

Report

# The alarming impact of workplace stress on the UK workforce



2024



## Methodology:

For this report, we conducted a survey in partnership with the [Relations Group](#), gathering insights from 2,008 UK employees across diverse public and private industries. The data collection period ran from April 12th, 2024 to April 18th, 2024. The research methodologies followed the guidelines set by the UK Market Research Society (MRS) code of conduct (2023) and complied with the Data Protection Act (DPA) of 2018 to ensure ethical and responsible data collection.

## Survey respondents:

The survey respondents comprised 2,008 UK working adults, allowing for a comprehensive and varied representation of the UK workforce. Analysis of the data focused on demographic factors such as age, gender, and UK city to highlight specific areas where workplace stress may be more prevalent. The survey employed representative sampling techniques to ensure a diverse and accurate reflection of the UK demographics, thus allowing for relevant and impactful findings that can be inferred to the broader UK population.

## Foreword

The stark reality is: UK employees are silently suffering. Between the alarming rise in stress levels, the heartbreaking tales of burnout, and the invisible battles people face every day, it's a crisis we cannot afford to ignore.

Employees are looking to their employers for more support, yet 2/5 of UK employees say their workplace simply doesn't offer adequate mental health support to cope with daily stresses. It is time for urgent action.

Let's create a brighter, more compassionate future for employees.

If you want the 'competitive edge', you must invest in your people. Build a wellbeing strategy that is personalised and caters to even the most unique needs.



**Jill King**  
SVP, International  
Personify Health





# The findings at a glance

The reality of employee mental health in the UK, in 2024



**69%**  
of the UK workforce say they're stressed at work at least once a week - with 13% saying they're stressed every day

**2.4 million**  
UK workers have experienced suicidal thoughts due to workplace stress

**51%**

of people say their boss prioritises their work output over their mental wellbeing

**41%**

of employees say their workplace does not offer adequate mental health support

**45%**

think they're less likely to get a promotion if their employer knew they had a mental health issue

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The lack of adequate mental health support in workplaces, coupled with the fear of stigma affecting career prospects, worsens the stress and anxiety prevalent in the workforce. However, within these sobering figures lies an opportunity for transformation.

By acknowledging these issues and taking decisive action to prioritise mental health and wellbeing, employers can create a future where employees feel supported, valued, and empowered to thrive in both their professional and personal lives.

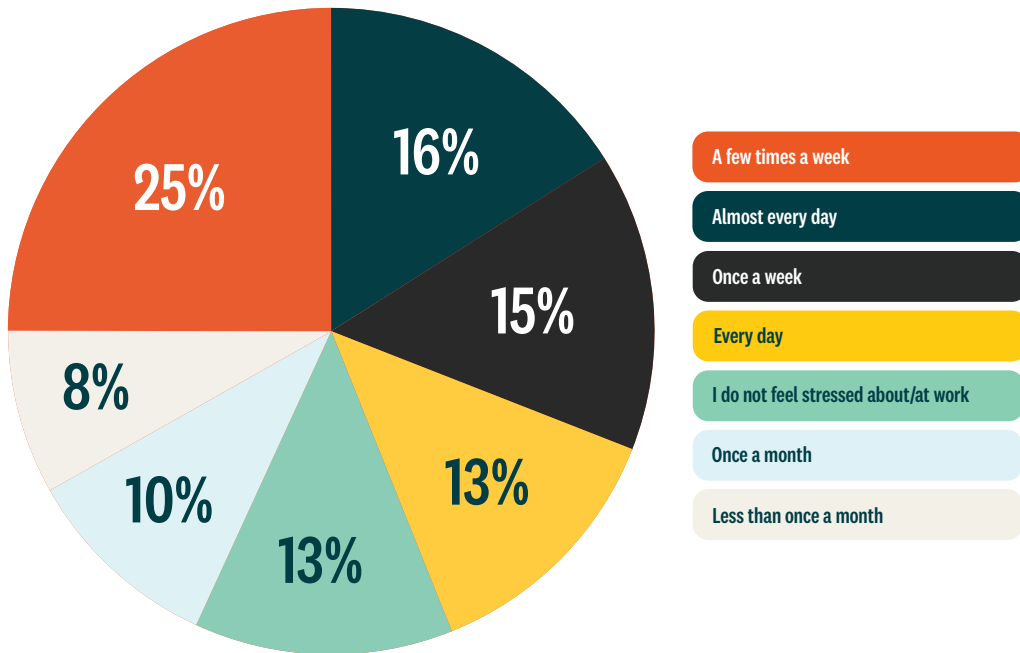


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# The employee mental health support gap – and how to plug it



## How often do you feel sad at work?



To bolster this, it seems the UK workforce is looking to their employers for mental health support – but they’re just not getting it. Unless you’re in Coventry, Swansea, and Wolverhampton, that is. Our research shows that employees in these cities are happiest with the mental health support they receive from their employer.

Employees who are 55+ claim to be the happiest at work, with the majority of them saying they’re not stressed at/about work. However, women in the workplace are more likely to be stressed (14%) compared to men (11%). That may sound like a small percentage, but that actually equates to 720k more women being stressed in the workplace than men.

Sexism, pay inequality, and sexual harassment still hold space in many UK workplaces. Could this be part of the reason why women are more stressed? No matter the reason, the stress rates need to be explored and workplaces need to be reviewed to ensure employees are getting the right support, at the right time.

**41%** of employees say their workplace does not offer adequate mental health support

### How to take action

Insights from Personify Health

If your people aren’t forthcoming about their mental health or stress issues, you need to make support and resources readily accessible to them, while keeping it all at the forefront of their minds with strong communication. [Personify Health](#) provides personalised and confidential support – no matter the circumstance, no matter the time.



# The sound of silence speaks volumes

This may not be a new trend, but even in the age of mental health awareness, employees still aren't speaking up about mental health issues.

In fact, almost half (45%) of UK workers think they're less likely to get a promotion if their employer knew they had a mental health issue.

Without a [psychosocially safe](#) workplace, businesses will never reach their potential. Employees want to work, whether in-person or virtually, and know they can have a confidential conversation with their manager without being penalised.

Remember, it's impossible for employees to separate their home life from work because personal experiences, emotions, and challenges naturally influence productivity, focus, and overall wellbeing.

Always check in on how your employees are doing, both professionally and personally. They might not want to share, but offering the time and space shows your support.

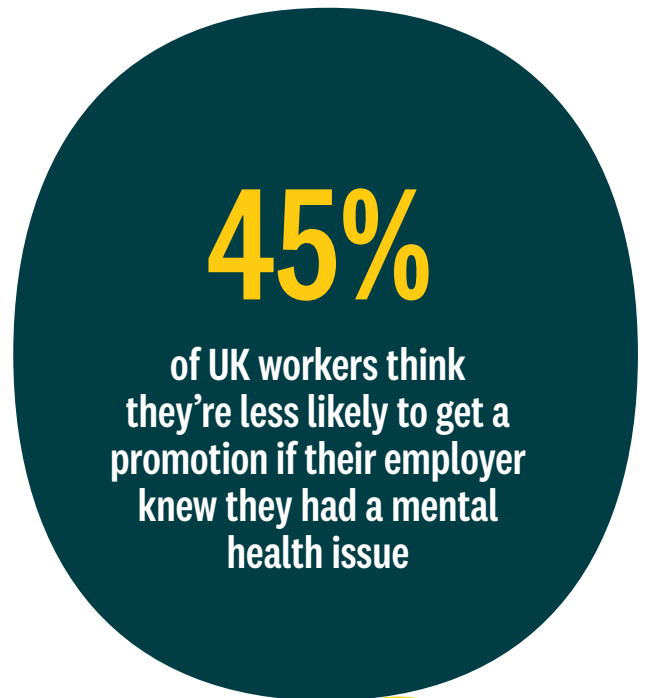
## Keep an eye on Gen Z employees...

Gen Z, the generation born between 1997 and 2012, are less likely to talk about their mental health to their employer (23%), compared to Millennials (21%), Gen X (18%), and Boomers (16%).

Despite being outspoken about societal issues, Gen Z still feels hesitant to open up about their mental wellbeing at work, possibly due to concerns about showing vulnerability and harming their job security.

For clarity, Gen Z are more likely to talk about their mental health compared to those growing up in the [early 2000s](#).

This emphasises the crucial need for creating safe, judgment-free spaces in the workplace where everyone feels comfortable discussing their mental health openly.



## How to take action

### Insights from Personify Health

Managers must be taught how to identify psychosocial hazards so that they can help overcome them. At Personify Health, we help global businesses build [psychosocially safe](#) workplaces for all employees, no matter where they are.



# The brutal consequences of workplace stress

It comes as no surprise that workplace stress is taking its toll on millions of employees. Without a good support system, people can – and will – turn to poor coping mechanisms.

Our findings show that “finding it hard to switch off or relax after work” is the top outcome of workplace stress. Closely followed by either an increase or new development of anxiety.



**2.4  
million**

**UK workers have  
experienced suicidal  
thoughts due to  
workplace stress**

**1/3** of employees find it hard to switch off or relax due to workplace stress

Almost **1/4** of people say they have developed anxiety or their anxiety has worsened due to workplace stress

**22%** suffer from insomnia or sleep problems

**22%** say their homelife or relationships have suffered

**18%** have left a job or been signed off sick

**12%**

**of employees have used  
drugs and/or alcohol to  
cope with stress**

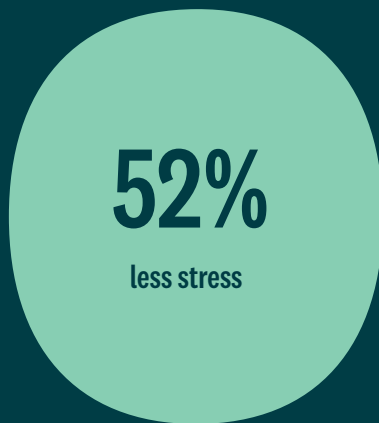
# We're Personify Health.

The first personalised health & wellbeing platform company to bring health, wellbeing, and navigation solutions together.

Personify Health helps employees like yours make lasting changes in their health and wellbeing.

No organisation is too big or small. Whether you have a team of 5 or 50,000 – Personify Health will deliver engaging and personalised support for your employees' wellbeing.

When using Personify Health, members report:



## Because health is personal.™

Find out how Personify Health can support mental health in your workforce.

Speak to a wellbeing expert

