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MENTAL HEALTH

**STRONGER MINDS -
STRONGER BUSINESS**



MENTAL HEALTH BUSINESS CASE

Investing in employee mental health support is not only a moral imperative but also a strategic business decision. By fostering a mentally healthy workforce, organisations can drive better performance, retain top talent, and create a more resilient and productive work environment



Companies that prioritize mental health see a **20% increase in productivity**



Organisations that support mental health have a **30% lower turnover rate**



Mental health conditions cause **12 billion lost workdays** each year



Every \$1 invested in mental health yields a **\$4 return in health and productivity**

MENTAL HEALTH KEY STATISTICS

- ✓ The global economy loses an estimated **\$1 trillion annually** due to productivity losses from mental health related disorders
- ✓ **1 in 5 workers** globally report experiencing significant mental health issues
- ✓ **3 out of 5 employees** report that mental health factors negatively impact their work performance
- ✓ **79% of employees** have experienced moderate to severe stress in their jobs within **the last 12 months**
- ✓ **82% of workers** worldwide feel that their workplace does not provide enough mental health support

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5 KEY STEPS FOR EMPLOYERS



1 FOSTER OPEN COMMUNICATION

Encourage a culture where employees feel comfortable discussing mental health without stigma. Provide regular check-ins and create a safe space for open conversations about well-being. This can help identify and address stressors early.

TRAIN MANAGERS TO SUPPORT MENTAL HEALTH

Equip leaders with the skills to recognize signs of stress and mental health challenges in their teams. Provide training on how to have supportive conversations and refer employees to appropriate resources when needed.

3. ESTABLISH CLEAR CAREER PROGRESSION PATHS

Providing clarity on job roles, responsibilities, and opportunities for advancement helps employees feel secure in their positions and reduces anxiety about the future. Regular career development conversations can also provide guidance and purpose

4 INTRODUCE WELL-BEING INITIATIVES

Offer programs like mindfulness sessions, yoga classes, or fitness challenges to promote mental and physical well-being. Such initiatives show commitment to employee wellness and provide practical tools to reduce stress

5. ENCOURAGE TEAM-BUILDING ACTIVITIES

Promote activities that build camaraderie and foster relationships within teams, such as team lunches, social events, or collaborative projects. Strong workplace relationships can offer emotional support and reduce feelings of isolation

TO FIND OUT MORE INFORMATION
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