



STATE OF WELLNESS AT THE WORKPLACE

SAUDI ARABIA

2022

Annual Survey-Based
Report By **Tuhoon**

In partnership with:



About



Tuhoon is the Arab world's first tech-enabled, multi-modal ecosystem of mental wellness products and services. We target end-users and employers alike in striving to achieve our vision of making the Arab world a happier and healthier place.

Launched in March 2022, the Tuhoon App is available on [Google Play](#) and the [Apple App Store](#).

Tuhoon offers a bespoke ecosystem of wellbeing solutions for happier and more productive workplaces. Our services and products include Khaleeji well-being content, workshops, counseling and coaching, as well as measurement tools and dashboards that empower HR and wellbeing teams to gain actionable data.

Enquire about our services: partnerships@tuhoon.com

In partnership with

المركز الوطني لتعزيز الصحة النفسية
National Center for Mental Health Promotion



The National Center for Mental Health was established by the Honorable Council of Ministers Decision No. 685 dated 1440/27/11, to create national programs that contribute to promoting mental health, creating a better life for community members, promoting positive participation, and supporting groups that are most vulnerable to mental disorders.



palm.hr is the go-to HR software for growing businesses in the Middle East. Launched back in 2019 in Riyadh, palm.hr is specifically designed to meet the needs of small & medium-sized businesses and become the digital heartbeat of the organization. With features such as employee records management, automated payroll processing and labor law compliance, palm.hr makes it easy to streamline HR tasks, ensure compliance and improve efficiency. The user friendly interface and cloud-based platform allows everybody in the organization to quickly access important information on the go.

Report Preface

This research study focuses on assessing the state of employees' mental health in the workplace in Saudi Arabia. The report taps into different subtopics in light of analyzing the mental health care provided by companies, openness around mental health in the workplace, employers' assessment of the efficacy of their mental health benefits, and assessing the work environment culture. The findings in this report are based on data collected from 4,050 respondents from both the private and public sectors. Two surveys were administered, an employee survey and an HR personnel survey.

The surveys were conducted in the Arabic language.

Research Partners

The research is conducted by Intella, a technology-driven market research firm.

intella

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The report would not have been a success without the countless hours of hard work by numerous persons from Tuhoon, Intella, The National Center for Mental Health, and palmHR, some of whom are named here.

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Introduction

Mental health disorders are among the leading causes of disability worldwide, with [depression topping that list](#), ahead of all forms of physical disability. The World Health Organization (WHO) estimates that a quarter of the world's population struggle with some form of debilitating mental health disorder at some point in their lives. Mental ill-health impacts all aspects of an individual's life, not least of which include their productivity at work. Several factors like gender, age, and other socioeconomic factors can further impact the severity of these challenges.

The WHO also reports that more than half of the world's adults are employed. Most of their productive hours are spent in the workplace, and therefore, the state of an individual's wellbeing has a substantial impact on an organization's success. For an organization, the consequences of a workforce with mental ill-health include reduced productivity, absenteeism, and/or resignations. The reduced productivity caused by depression and anxiety cost an estimated [US \\$1 trillion](#) to the global economy annually.

Statistics and data on the state of wellness in the workplace in Saudi Arabia as well as the types of programs and benefits employers offer their workforce are scarce and sporadic. While more effort and resources have been allocated towards increasing measurement and data in the Kingdom, the Arab world in general continues to lag in that regard.

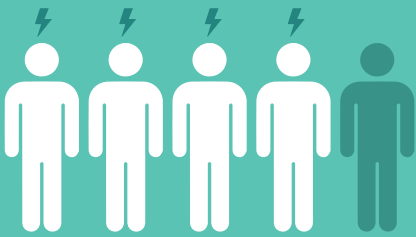
A seminal 2019 study in Saudi Arabia titled "[Saudi National Mental Health Survey](#)", the first of its kind in the Kingdom, found that 34% of Saudi citizens meet the criteria for a mental health condition at some point in their life. According to the same report, white-collar employees are more likely to report mental health challenges than their blue-collar counterparts. According to the [Arab Barometer](#), 56% of residents across the broader Arab World said that quality mental health care is difficult to access.

The objective of this report is to establish a better understanding of where challenges arise in the private and public sector in the Kingdom in relation to mental health, and therefore help allocate private and public resources more effectively towards solving those challenges.

Data is a crucial element that is at the core of policy making in the private and public sector alike. Tuhoon and the research partners involved in this report believe it is of paramount importance to carry out annual research on the state of mental wellness in the workplace in the Kingdom.

This data is essential in order to create a more transparent and competitive environment that focuses on employee wellbeing. Establishing a baseline is critical as it will help track progress and increase transparency and awareness around the need to prioritize mental wellness in the workplace. This study is not an endpoint, but a beginning. It provides a blueprint for organizations to meaningfully contribute to a healthier and more productive workplace where employers and employees may thrive together.

Key Findings



4 in 5

employees experienced at least one mental health challenge during the past 12 months

Most common symptoms:



Burnout



Anxiety



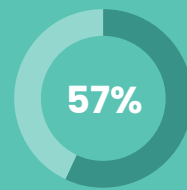
Stress



Only **19%** of employees with a diagnosed mental health disorder seek professional help



of employees do **not feel sufficiently rewarded** by their employers for their work



of employees believe **work-related stress** affects their mental health



of employees experienced at least one form of **bullying** in the workplace



Organizations

78%

do not measure their employee's state of mental wellbeing

82%

do not have a dedicated budget for mental health services

52%

do not provide mental health coverage to their employees

Expectations from the organization:

- Mental health coverage is most important for women
- Better communication for reducing stigma is most important for men
- Most expected benefits from employees are gym memberships and flexible work options

Note: While conducting this survey, participants were asked about "fatigue" as a proxy to measure "burnout" in the questions addressed to them to avoid ambiguity since "burnout" is not a very common phrase in the Arabic language.

Executive Summary

Mental health challenges are common but, women may require added attention

The survey asked employees to rate the state of their mental wellbeing over the past 12 months.

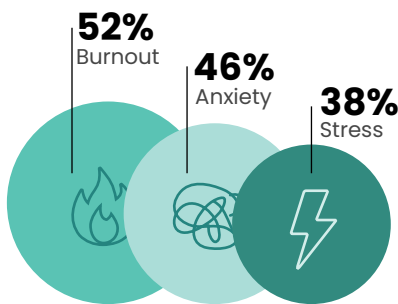
24%

of all respondents rated their mental health as **below average**



Women are **50% more likely** to report having poor mental health

The most common challenges were:



Overall, 81% of all respondents experienced some form of mental health challenge.

Seeking therapy is rare

Even though many employees in our study reported that their overall mental health was below average, only 19% have sought professional help.

The good news is that employees demonstrated an openness to assess and disclose the state of their own mental health, hence empowering them with the right tools and resources is likely to result in acceptance and a positive outcome.

Mental health coverage and programs are limited and ineffective

In our study, we asked 50 human resource (HR) professionals what types of coverage and programs their organizations offer their employees.

59%

No mental health coverage

82%

No Employee Assistance Program (EAP)

45%

of HR teams from the public sector reported that their employees' insurance policies cover mental health services, compared to 36% in the private sector

82%

of organizations do not have any dedicated budget for employee mental health

While more than half of employees believe that the mental health benefits provided by their organization are easily accessible, most doubted the effectiveness of these programs. HR staff are aware of the ineffectiveness of their programs it seems, with only 20% rating their benefits as “very effective”.

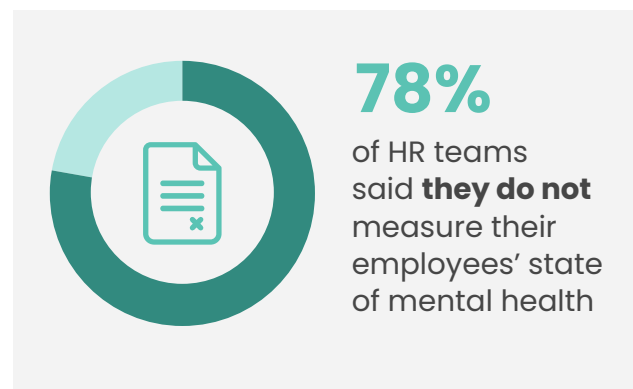


The public sector can offer more impactful mental health support to their employees

Overall, only 32% of employees believe that their organization’s support for mental health improved over the past year.

Lack of mental health monitoring is a big problem

The mental wellbeing of employees is critical for the cultural and economic prosperity of an organization. However, our study found that the majority of organizations fail to conduct a mental health-related survey to monitor the mental health status of their employees.

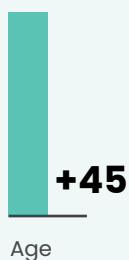


Employees are not comfortable talking about their mental health, especially women and older employees

In order to deal with mental health challenges, it is critical that employees are ready to openly talk about their mental health in the workplace. But our study showed that only 37% of employees are comfortable bringing up this issue with their colleagues, managers, or HR teams. These groups were less likely to feel comfortable talking about their mental health challenges:



Women, 31% less likely than men to talk about their mental health



Employees older than 45 are 37% less likely than younger employees to talk about their mental health

Organizations believe they are prioritizing mental health, but employees disagree

Despite **53%** of HR teams claiming that the mental health of their employees is a top priority for their organizations and **68%** claiming that they take into account the mental health of their employees when designing new HR policies,

the majority of employees do not feel this prioritization. This discrepancy could have its roots in ineffective communication about policies, resources, and programs and an overall lack of practical support for the mental health of employees.

The workplace is considered a major stressor for employees

Fifty-seven percent of employees surveyed believe that workplace stress affects their mental health. Women are **12%** more likely to be stressed by the workplace than men. This finding highlights the importance for employers to prioritize stress reduction policies and programs.

Culture of gratitude and encouragement

This study found that **60%** of employees consider their managers to have encouraging attitudes while **34%** of them feel they are not properly rewarded for their efforts and commitment. Improvement is needed to reach a point where all employees feel recognized and valued for their work and contributions to their organization but:

The public sector needs more improvement in the culture of encouragement compared to the private sector



Bullying and harassment are not rare enough

Thirty-six percent of employees have experienced at least one form of bullying in the workplace, with **27%** having experienced physical or verbal harassment.



Men were **28% more likely** to be bullied



Older employees more likely to experience **social bullying**



Verbal bullying was the most common type of bullying



Younger employees (especially women) are more likely to experience **body shaming**

While verbal bullying is typically more direct such as insults, teasing, or discriminatory remarks, social bullying can be carried out behind one's back, such as gossiping and is often aimed to harm someone's social reputation.



Top expectation of employees: Access to gym membership and flexible work options

According to both employees and HR teams who participated in this study, the most common benefits offered are healthcare plans and flexible work. While these two benefits are highly rated by employees, they are surpassed by the demand for gym membership, which was desired by 70% of those surveyed.



Access to gym



Flexible work options

Full Report

I. The prevalence of mental health challenges at work

To get a high-level understanding of the mental health of employees, we asked respondents, "Overall, how would you rate your mental health over the past 12 months?" using a scale from 0 (Poor) to 4 (Excellent).

The percentage of those who rated their mental health condition as "below average" was 24%.



53% of women are more likely to rate their mental health as "below average" compared to men

In order to better understand the nature of the mental health challenges employees face, we asked respondents about the types of symptoms they are experiencing. The reported symptoms were as follows:

Burnout 52%

Anxiety 46%

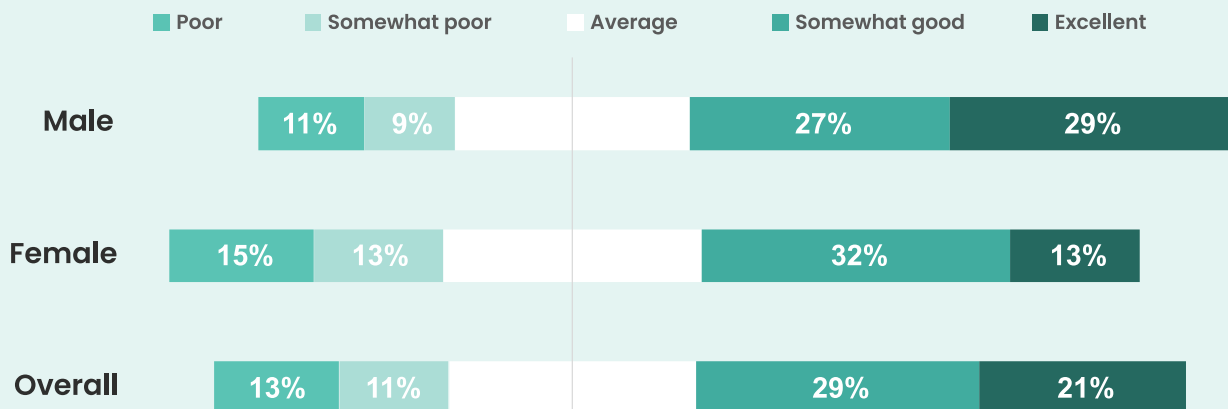
Stress 38%

Depression 28%

Relationship challenges 24%

Loneliness 19%

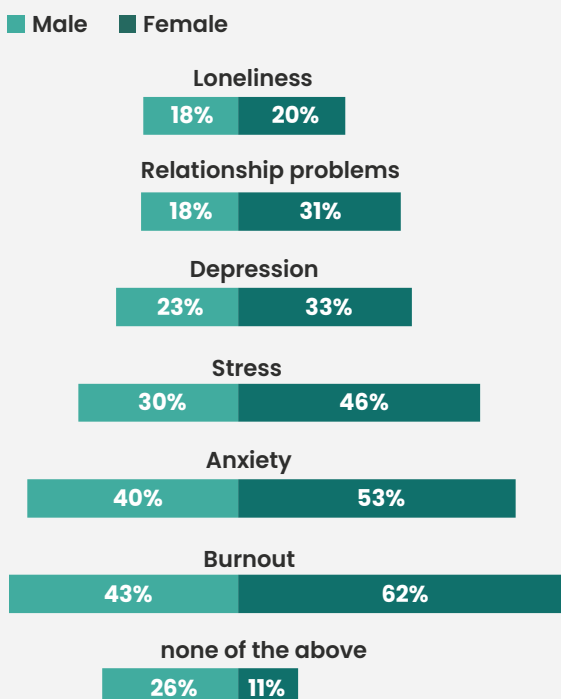
Figure 1: **Rate your mental health over the past 12 months**



Burnout had a significantly higher prevalence among women (62%) than men (43%). Anxiety (53% vs 40%), stress (46% vs 30%), and depression (33% vs 23%) were also more common among women than men, respectively.

- **Women in the workplace are 44% and 32% more likely than men to suffer from burnout and anxiety, respectively.**
- **Overall, women are 62% more likely than men to experience some type of mental health symptom.**
- **81% of all respondents experienced some form of mental health issue.**

Figure 2: **Which Mental health symptoms have you experienced**



Although a high percentage of the respondents have experienced some type of mental health challenge, 78% of them have never consulted a mental health professional. Meanwhile, 84% of the respondents who had visited a mental health professional paid for the sessions out of their own pocket.

- **Women are twice as likely as men to pay for treatment out of their own pocket.**
- **Private sector employees are 60% more likely than employees in the public sector to pay for the session out of their own pocket.**

Figure 3: **Who covers the financial cost of mental health therapy?**

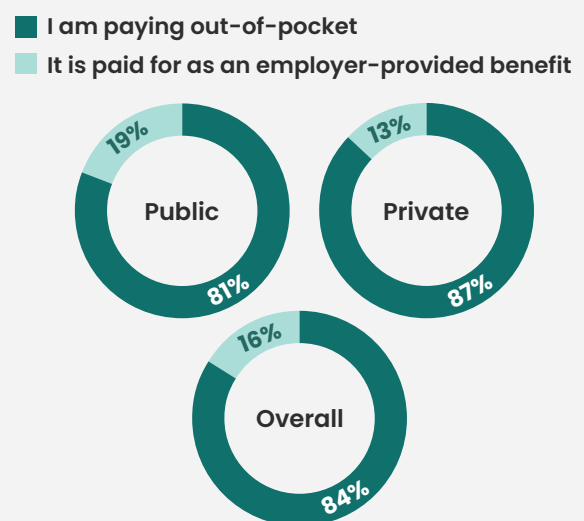
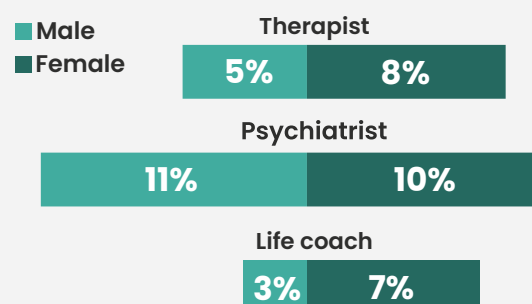


Figure 4: **With which professional do you get therapy?**



We rated the mental health states of the respondents from 0 (poor) to 11 (excellent), and on average, women (5.92 ± 2.5) were more vulnerable to mental health issues in the workplace than men (6.03 ± 2.5).

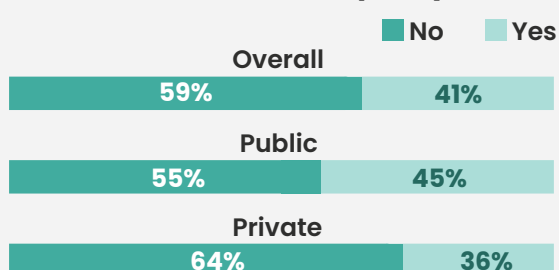
This score was calculated by grouping the set of questions relating to respondents' state of mental wellness in the workplace. They were then grouped together to calculate a score from 0-11. A higher score means a better overall state of mental wellbeing in the workplace.

II. Mental health care provided by organizations

It is important to highlight the role the workplace plays in the mental health and wellbeing of employees. In our study, we asked the HR teams of 50 organizations how their organizations address the mental health challenges of their employees. Fifty-nine percent of all the HR teams said that their organization's insurance policy does not provide mental health coverage. Eighty-two percent of them also pointed out that their company is not subscribed to any Employee Assistance Program (EAP) scheme.

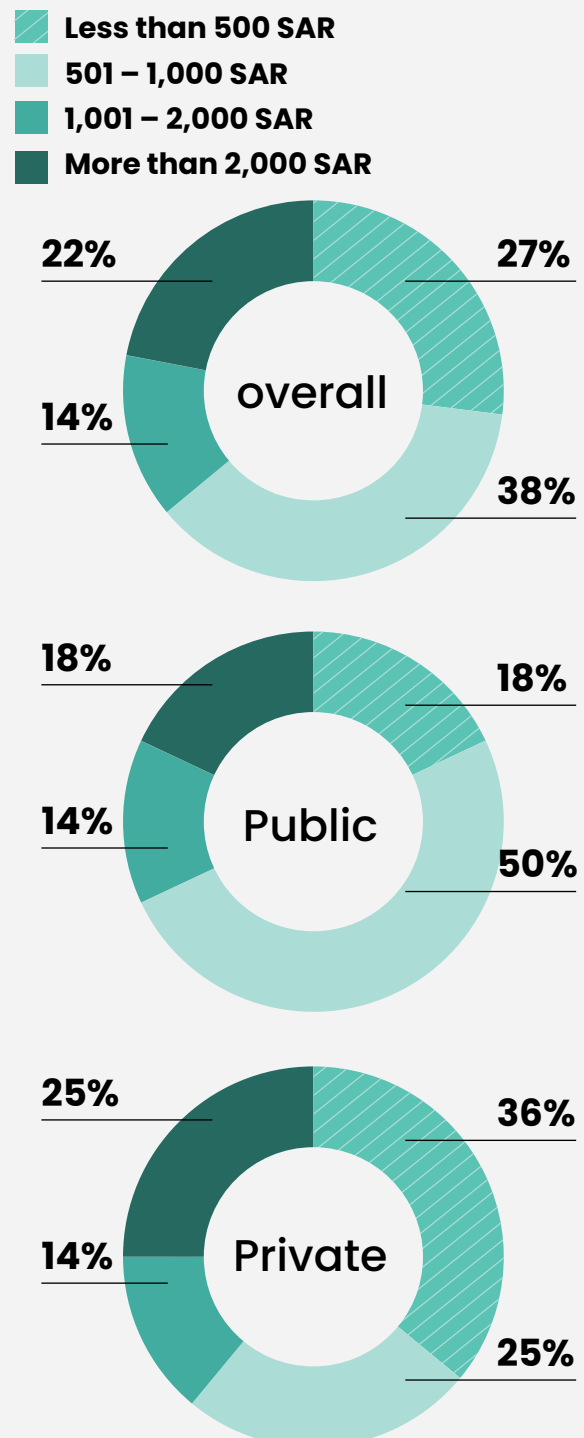
45% of HR teams from the public sector reported that their employees' insurance policies cover mental health services, compared to 36% in the private sector.

Figure 5: **Does your organization provide mental health insurance policy?**



Eighty-two percent of the HR teams reported that their companies do not have a dedicated budget for employees' mental wellness. Furthermore, only 35% of the companies surveyed seem to be willing to spend more than 1,000 SAR per employee annually.

Figure 6: **Dedicated budget for employees' mental wellness**



According to HR teams, the organizations that do offer wellness programs have the following goals in mind:



55%
Improve
employee
engagement



33%
Reduce stress
level



22%
Improve
employee
health



11%
Improve
teamwork



22%
Reduce health
care costs



22%
Improve
morale

III. Organizations' self-perception

The first step to solve any problem is to acknowledge that a problem exists. In order to address mental health challenges related to the workplace, we need to know how the companies perceive their own attitude on this topic.

In this study, we asked HR teams to assess their attitude and openness to the mental wellness of their employees.

The survey revealed **56%** of HR teams recognize that their respective companies are not supportive of their employee's mental health and wellbeing. Meanwhile, 32% of HR teams in the public sector said that their respective companies are "very supportive" of the mental health of employees compared to 21% in the private sector companies. In addition, 53% of all HR teams reported that their employee's mental health is their top priority. This belief was stronger among public sector employers than the private sector (**59% vs. 47%**).

Sixty-eight percent of HR teams believe they keep employee mental health in mind when designing human resource policies. Meanwhile, 31% of the employers surveyed believe that it is easy for their employees to access mental health care using the benefits provided by their companies, while **35%** believed that it is not easy to access.

Finally, we asked HR teams, "How effective do you think your current benefits are in addressing your employees' mental health needs?" In response, 38% of HR teams said that their current benefits are effective, while 36% believed that their benefits are not effective.

IV. Employee mental health monitoring by the organization

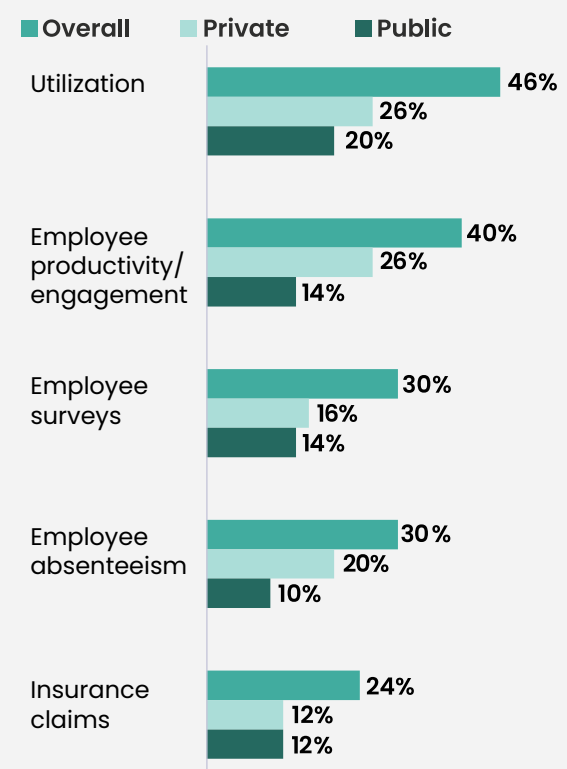
22%

of the companies conduct surveys to assess employee mental health, which are usually designed by the human resources department

The private sector is slightly more active in this field than the public sector (**25% vs. 18%**)

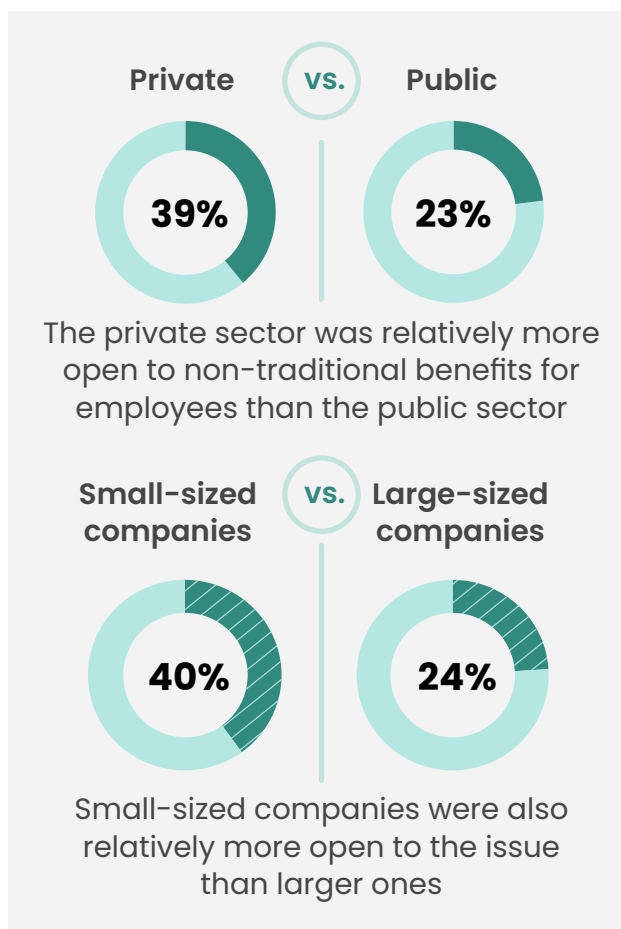
In order to evaluate the impact of mental health benefits, organizations typically use employee's utilization of these benefits as a metric (**46%**), with employee's productivity, absenteeism, surveys, and insurance claims also considered as evaluation measures.

Figure 7: How the impact of mental health benefits are measured



V. Employer's perceived challenges for mental health support

Thirty percent of the HR teams surveyed said that it is difficult for their company to provide mental health and wellness care benefits, while 31% said it is not a challenging issue. Thirty-eight percent had an in-between opinion. The following trends were also observed:



VI. Employer's perspective on mental health care provided by organizations

Employers were also asked about the mental health benefits their companies provide.

We found that more than half of the employers did not provide any benefit or program for their employees. However, the top two programs were a general healthcare plan and flexible work.



By comparing what organizations offer with employee expectations, this study found that there is a substantial gap between expectation and practice. The benefits that are offered by the organizations are not in line with the priorities of their employees. For example, employees reported that gym memberships and flexible work as their most desired benefits, while employers seem to prioritize healthcare plans.

Figure 8: **What are the expected employee benefits from organizations**



We also asked employees how easy it is for them to access the benefits and programs provided by their companies and found that 52% believed their benefits are easily accessible, while 16% found it difficult to access.

Women were 33% more likely than men to hold a negative opinion on the accessibility of their company benefits

A large portion of employees had a neutral opinion on whether the resources offered by their employer would benefit their mental health (46%), while 37% were extremely confident it would.

In addition, we asked HR teams whether they had taken steps to improve mental health support in the past year. Only 32% agreed that there have been some improvements in this field, while 27% disagreed with the notion and 41% had a neutral opinion.

Public sector employees were 12% more likely than private sector employees to agree that the steps taken by the company have actually improved (33% vs. 30%)

VII. Openness around mental health in the workplace

We also investigated individual attitudes and openness toward the topic of mental health. We asked employees how comfortable they felt talking about their mental health with fellow colleagues or managers in the organization and 37% said they are comfortable talking about it, while 33% are not.

It is important to note the differences among age groups and genders:



31%

of women are less likely than men to feel comfortable talking about their mental health in the workplace



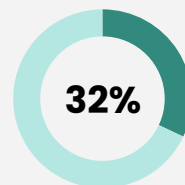
Employees older than 45

are 37% less likely to feel comfortable talking about their mental health than younger employees aged between 21 and 27 years old.

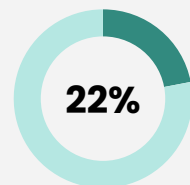
We also asked employees whether they believe that their senior leaders in the organization prioritize mental health at work. Thirty-two percent of the respondents agreed, while 38% disagreed with this notion.

Employees in the age group 28–35 had the most negative opinion about this issue. They were 35% more likely to disagree than other age groups.

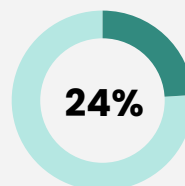
Overall, more than half of the respondents said that they believe their organization is not supportive of their mental health. Only 30% said their organization supports their mental health. Age group differences are interesting to observe, since employees between the ages of 28 and 45 years have the most negative opinion on the support of their company, while younger employees are more optimistic about this support:



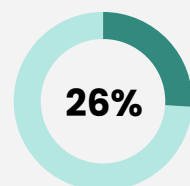
21–27



28–35



36–45



45+

believe their organization is not supportive of their mental health.

VIII. Organizational culture

Mental health support for individual employees is just one part of the broader organizational ecosystem of support. Organizational culture plays an even more critical role in sustainably maintaining a mentally healthy workplace. [Previous research](#) has already shown that culture-based approaches to mental health support have a much better impact on the economic prosperity of an organization than treatment-based approaches.

Mental health challenges are very common, but they are usually considered to be the result of biological or personality factors at the individual level. These factors, however, do not provide a complete picture of all contributors to mental ill-health. [Numerous studies](#) have already [shown](#) that our environments, especially the workplace, have a direct impact on our mental health. Hence, in our study, we explored the opinion of employees on the culture of their workplace.

Encouragement by managers

Sixty percent of study respondents agreed that their managers encourage them to give their best at work. While this is the majority of employees, a lot of improvement is needed in order to reach a point where all employees feel supported.

Private sector employees are 20% more likely to feel this encouragement from their managers than public sector employees (63% vs. 57%)

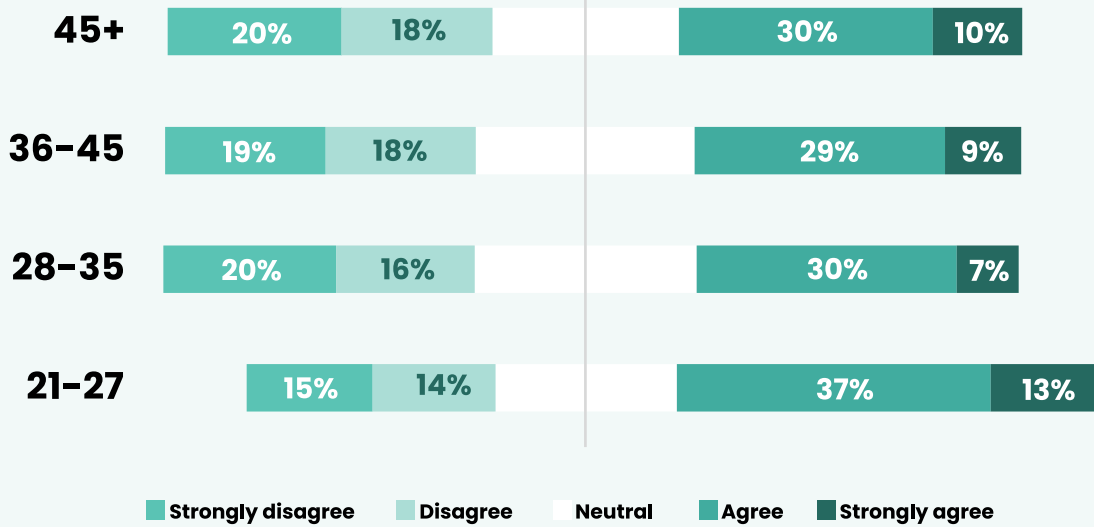
The reward for dedication and commitment

In our study, 41% of respondents felt that they are rewarded by the organization for their dedication and commitment at work, while 34% of respondents disagreed. A significant difference among age groups was observed, namely, younger employees had a stronger feeling that they are rewarded for their performance. Employees between the age of 21 and 27 were: **33% more likely** than other age groups to feel rewarded



But employees between the age of 28 and 45 are less likely to feel that their efforts and achievements are acknowledged by their managers. Employee recognition is critical for promoting positive mental health, which usually translates into better job performance.

Figure 9: **The organization recognises efforts and achievements**



Mental health support and balance of work life and personal life

Forty percent of the respondents believed that their work environment helps them strike the right balance between work life and personal life, while 33% disagreed with this notion. Additionally, respondents were asked their opinion on their organization’s mental health support. Only 36% believed that their organization really supports their mental health, while 32% disagreed.

More than half of employees (57%) believe that their workplace stress affects their mental health and this effect was even more problematic for women.

Women are 16% more likely to believe that workplace stress affects their mental health.

Bullying and harassment in the workplace

Our current study reveals that the majority of employees have not experienced any type of bullying in the workplace (**64%**). However, different age and gender groups are affected differently by this phenomenon.



Men were 28% more likely to be bullied in the workplace than women (38% vs. 33%)

While **verbal bullying** was the most common type of bullying that respondents reported, employees have experienced other forms as well such as:



18%

Body shaming



33%

Social bullying



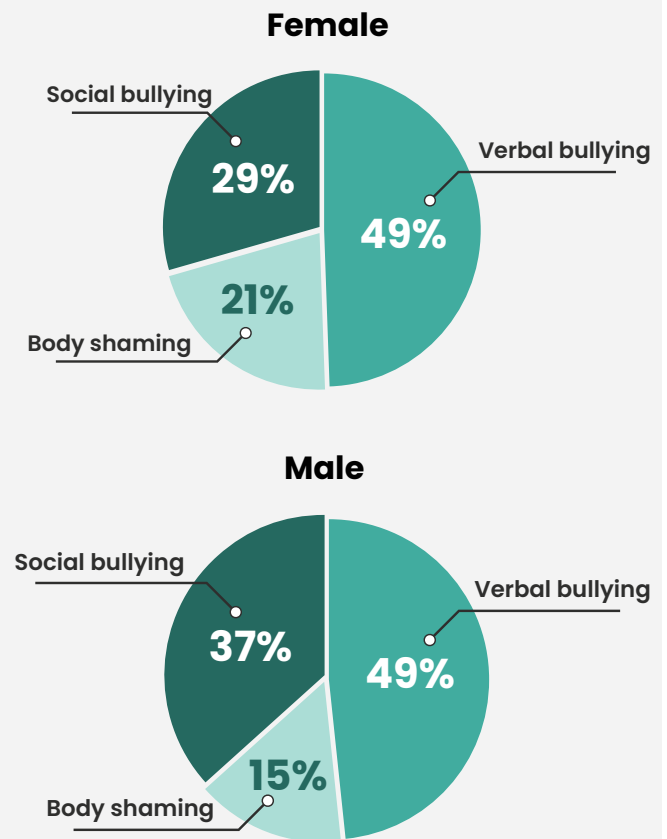
49%

Verbal bullying

Breaking down the gender groups, we found that men and women differ in the type of bullying they experience:



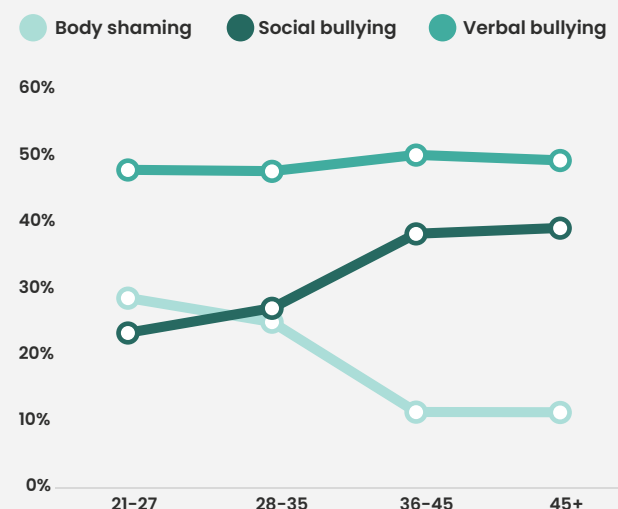
Figure 10: **Types of bullying by gender**



The types of bullying were also significantly different among the age groups. While the most common type of bullying was verbal bullying among all age groups:

Older employees (35+) were 3x times more likely to experience social bullying than body shaming compared to younger employees.

Figure 11: **Types of bullying by age**



IX. Discrepancies between HR and employee perspective

Ease of access and effectiveness of mental health benefits

We asked both employees and HR staff to rate the ease of access and effectiveness of their organization’s mental health benefits. Interestingly, HR teams seem to be more pessimistic about the ease of access and the effectiveness of the benefits than employees.

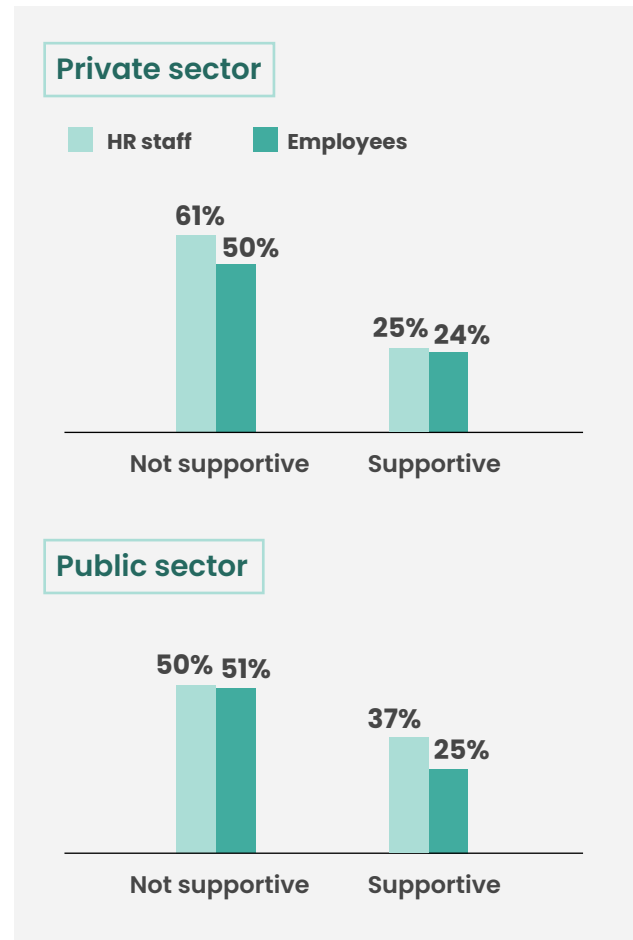


Mental health – top priority?

Employers believe that employee mental health is their top priority, however, this is not what employees perceive:



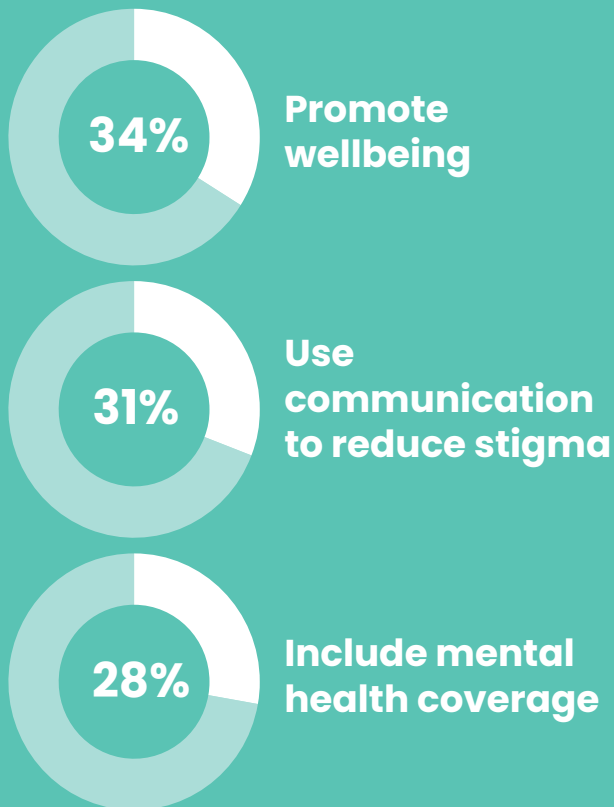
When asking HR teams and employees how well their organization supports their mental health, we found that overall, **30%** of HR teams thought they are supportive of the mental health of their employees while only **25%** of employees agreed with this notion. Interesting differences could be found among different sectors:



This discrepancy becomes more evident when considering that 68% of HR teams stated that they take into account the mental health of their employees when designing new HR policies, hinting that the issue may be with the execution and communication rather than the design of HR policies. This is a very common issue among organizations globally.

X. Challenges and expectations

To determine employee expectations, we asked them how their organization could start supporting their mental health. The most common expectations were:



The top two expectations among women were:



In order to feel supported by the organization, men are more interested in better communication to reduce stigma. On the other hand, for women, the mental health coverage by their employer is more important. These differences in expectation should also be addressed by organizations in order to create a healthier organizational culture.



The top two expectations among men were:



Conclusion

The organization's prosperity and the mental health of the workforce go hand-in-hand

The mental health of the workforce is undoubtedly critical for the prosperity and success of an organization. It is time we re-evaluate our perspective on mental wellness in the workplace. Based on this study conducted in Saudi Arabia, it is important that we move toward a shift in workplace culture with two basic considerations:

Mental health should be seen as a collective priority, not an individual issue

It is crucial that a narrative of the collective creation of culture in an organization is reinforced and that every employee or leader is aware that she/he has an important role in shaping that culture, which in turn, influences the mental health of the whole workforce. The culture of protecting employees from overwork and burnout by reasonable HR policies or supportive dynamics between the teams in the organization during turbulent times are good examples for defining the collective priority of mental health.

Mental health – from slogan to actual practice

Employees need to feel the prioritization of mental health at an individual level. Without the support of leaders in the organization, employees may find it difficult to embrace a wellness-progressive culture and leverage mental health resources effectively. Healthy and open communication is built between all levels of the workforce in the organization.

Based on these considerations, we recommend nine cost-effective ways to improve the mental health of the workforce which can subsequently lead to better return on investment (ROI):

1. Awareness workshops and webinars

It all starts with awareness. Hosting webinars and workshops for employees and senior management is a cost-effective and easy way to begin introducing employees and leaders to the various mental health challenges and ailments that affect the workplace. Showcasing the hidden costs of poor mental health like occupational errors, productivity loss, and absenteeism is a sure way to increase interest in the subject. Other popular topics include stress management, dealing with burnout, managing invisible disabilities, and increasing human connectivity in the workplace.

2. Days off for mental health

Emotional wellness is as imperative as physical wellness, and there is no better way of showing your workforce that you care about their mental health than to give them days off when they are needed. This is a tried and tested strategy that will improve morale and ultimately increase productivity and workforce retention.

3. Train managers to spot problems and identify mental health risks in the workplace

In addition to promoting mental health awareness across your company, you will also want to train managers and leaders to better identify worrisome symptoms or more serious conditions.

Train your managers in skills that support emotional wellbeing and positive relationships among their teams.

Create a welcoming and safe work environment that builds trust among leaders and employees, contributes to job satisfaction, and helps minimize job-related stress.

Train managers to understand the wide range of mental health resources, how to access them, and to establish a nurturing environment for their employees to access care.

Teach managers how to recognize signs of stress and other mental health challenges, which can greatly help reduce burnout and turnover.

4. Promote stress-reducing behaviors

Burnout is real and can contribute to stress, anxiety, and “quiet quitting”, a more recent workplace trend where employees silently protest toxic company cultures by doing the bare minimum of one’s job requirements. You can combat burnout by giving employees what they require.

- Encourage your employees to take the time they need.
- Offer a flexible work environment.
- Promote work/life balance. Show your employees how to unwind and turn off from work. And practice what you preach. For example, do not email employees after work hours or request deadlines that require employees to work in the evenings or on weekends. Respecting your employees’ personal time goes a long way.
- Create a culture of frequent employee check-ins. Check-ins are effective tools for understanding your team’s needs, improving team engagement, and enabling tracking of their emotions and overall wellbeing.

5. Use assessment tools to measure workplace mental health

Take the guesswork out of what your team needs. Mental health assessments are powerful tools for employers to identify work-related stress and mental health challenges, connect employees to relevant resources, and ultimately better support the wellbeing of your team.

6. Train your team leaders to become mental health first aiders

Mental Health “First Aid” courses and workshops for CEOs and leaders will give them the knowledge and practical skills to recognize early signs of mental health stressors, identify the causes of stress in the workplace, provide rapid response to someone in distress, and actively reduce stigma around mental health in the workplace.

7. Let your workplace mental health ambassadors lead in developing a healthy culture

Mental health ambassadors are people within your team who can have peer-to-peer conversations about their mental health challenges or concerns with staff members.

Nominate your mental health ambassadors and train them to support with:

- Having an open and supportive conversation about mental health.
- Spread mental health awareness in the workplace.
- Engage and guide employees toward the proper support, whether it's setting boundaries, delegating tasks, self-care, or therapy.

8. Prioritize women's wellbeing at work

The level of burnout, anxiety, and stress women are experiencing has become the primary issue affecting productivity in the workplace.

With small but meaningful actions that employers can take, you can create a workplace where women can take care of their mental health and increase productivity.

Here are the most effective strategies to begin with:

- Consider adjusting policies to better support working women.
- Encourage women on your team to speak up and share their thoughts by providing an accessible platform to do so.
- Ensure salaries and raises are equitably determined regardless of gender.
- Provide accessible resources for women to report harassment or sexual assaults and ensure the process is easy and clear.

9. Cultivate gratitude at work

Practicing gratitude in the workplace has been shown to:

- Reduce stress and drive positive emotions
- Lead to fewer sick days
- Increase job satisfaction
- Promote trust and improve teamwork

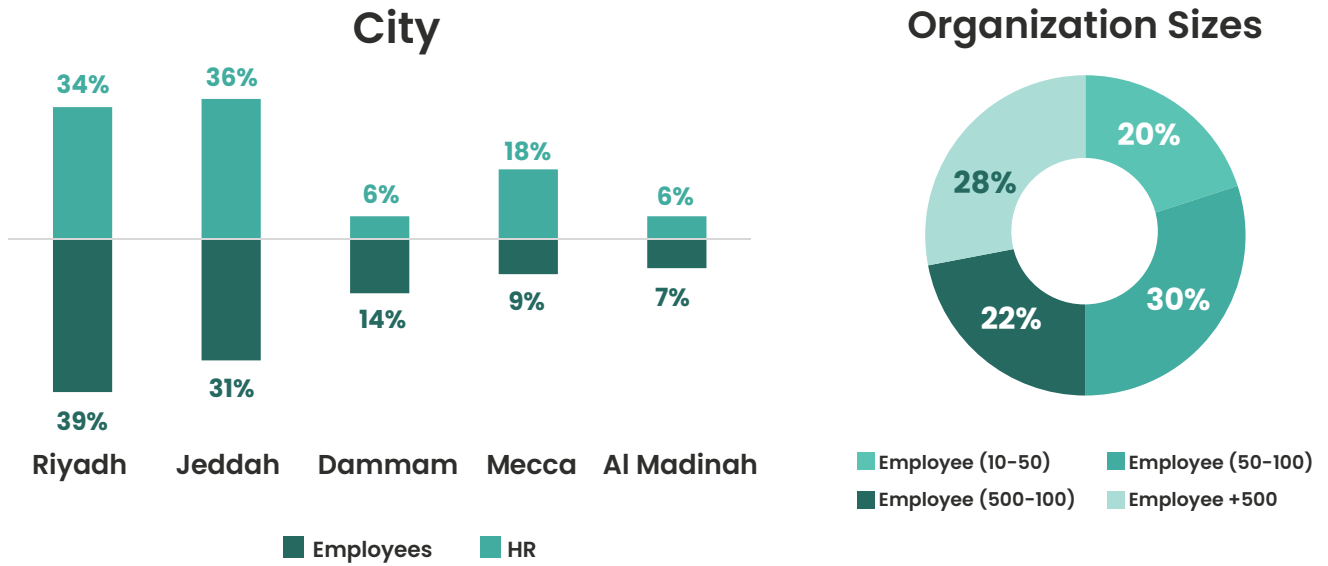
Start a team gratitude practise and ask every team member to share what they are grateful for in the following three areas:

- Something they are grateful for at work.
- Someone on the team they are grateful for, and why.
- Something in their life outside of work they are grateful for.

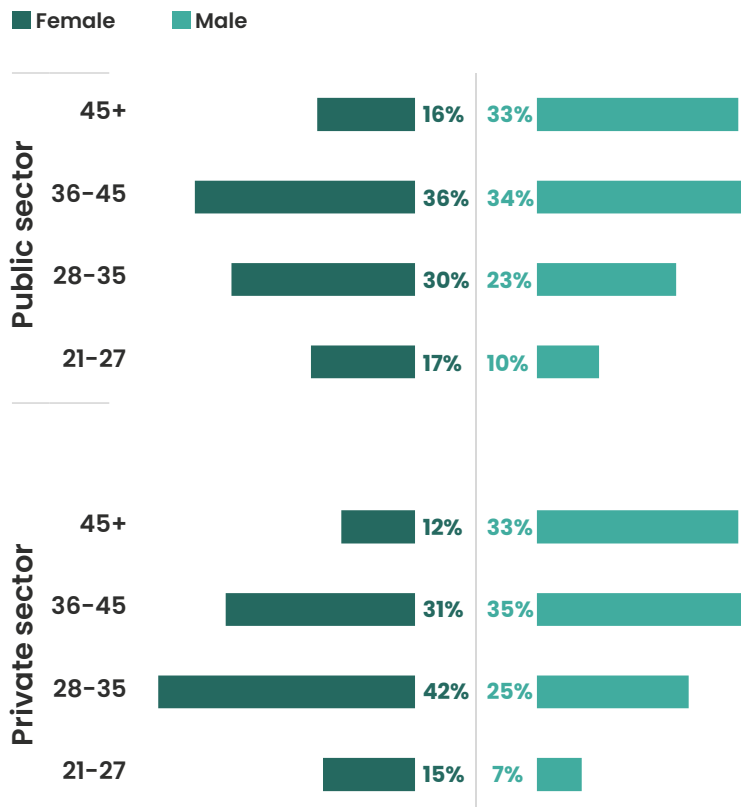
Methodology

The target was a diverse group of white-collar employees with an initial sample size of 2,000 private sector employees (a mix of small, medium, and large enterprises, with an emphasis on firms employing 1,000+ white-collar employees) and 2,000 public sector employees. In addition, 50 HR and benefits leaders were targeted in order to build a comprehensive picture of an employer's wellness offering. The percentages in this report are rounded to whole numbers for an easier read. In addition, all findings and relationships that are reported in this study were statistically significant at a 95% confidence level.

Demographics



Age groups



contact us

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