

# Mental Health in the Workplace 2024 Fact Sheet

## 77% of Employers Report

**Increase in Workforce  
Mental Health Needs,  
Says Business Group on  
Health's 2024 Health Care  
Strategy Survey.**



Source: [Business Group on Health](#)

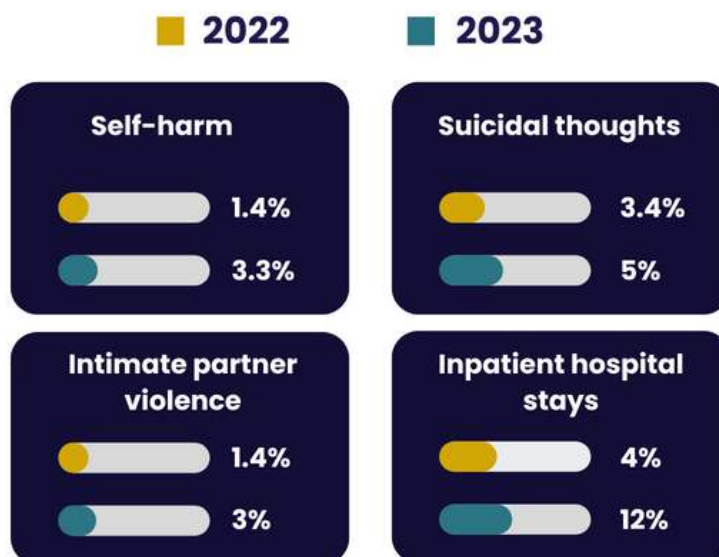
### The Current Status:

Employees are overwhelmed by chronic transition and uncertainty and under-equipped to successfully manage the demands of life and work.

Mental health concerns used to be a private and personal matter and many of us suffered in silent shame. The challenges of recent years have shed light on mental health, and workplaces have recognized they need to support the mental health of employees and cultivate a culture of psychological safety in order to retain their greatest asset. With hybrid and remote working models, the separation between work and home has all but disappeared. Mental health has moved from a private issue to a core component of the success of any business, across industry.

Emotional, social and communication skills are not taught in our primary, secondary or higher education. The result is employees are without the skills to succeed in the current climate. Employees need to be taught how to take care of themselves and others in the midst of chaos.

### Serious mental health issues are on the rise



Source: [Lyra Health](#)



### According to the World Health Organization,

Depression and anxiety cost the global economy **US\$ 1 trillion** each year predominantly from reduced productivity.

Source: [World Health Organization](#)

### The Cost:

The cost of the stress epidemic and related mental health implications to workplaces is dire. Billions of dollars a year are lost to absenteeism, low productivity, errors/accidents/injury, and turnover related to unaddressed behavioral health conditions such as depression, anxiety, substance misuse, addiction, and stress and trauma disorders, death by suicide, clinical burnout and more...

**Click below to find out what unaddressed behavioral health concerns cost your organization:**

- The National Safety Council's [Substance Use Cost Calculator](#) provides information about the cost of substance use to employers based on number of employees, industry, and state.
- One Mind at Work's [Mental Health Cost Calculator](#) determines the financial impact of serious depression on the employers.

### **Per a 2022 Gallup poll,**

Workers with fair or poor mental health were "estimated to have nearly **12 days** of unplanned absences annually compared with **2.5 days** for all other workers." Generalized across the U.S. workforce, that missed work was estimated to cost the economy **\$47.6 billion** annually in lost productivity.

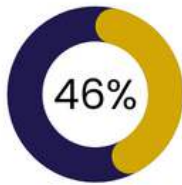


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**Joyce Marter**

## % of employees who said their mental health challenges make it harder to work



Less focused

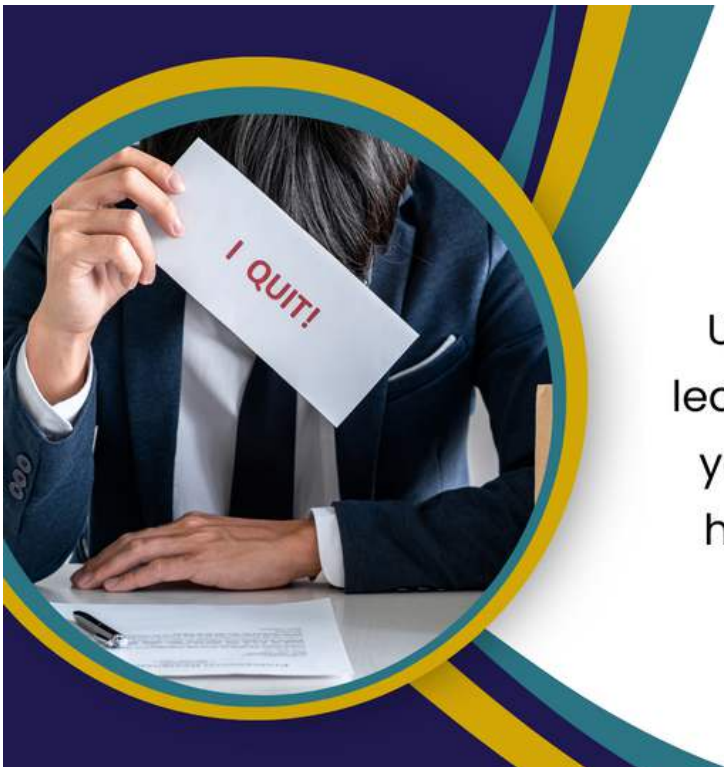


Less engaged



Less productive

Source: [Lyra Health](#)



# 1 in 5

U.S. workers considered leaving their company last year due to their mental health's impact on their ability to work.

Source: [Lyra Health](#)

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**"The answer is not solely providing an occasional lunch-and-learn on Mental Health and an Employee Assistance Program (EAP) benefit.**

**THIS APPROACH IS LIKE APPLYING A BAND-AID ON A HEMORRHAGE."**

## The Catch-22: Employees Aren't Using Their Mental Health Benefits Due to Fear of Losing Their Job



**According to a Gallup survey,**

**The approximate EAP utilization rate across seven global regions is only**

**2-3%**



**According to Mental Health America, over half people with mental health conditions do not seek treatment** due to barriers such as stigma, lack of mental health awareness, time and cost. Even companies that provide rich Employee Assistance Program (EAP) and other wellness benefits to staff struggle with gross underutilization of these resources, with **many people do not access these rich benefits because of concerns about confidentiality and fears of losing their job.**

From my experience, most people delay seeking treatment until they are suffering very significantly, instead of seeking help preventatively or addressing mental health concerns earlier on. Delaying treatment increases the severity of symptoms as well as the need for higher levels of intervention and care and a longer prognosis.

## What's Coming--The Tsunami of AI on Employee Mental Health:

With the explosion of technology in the AI age, your employees will be facing new technology, processes, and organizational changes on top of what they are already having difficulty managing.

### Feelings that may come up for employees about AI:

- Fear of losing their job
- Fear of more
- Feelings of inadequacy
- Frustration
- Irritability
- Defensiveness
- Overwhelm with uncertainty and change
- Resistance to change
- Stress
- Depression
- Anxiety
- Worsened mental health or substance misuse
- Conflict between leadership and staff



### According to a recent survey by the American Psychological Association,

Almost **two-in-five** workers worry that AI might make their job obsolete. Also, these respondents were significantly more likely to report that their work has a negative impact on their mental health.



Source: [APA](#)

## The Solution to the Mental Health Crisis: Ongoing & Robust Mental Health in the Workplace Programming

**81%**

of employee benefits leaders believe it is an employer's responsibility to prevent work-related mental health problems from developing among employees.\*\*

**81%**

of people say they will be looking at employers that support mental health when seeking future job opportunities.\*\*\*\*



Source: [WHO](#)

Workplaces have enormous power to address the mental health crisis. Sophisticated and sustainable organizations recognize that investing in employee mental health not only saves their greatest asset, but gives their staff the skills to move along the mental health continuum from being in crisis, struggling or surviving (which most people are today) to thriving and excelling.



Source: [Delphis](#)

The fact is, therapy is not just for individuals, couples and families, it can also take place at work in the form of therapeutic keynote addresses with mindfulness experiences and other practical tools, corporate training with didactic skills building, consulting and coaching to improve communication and conflict resolution, and executive leadership retreat experiences to cultivate emotional intelligence and conscious leadership.

There is a new need for group healing and shared recovery and language and lens to heal, recover, thrive and prosper together collaboratively.



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## How Joyce Marter Can Help:

It is Joyce Marter's passion and purpose to remove the shame and stigma from mental health struggles, and provide simple tools to help individuals and workplaces heal, recover, thrive and prosper.

With **more than two decades of experience** as a licensed psychotherapist providing mental health in the workplace programming and collaborating with HR, leadership, and EAP; , she has been bridging this serious gap in the system as the go-to expert in promoting employee mental health. Joyce is renowned in this space and is known as "America's Workplace Therapist".

As the **founder and CEO** of a national mental health company of over 100 employees, Joyce has a unique perspective as both a psychotherapist and a business leader. She has walked through the fire of employee crises and business financial stress. She understands the challenges experienced by both employees and leadership.

Global companies, large corporations, and large associations have entrusted Joyce with their employees and members. She has provided consulting and training for hundreds of organizations over the past **25 years**.

## The Results:

- 65% of attendees of my speaking engagements say that they plan to immediately seek mental health treatment for themselves, increasing the utilization of the EAP and other existing mental wellness benefits.
- 70% of attendees of my speaking engagements say they plan to immediately recommend counseling services to a loved one.
- For one company alone who hired me after two employees suicides, had three employees come forward to HR saying they were actively in crisis and needed help getting higher levels care.
- Extreme gratitude and appreciation expressed by staff to leadership for recognizing the importance of mental health and providing relatable and usable information.
- Increased productivity, morale & overall well-being.
- Compassionate culture of inclusion, psychological safety, collaboration & belonging.
- Greater self-awareness, mindfulness, emotional intelligence & positive mindset.
- Improved employee/member retention & attraction.



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## The Offer: Joyce Marter's Exclusive Mental Health in the Workplace Consultation & Programming:

For companies interested in properly addressing the mental health crisis in their organization and providing their talent with premier, ongoing and comprehensive mental health in the workplace programming, Joyce Marter is available to provide the following:

- Workplace culture and wellbeing assessment and consultation with specific recommendations and resources
- In-person keynotes at annual conferences, meetings, and events
- Webinars for leadership or all staff throughout the year
- Participation in executive or leadership retreats
- Coaching sessions for leadership
- Consultation on employee matters as needed
- Copies of my book for all leadership or staff
- Complimentary login for my digital courses for all leadership or staff
- Additional presentations (in-person or virtual) by **Joyce Marter Enterprises, Inc.** speaker, **Jason Marotkze, M.Ed.**, who is an expert in DEI (neurodivergence, intersectionality, having conversations about race and culture at work, LGBTQIA+ inclusiveness, etc.)

Pricing of the retainer fee for a year of robust mental health in the workplace programming is based on the size of your organization and the scope of services desired.

# Thank You!

## Reach out today

**For a complimentary consultation  
to see how Joyce Marter can help  
your organization move from  
surviving to thriving!**

