



Work isn't working for millennial mental health

- UK's biggest ever stress survey reveals mental health generation gap in our workplaces
- Powering through stress at work is expected say over a quarter of millennials (28%) versus only 12% of baby boomers ^[1]
- Workplace stress means over a third of millennials (34%) have been less productive compared to just 19% of baby boomers ^[5]
- Across both generations, on average, only 14% are comfortable speaking to a manager about stress ^[3]

[Monday 14 May, 15:00 GMT] Millennials feel most under pressure in the workplace, reveals the UK's biggest ever stress survey released today by the Mental Health Foundation, in partnership with Mental Health First Aid England, to mark the start of Mental Health Awareness Week (14-20 May).

The UK's biggest ever stress survey, conducted by YouGov, spoke to 4,619 people to understand the impact of stress on people's health, relationships and working habits. The findings highlight a significant generational gap around workplace stress.

Millennials are feeling the pressure at work. Over a quarter of millennials (28%) state powering through stress is expected in their organisation's culture, compared with just 12% of baby boomers. ^[1] In addition, over a quarter of millennials (27%) often feel bothered by their stress levels during the working week as opposed to just 17% of baby boomers. ^[2]

There is an increased spotlight on mental health awareness but on average, calculated across both generations, only 14% of people are comfortable speaking to a manager about their stress levels. ^[3] This is despite a quarter of millennials (25%) saying they compromise their health to do their job, compared with 18% of baby boomers. ^[4]



This generational divide is also highlighted through the impact of stress on workforce activity. Over a third of millennials (34%) have been less productive at work due to stress, versus only 19% of baby boomers. ^[5]

Commenting on the findings, Richard Grange, a spokesperson for the Mental Health Foundation, said: “The mental health impact of work can follow us home. A good job where we feel secure and supported can boost our mental health. But poor and insecure working conditions undermine good mental health.

“Millennials are more likely to have insecure contracts, low rates of pay and high entry-level workloads. The pressures they face in today’s employment market are very different to past generations.

“A degree, for example, was once considered the key to success. But that is no longer always the case. The more we understand about how experiences of work have changed – the less surprising it is they are experiencing high levels of stress”.

Jaan Madan, Workplace Lead at Mental Health First Aid England, added: “In recent years, huge steps have been taken to improve mental health awareness across society, including in the workplace.

“However, today’s research commissioned by the Mental Health Foundation shows that more needs to be done to translate this awareness into action, with only 14% of both millennials and baby boomers feeling comfortable speaking to their managers about stress.

“Coping with stress in the workplace starts with being able to have a conversation with your manager, and in a mentally healthy organisation everyone should feel comfortable talking about stress. Which is why Mental Health First Aid England has launched the Address Your Stress Toolkit, a free practical resource to help employers and employees identify the sources and signs of stress and take steps to help reduce the impact.”



Managing Partner for Talent at Deloitte LLP, Emma Codd, commented: “Today’s survey findings indicate that stress is a growing issue for millennials in the workplace and so, as employers, it’s important that we take action to create open and healthy workplace cultures.

“At Deloitte we want to empower our people to better support their own and others’ mental health. That’s why as part of our wellbeing strategy, we are sharing the ‘Address Your Stress’ toolkit with all of our people and also committed to train one in four of our senior leaders in Mental Health First Aid skills. With this approach we want to ensure that our people feel supported and that we can always provide an open environment where people feel comfortable talking about their mental health.”

ENDS

NOTES TO EDITORS

For further information on the findings and for interviews or comment please contact: mhfa@munroforster.com or contact Kat McCamley on Katharine.mccamley@munroforster.com and 0207 089 6120.

YouGov surveyed 4,619 people, of which 942 were millennial workers and 604 were baby boomer workers, for the Mental Health Foundation, the findings are released in partnership with Mental Health First Aid (MHFA) England. Fieldwork was undertaken between 29th March - 20th April 2018. The survey was carried out online. The figures have been weighted and are representative of all UK adults (aged 18+).

Millennials as defined by the American Psychological Association, are those aged between 18 and 38 and baby boomers are those aged between 53 and 71.

[1] 28% of millennials agreed with the statement “Powering through’ stress is expected as part of the culture in my workplace”, 12% of baby boomers agreed with this statement

[2] 27% of millennials agreed with the statement “I often feel bothered by my level of stress during the working week”, 17% of baby boomers agreed with this statement

[3] 17% of millennials agreed with the statement “I’d feel comfortable talking to my manager about any stress I was experiencing”, 10% of baby boomers agreed with this statement



average across both these age groups calculated by Mental Health Foundation; 166 millennials + 57 Baby boomers = 223, divided by total weighted base of 1002 Millennials and 556 Baby boomers (1558 adults), came to 14%

[4] 25% of millennials agreed with the statement “I compromise my health to do my job (either mental or physical health)”, 18% of baby boomers agreed with this statement

[5] 34% of millennials agreed with the statement “I've been less productive at work than I would like to have been because of feelings of stress”, 19% of baby boomers agreed with this statement

Stress itself is not a mental health condition, but external stressors and individual vulnerabilities can often combine to lead to the development of mental ill health and mental illness. At any one time, 1 in 6 British workers will experience depression, anxiety or problems relating to stress. [[Centre for Mental Health, 2007](#)]

About Mental Health Foundation

The [Mental Health Foundation](#) is the UK's charity for everyone's mental health. With prevention at the heart of what we do, we aim to find and address the sources of mental health problems.

About Mental Health First Aid (MHFA) England

- MHFA England is a community interest company (CIC), established in 2009.
- MHFA is the mental health equivalent of physical first aid training and provides participants with the skills and confidence to recognise the signs and symptoms of common mental health issues and effectively guide a person towards the right support, be that self-help or professional services.
- To date over 250,000 people in England are trained in MHFA skills.
- The core principles of MHFA include: spotting the signs of a mental health issue, helping to prevent issues from getting worse and giving confidence in helping someone who is experiencing an issue.
- As well as the Adult MHFA course, the organisation runs a number of tailored courses including Youth MHFA, Higher Education MHFA, Armed Forces MHFA and Workplace MHFA.

PRESS RELEASE



Mental Health
Foundation



MHFA England

- More information about MHFA England and its courses can be found at www.mhfaengland.org or by emailing info@mhfaengland.org.