Psychological Health in the Workplace Stats and Facts

FACTS

1. **Chronic Workload Stress:** Excessive demands, tight deadlines, or understaffing can lead to long-term stress, anxiety, and reduced job performance.
2. **Lack of Support or Recognition:** Insufficient supervisory support or lack of appreciation contributes to demoralization and emotional fatigue.
3. **Workplace Bullying or Harassment:** Ongoing interpersonal conflict or verbal abuse causes emotional distress and long-term psychological trauma.
4. **Poor Work-Life Balance:** Long hours, irregular shifts, and lack of flexibility make it difficult for workers to recover mentally and physically.
5. **Job Insecurity and Organizational Change:** Frequent layoffs, restructuring, or lack of clarity in roles create fear, anxiety, and depression.
6. **Isolation or Lack of Inclusion:** Remote work or non-inclusive environments can cause employees to feel disconnected, undervalued, or excluded.
7. **Unclear Job Expectations:** Lack of communication about duties, goals, or policies leads to confusion, self-doubt, and decreased morale.

STATS

- In Canada, 70% of employees are concerned about the psychological health and safety of their workplace.
- In the US, 50% of workers report moderate to severe levels of burnout, depression, or anxiety.
- 24% of working Canadians report experiencing burnout ‘most of the time’ or ‘always,’ up from 21% the previous year.
- In the US, 42% of employees worry their career would be

negatively impacted if they talked about mental health concerns at work.

- 23% of employed Canadians believe their workplace is not psychologically safe.
- In the US, 84% of workers experienced at least one mental health challenge over the last year.