

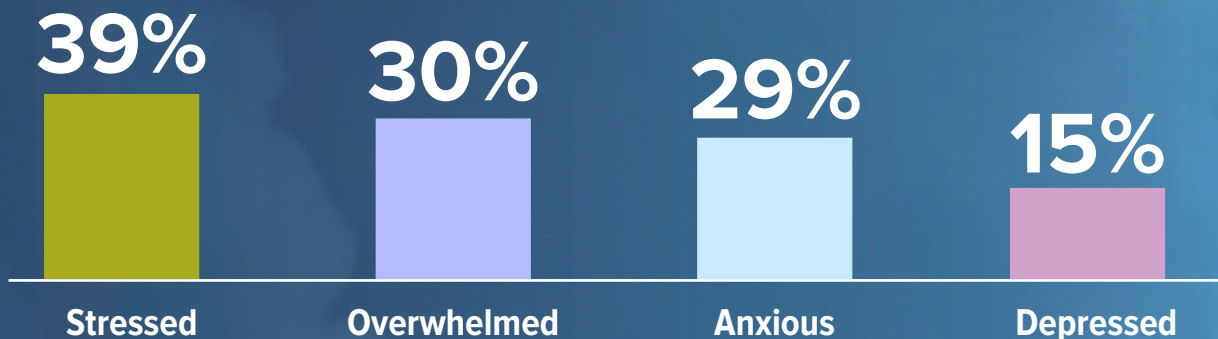
SHRM Understands How Workplaces Impact Mental Health

Mental health will be a critical issue for workplaces of all kinds in 2024. As the voice of all things work, **SHRM creates better workplaces where employers and employees thrive together**, impacting the lives of more than 235 million workers and families globally.

According to SHRM Research:*

1 in 3 U.S. workers say their job **negatively affected their mental health** over the past six months.

Percentage of U.S. workers who said **their job made them feel:**



... at least **weekly** over the past six months.

Within organizations that have **successfully** supported mental health:

14% of workers experienced negative mental health effects due to their job.

43% of workers experienced positive mental health effects due to their job.

Within organizations that have **not** **successfully** supported mental health:

53% of workers experienced negative mental health effects due to their job.

17% of workers experienced positive mental health effects due to their job.

*Source: State of Mental Health & Well-Being in the Workplace, SHRM Research, 2023.