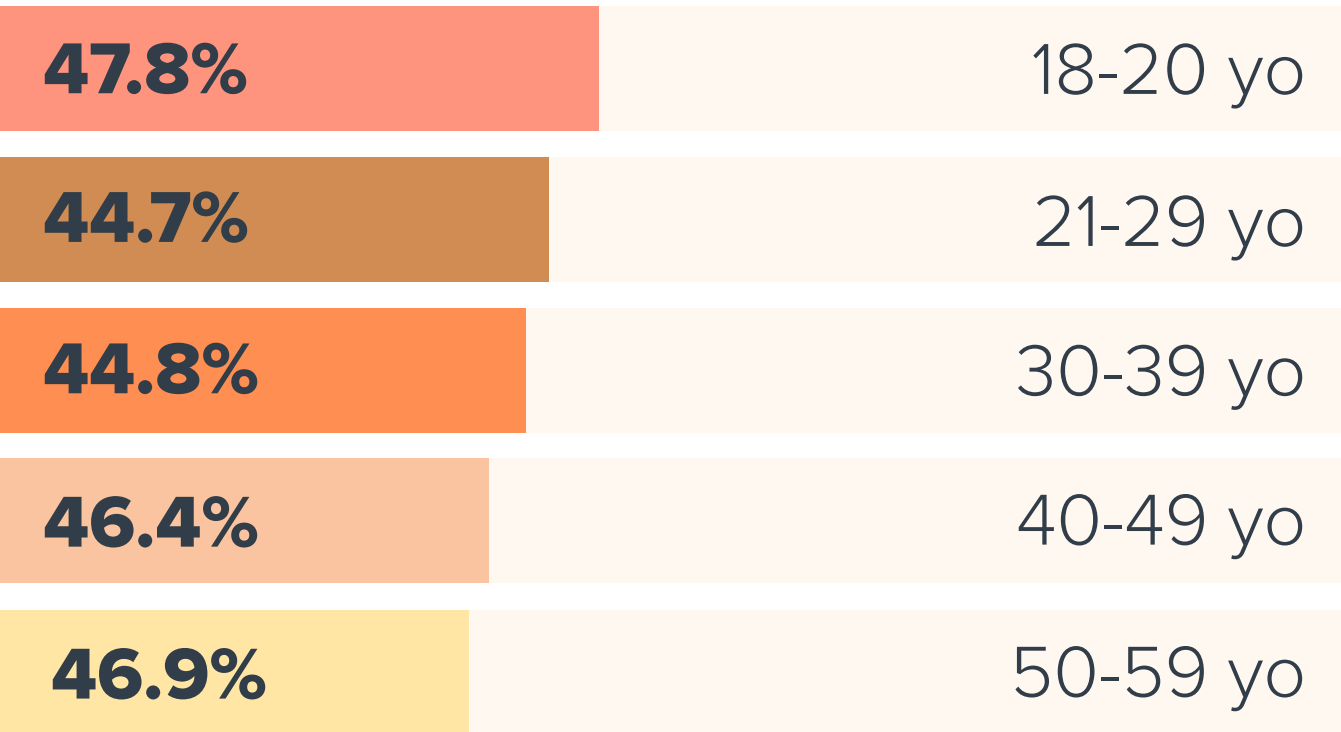
When it comes to talking about the topic of mental health at work, those **under 50 are more likely to be not comfortable talking about it at all.**

What’s the level of comfort you have when talking about the topic of mental health at your workplace?

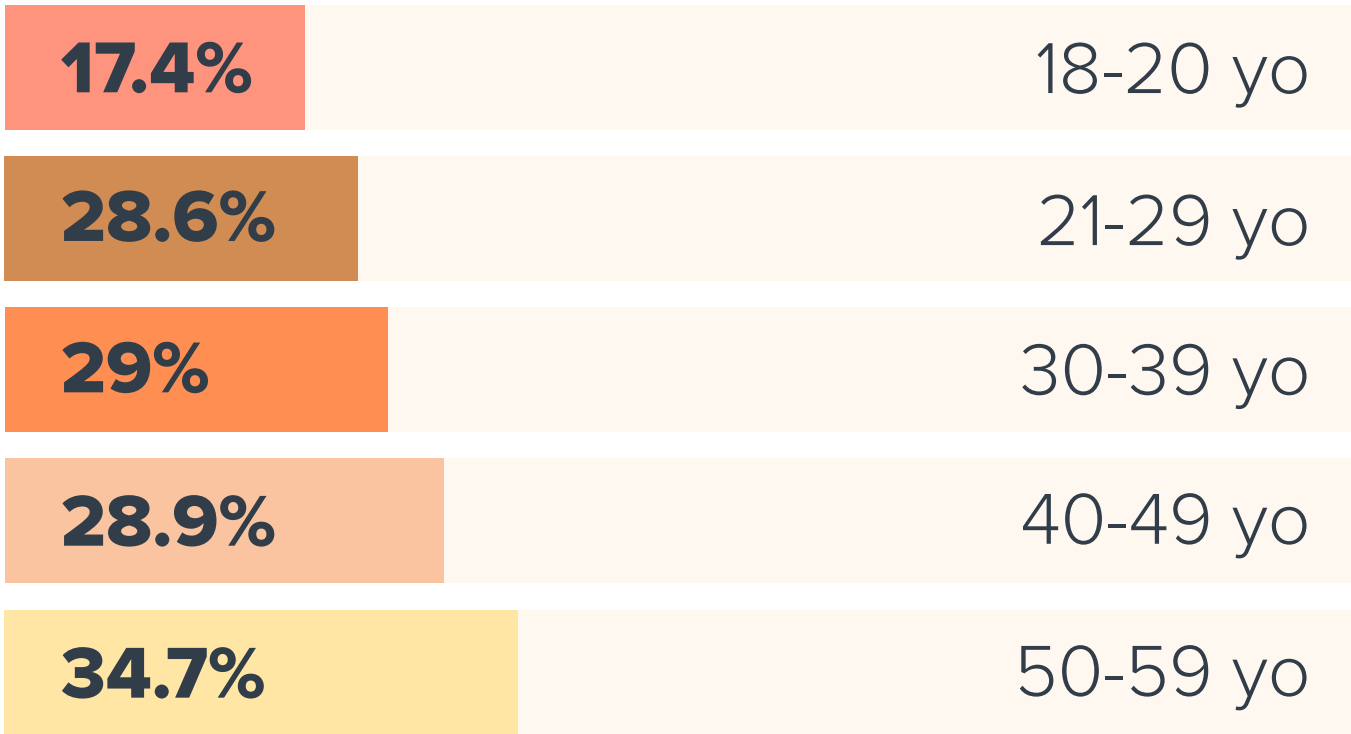
“Not comfortable at all – I can never bring it up with anyone.”



“Depends on the situation / person.”



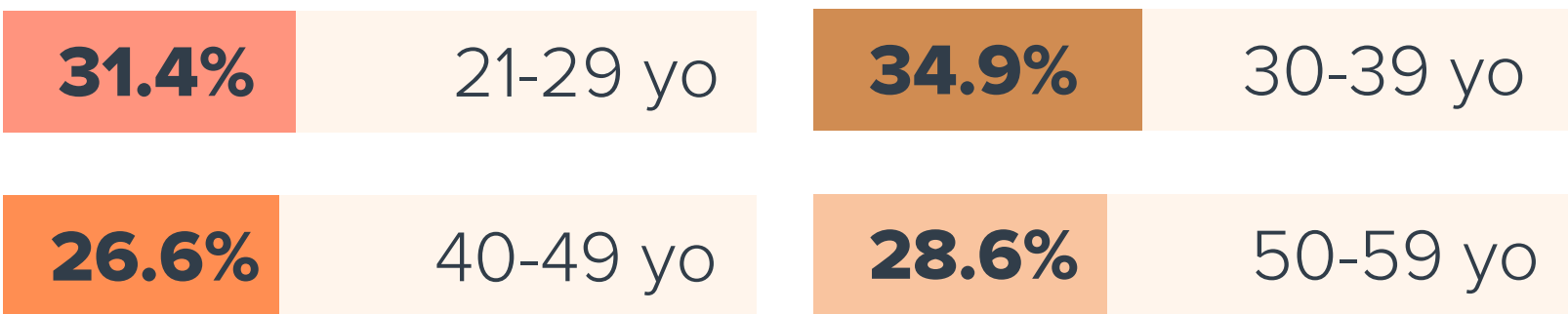
“Very comfortable – I can be fully open about it.”



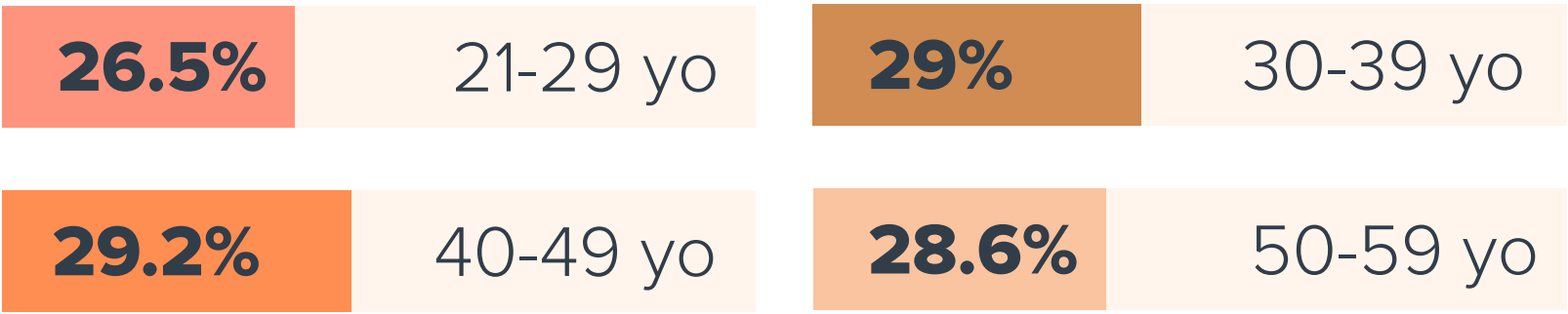
And **younger populations prefer to go to HR** or to their **direct manager**, while their **older counterparts** feel they can openly discuss their concerns and challenges **with their colleagues**.

In the workplace, who do you feel you can openly communicate mental health concerns and challenges with?

“My direct manager.”



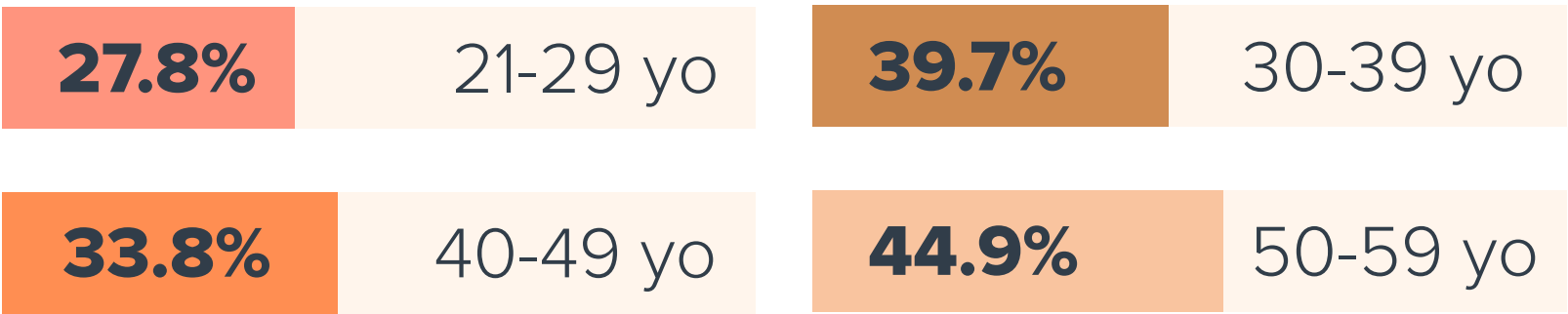
“Upper management.”



“HR.”



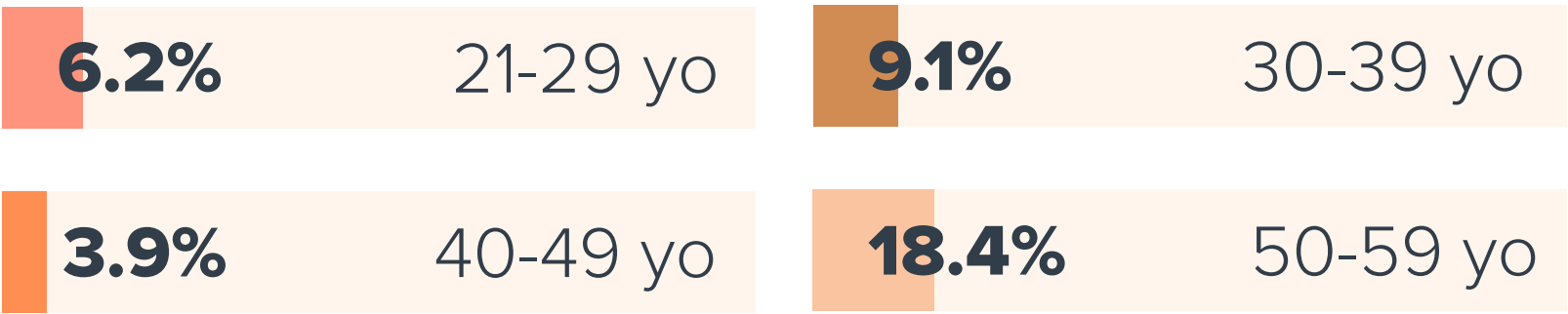
“My colleagues.”



“My direct reports.”



“No one.”



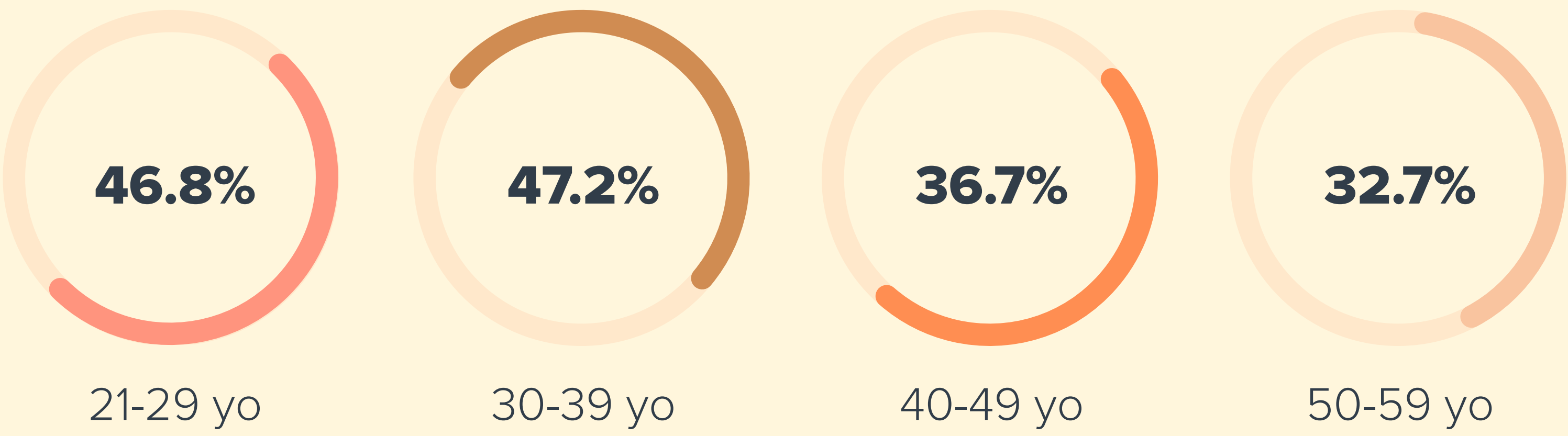
The community

When we seek support for mental health, we have a choice of resources. Our survey found that **younger people** are much more likely to **use the existing services in their company**, while **those above 40** usually **procure their own support** outside of their place of employment.

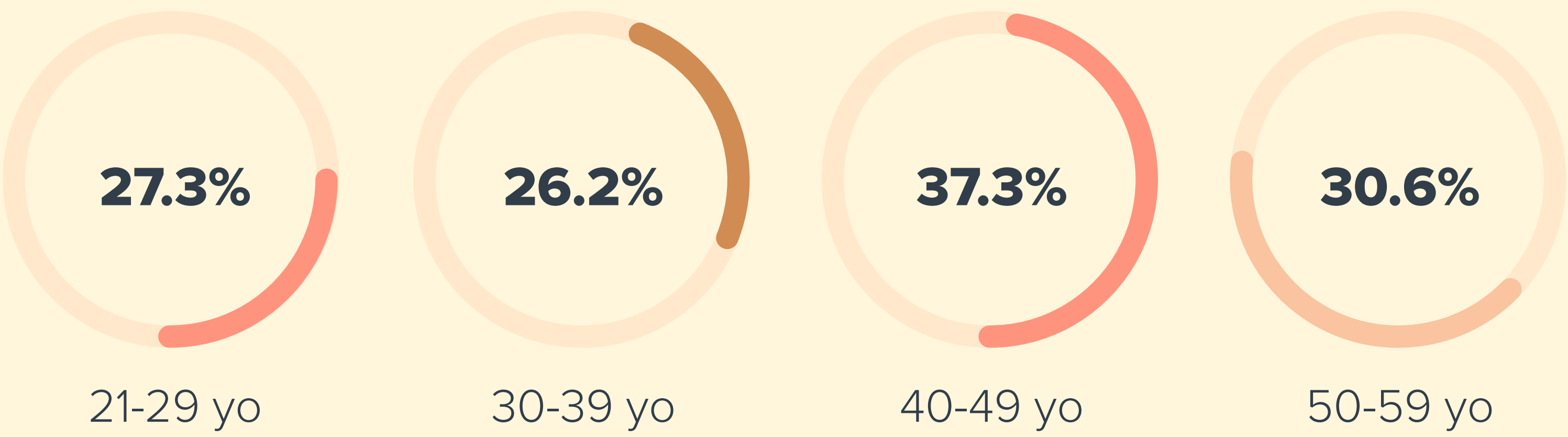
And **those above 50** are **more likely** than their younger counterparts to **not seek out professional help for mental health**.

Have you sought professional help or other types of mental health support recently?

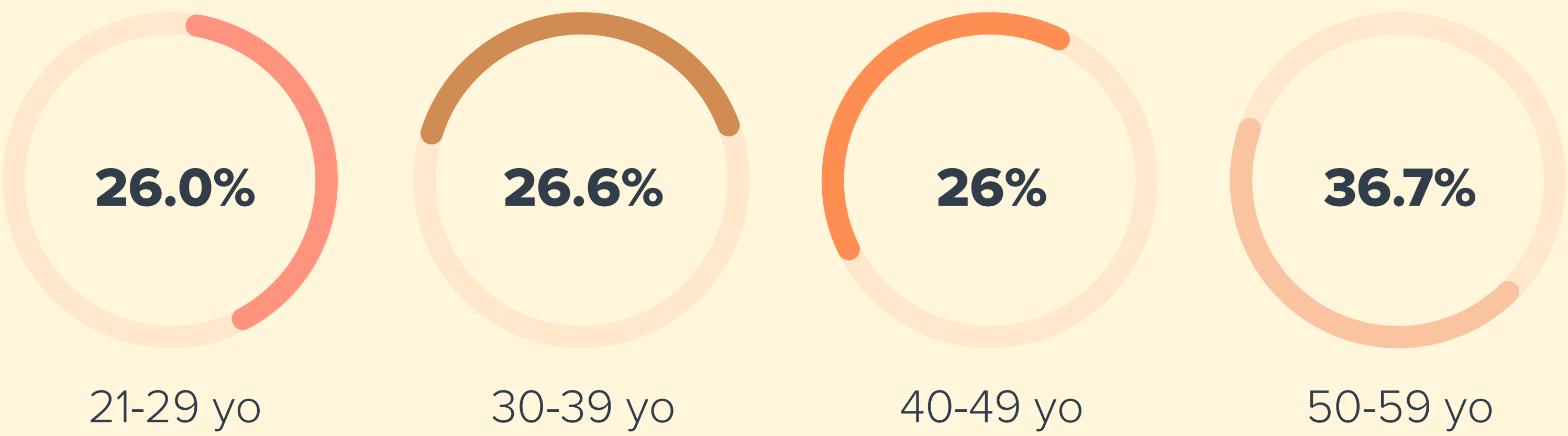
“Yes, I used some of my company’s mental health services.”



“Yes, but I procured it myself.”



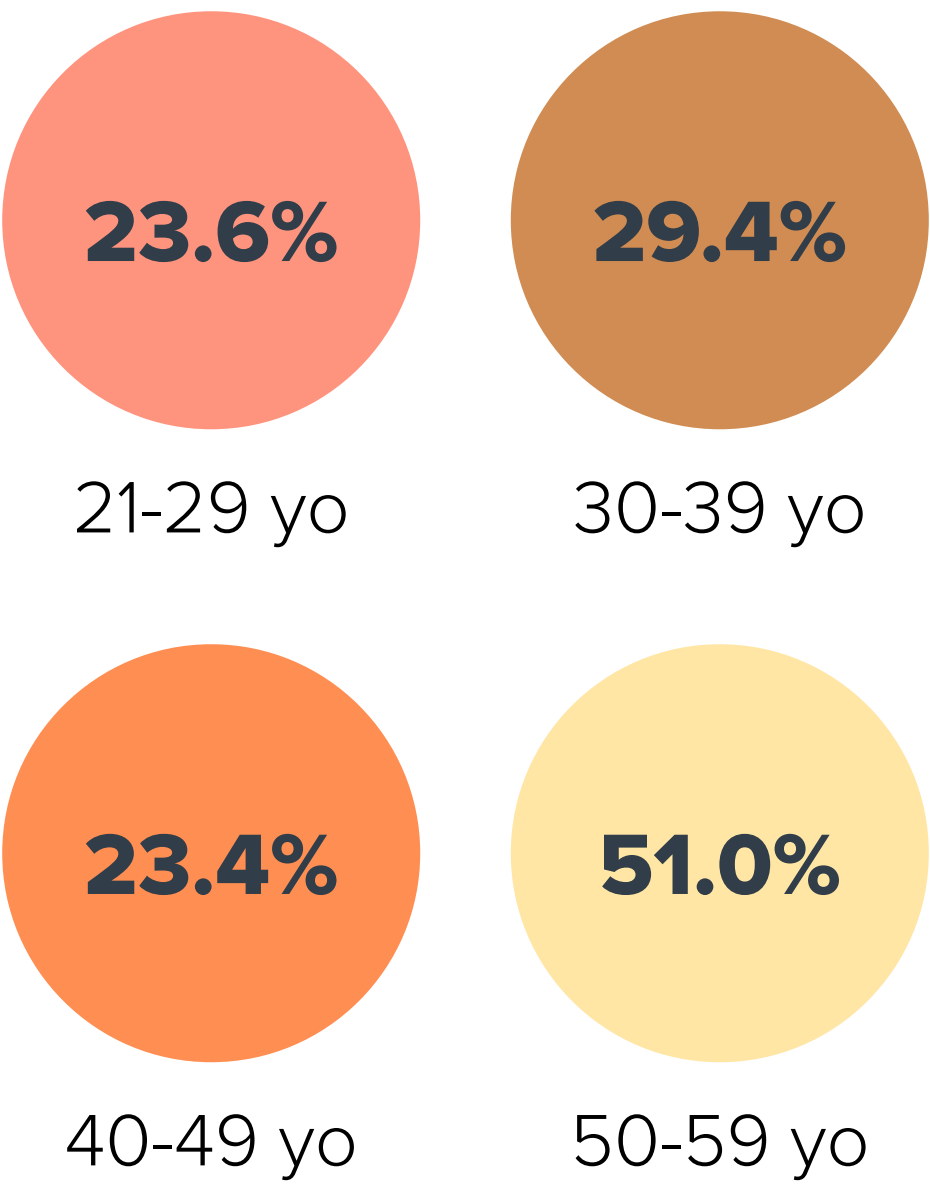
“No.”



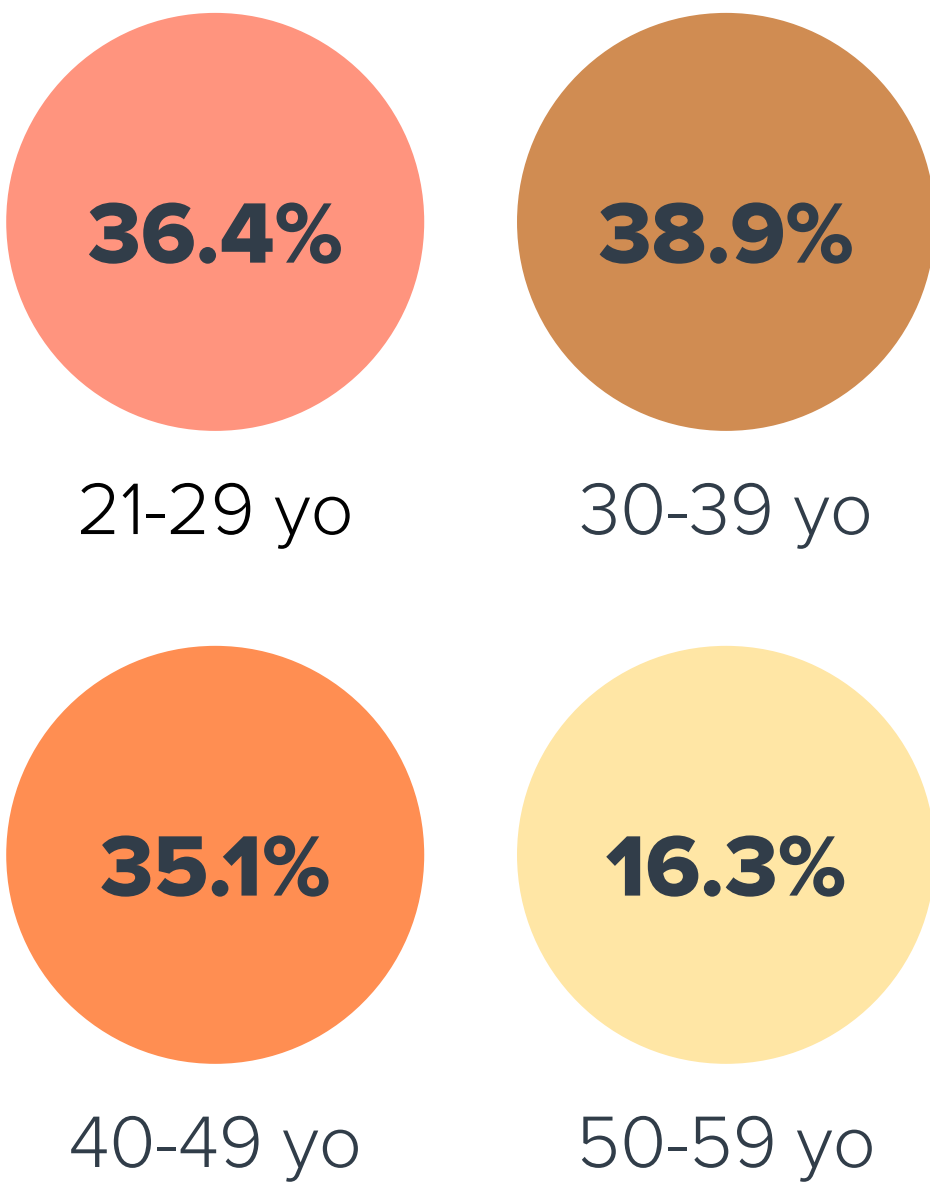
Interestingly, **those above 50** are also far more likely to say that **their company’s existing resources and services are satisfactory** for their needs. **Younger populations**, on the other hand, **say they still need to ask for it.**

Do you find your company’s mental health resources and services to be sufficient for your needs?

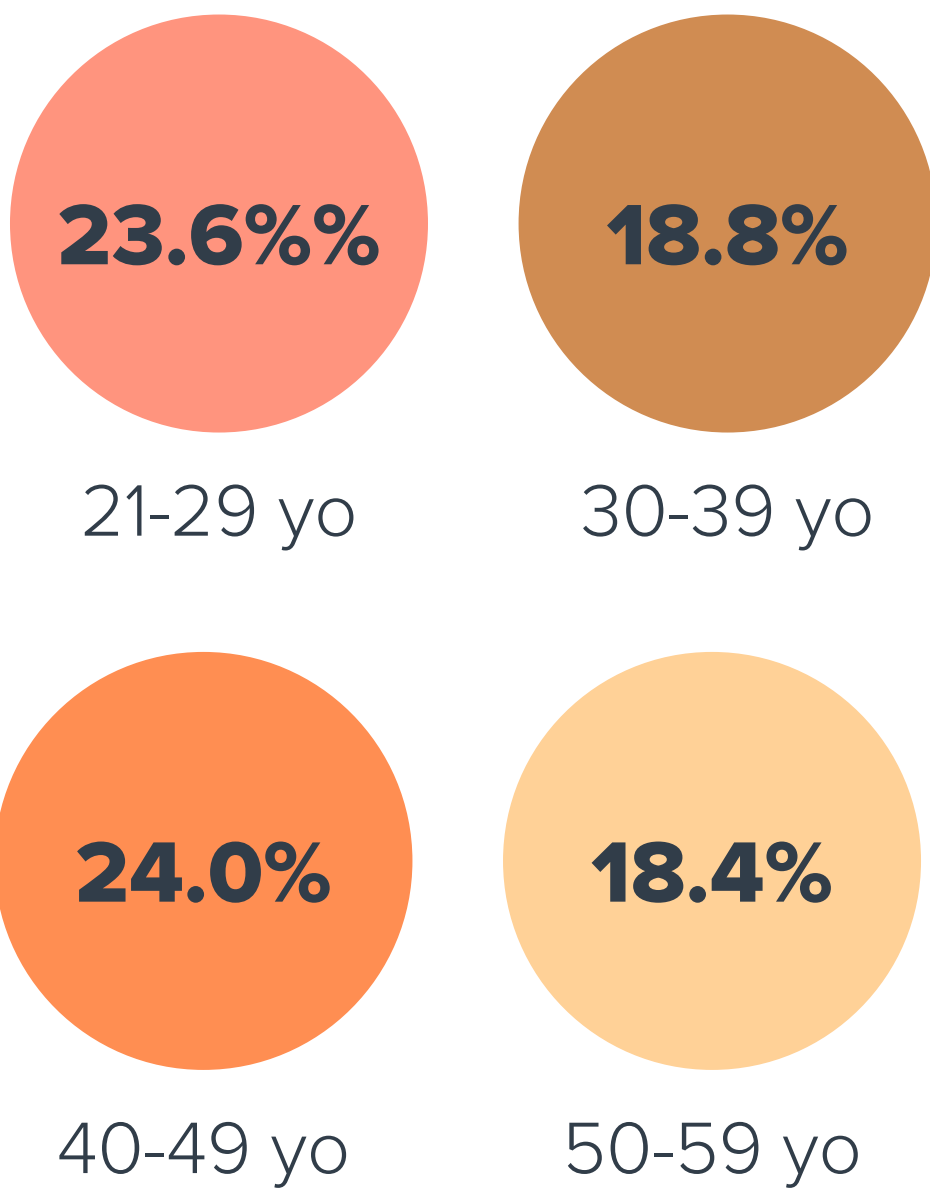
“Yes, 100%.”



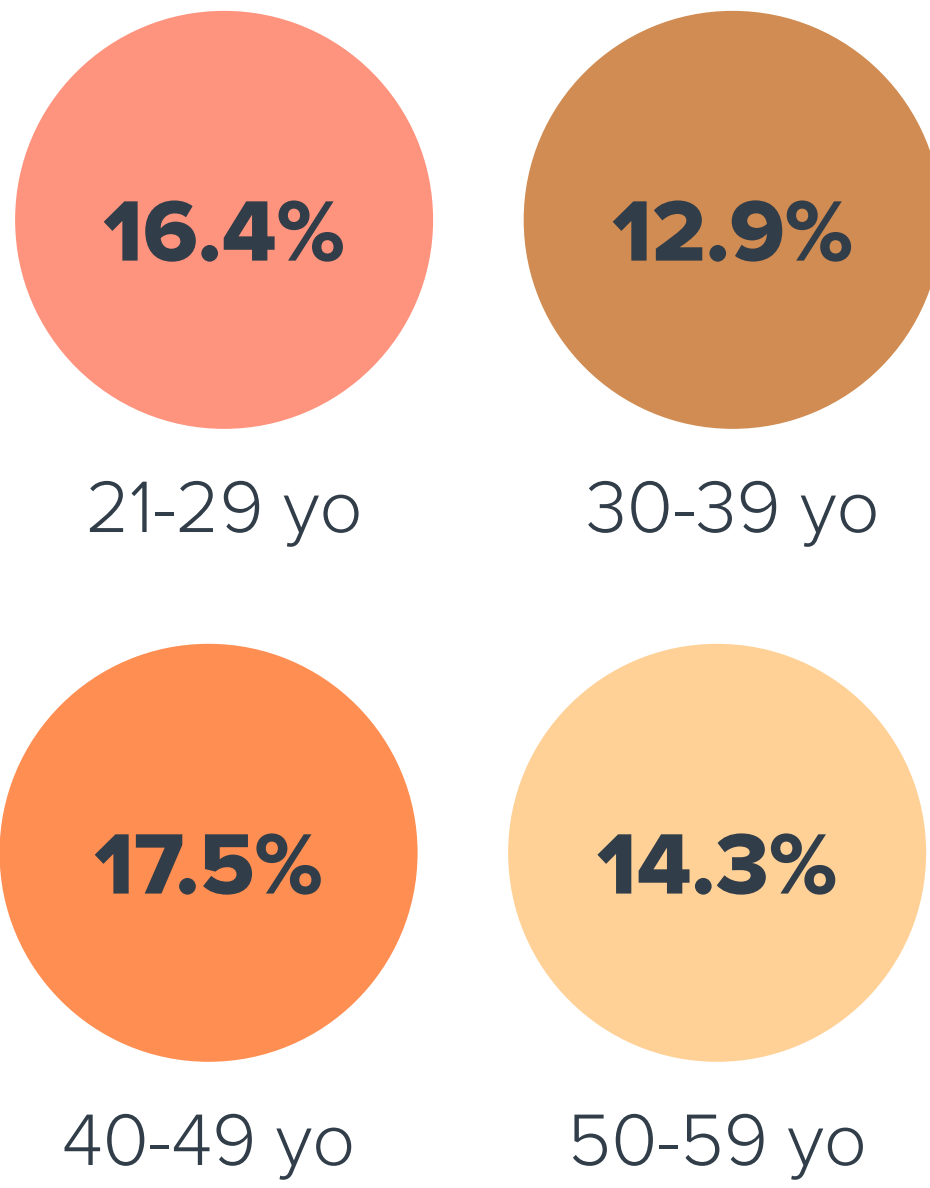
“Somewhat, but I do have to ask for it.”



“No, but I do have my own solutions which work for me.”



“Not at all.”

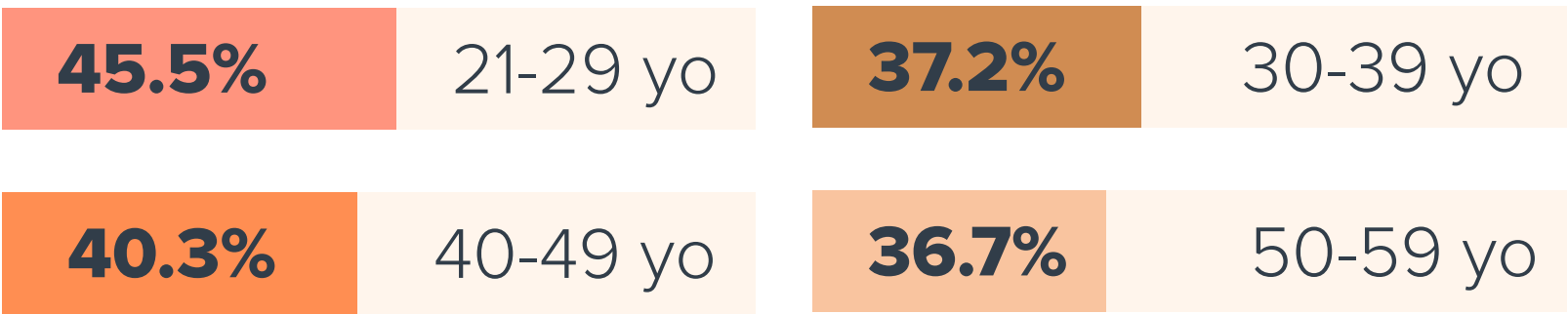


The change

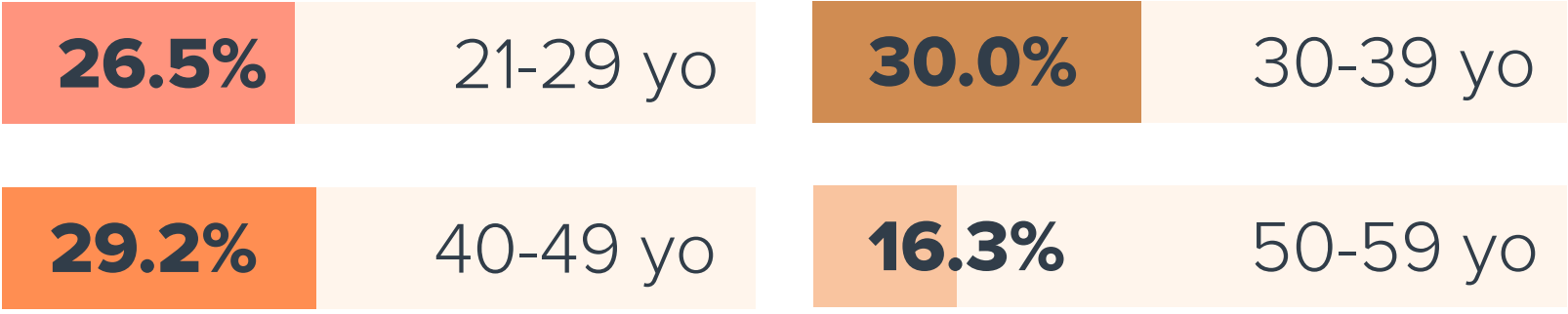
Finally, what does the trend look like in terms of the conversation around mental health at work? The **youngest age group – 21-29** – is **most likely to say it’s getting better**, while **those above 50** are much more likely **to say there’s been no change at all**.

What is the overall trend of mental health conversations in your workplace?

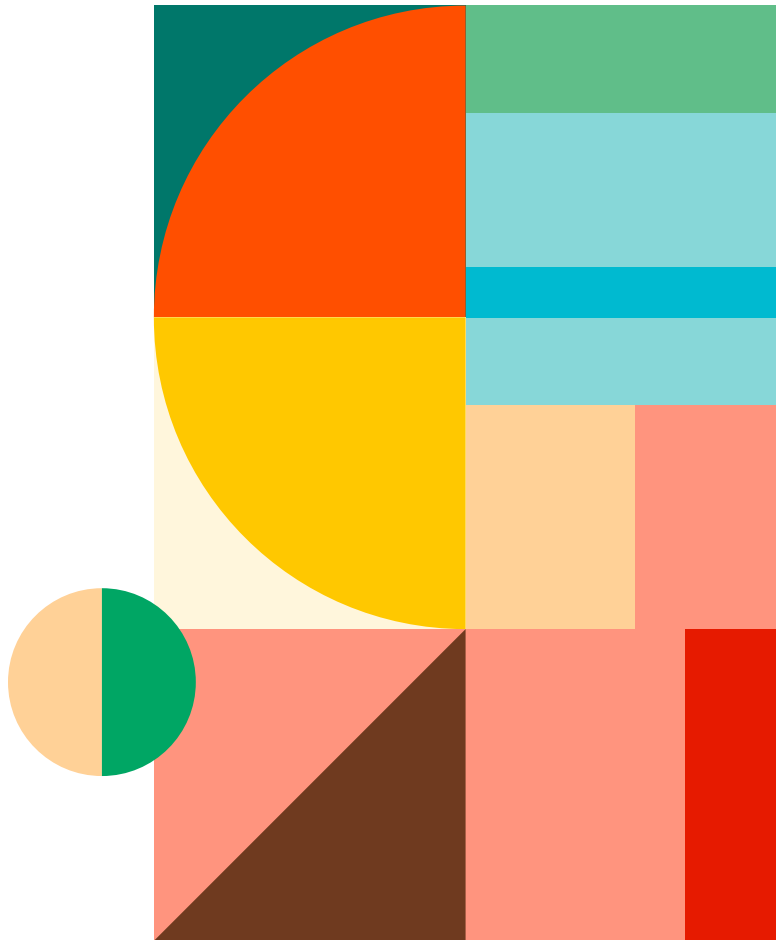
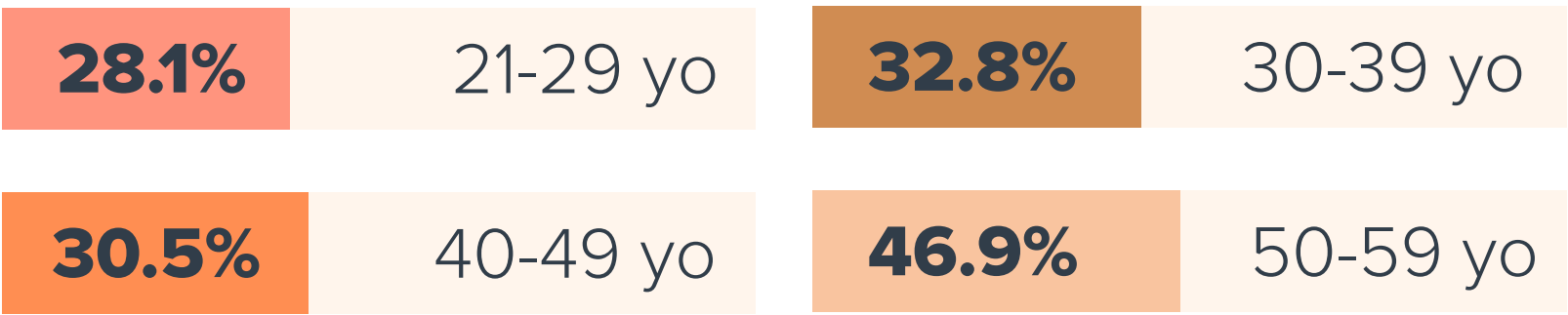
“It’s getting better.”



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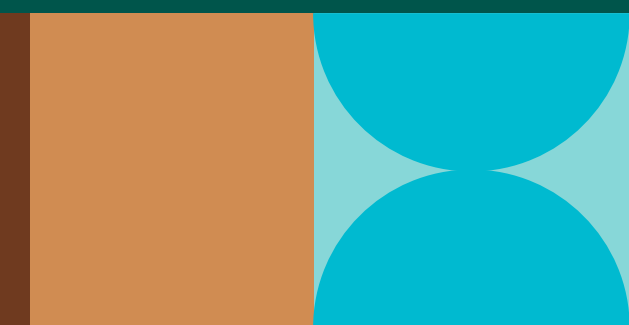
“It hasn’t really changed from before.”



What does all this mean for you as an employer? When building your diversity, equity and inclusion strategy, don't focus solely on race or gender – think about age as well.

Different groups act and respond differently. We live in a richly diverse society, and our response should be richly diverse as well.

Read our [full survey report](#) on mental health in the workplace.



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