

Conclusion

Report 1

The frequency of mental health illness and attitudes towards mental health vary significantly by geographic location. Countries like Australia, the US, Austria, Hungary, Pakistan, and Taiwan report higher rates of mental health disorders (around 50%), while Poland, Spain, and Russia report lower rates. However, some countries with extreme rates have very few respondents, so conclusions there are limited.

Attitudes also differ regionally: comfort discussing mental health is higher in Estonia, Hungary, and Mexico, but lower in Russia. Employer support is strongest in Norway, Italy, Finland, and South Africa, and weakest in Brazil. Negative experiences related to mental health discussions are most reported in Belgium and Brazil, and least in Germany. These findings show clear geographic variation in both mental health prevalence and workplace attitudes, underscoring the importance of context-specific mental health initiatives.

Report 2

Gender and age are the strongest predictors of mental health illness and related attitudes.

Under Gender, the Other/Nonbinary group shows the highest rates of mental health disorders plus both comfort and negative experiences discussing mental health.

Older age groups report higher disorder rates and greater comfort discussing mental health, while the youngest group is least comfortable.

Company size and remote work have minimal impact on disorder rates, but remote workers generally feel more comfortable and perceive greater employer support.

Overall, demographic factors outweigh workplace context in influencing mental health outcomes and attitudes.

Report 3

Organization size impacts mental health outcomes and attitudes. Small companies report lower mental health disorder rates (39%), higher comfort discussing mental health (33%) and employer support (34%) compared to medium and large companies. Medium and large companies have higher disorder rates (46%) and slightly lower comfort and support levels. Negative mental health discussions are least common in small and medium companies (15%) and highest in large companies (18%). Overall, smaller organizations tend to foster more positive mental health environments.

Report 4

Mental health issues and concerns about discussing them are highest among occasional remote workers, with full-time remote workers reporting fewer problems and non-remote workers reporting the least.

Overall Conclusion:

Mental health rates and workplace attitudes vary significantly across different regions, demographic groups, company sizes, and work setups. Gender and age play major roles, while smaller organizations and full-time remote work environments tend to promote better mental health experiences. These findings highlight the importance of customized mental health initiatives that address specific geographic, demographic, and organizational contexts to enhance employee wellbeing.