

# Workplace Well-Being: Analyzing Mental Health Stigma, Access to care and Behavioral Patterns

**SDG:** Good Health and Well-being



By **ABOUT FAITH IRENE**

# INTRODUCTION

## **Bridging the Gap in Mental Health: An Analysis of Stigma, Access, and Behavior in the Modern Workplace**

Mental health is an indispensable component of overall well-being, yet it remains one of the most significant and stigmatized challenges within modern workplace environments. Under **United Nations Sustainable Development Goal 3 (Good Health and Well-being)**, there is a global mandate to "ensure healthy lives and promote well-being for all occupations," which explicitly includes the promotion of mental health.

However, in many professional settings and regions, including parts of Africa, mental health is often ignored or misunderstood, creating a silent crisis that impacts productivity, employee retention, and human potential.

This report, powered by **MindScope Analytics**, delves into a comprehensive dataset of nearly 292,364 **Individuals** to dissect the intricate layers of this crisis. We move beyond simply identifying stress levels to answer critical questions:

- What is the true **gap** between those who are struggling and those who actually receive care?
- How do **stigma and behavioral patterns**, such as social withdrawal, manifest across different demographics?
- How does **access to treatment** vary by geography and occupation?

Our analysis provides a data-driven lens on workplace mental health, focusing on three core pillars: **stigma, access to care, and behavioral patterns**. Our objective is to illuminate the barriers to well-being and provide actionable insights that can help organizations and policymakers foster healthier, more supportive, and more productive work environments for all.

By turning this data into understanding, we can begin to close the treatment gap and build a world where mental health is not a silent struggle, but a priority.



# MindScope Analytics - Workplace Mental Health Dashboard

Country

All

Gender

All

Participants

292.36K

No. of Countries

35

Stressed Rate

34%

Lost Work Interest Rate

36%

Coping Rate

53%

Treatment Rate

50%

Family History Rate

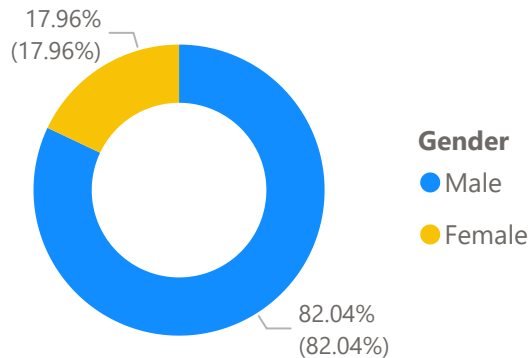
40%

Habit Changed Rate

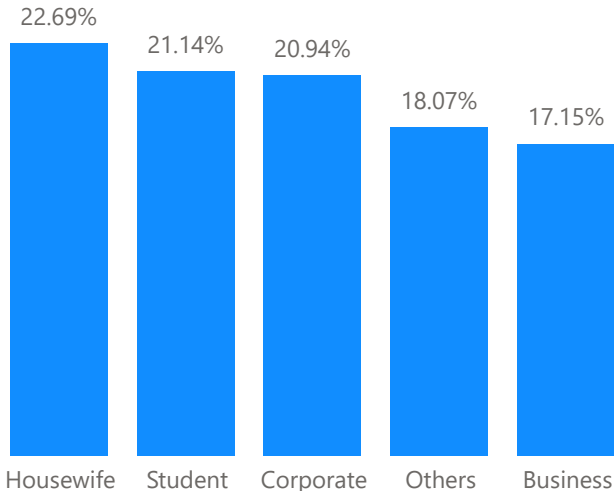
37%

## Demographics Breakdown:

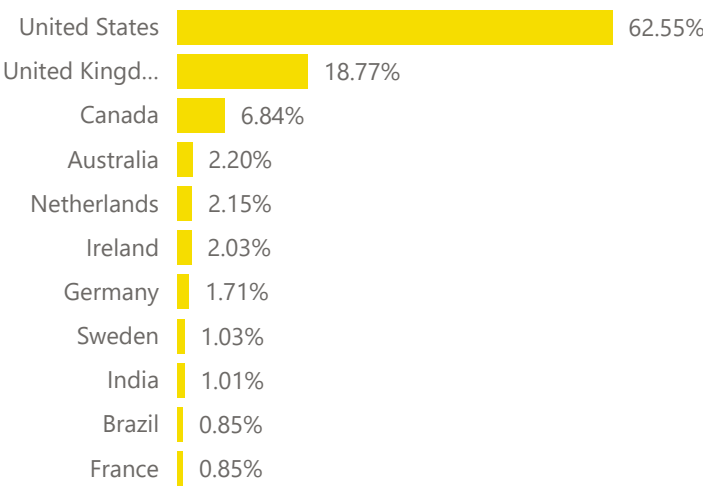
% Gender Distribution



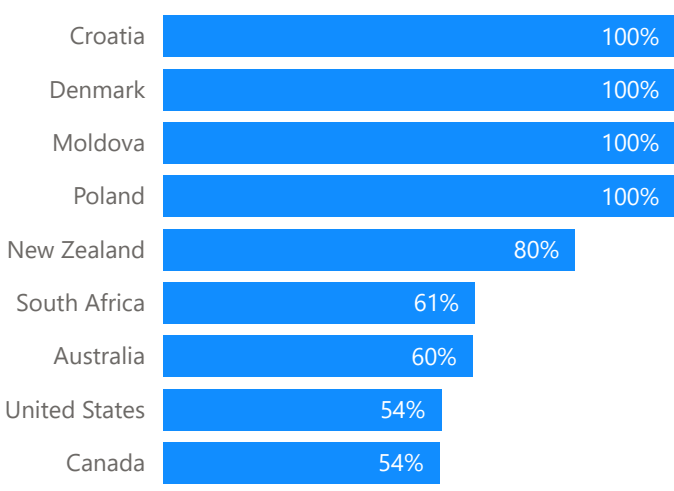
% Occupation Distribution



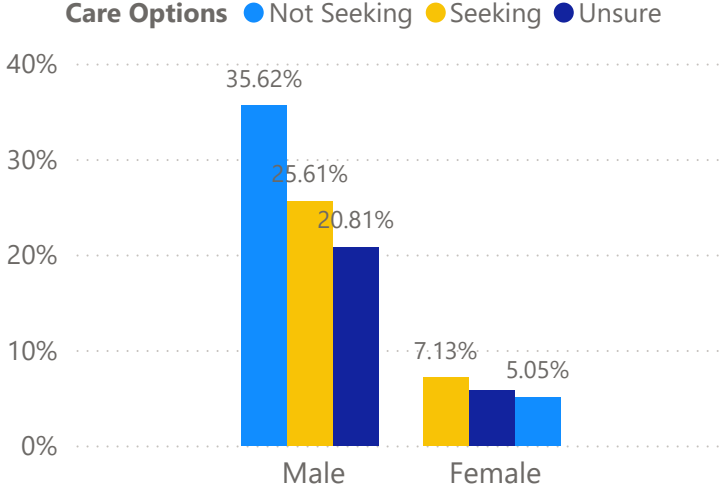
Top 10 Countries Participated



Top 10 Countries with Treatment Access

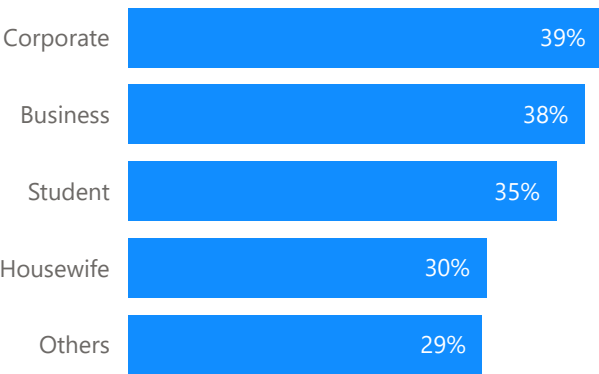


% of Gender & Care Options

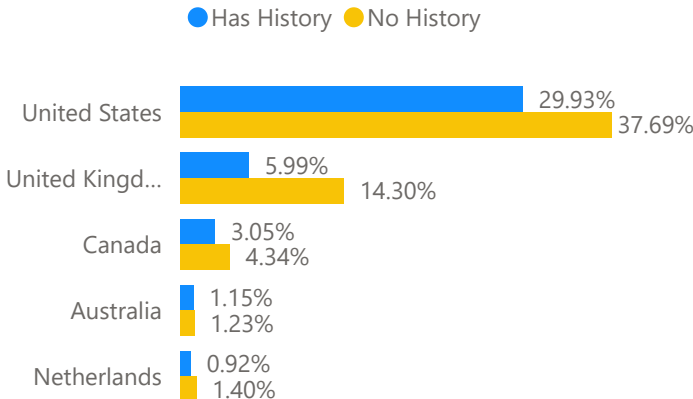


## Stress & Mental Health Status: The prevalence and nature of mental health issues:

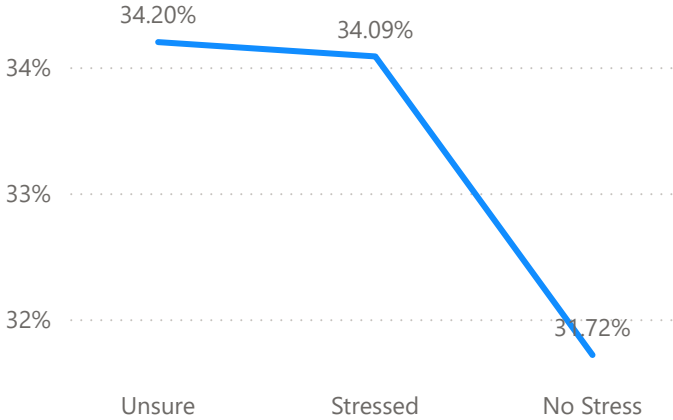
Stressed Rate by Occupation



Top 6 Countries with Family History



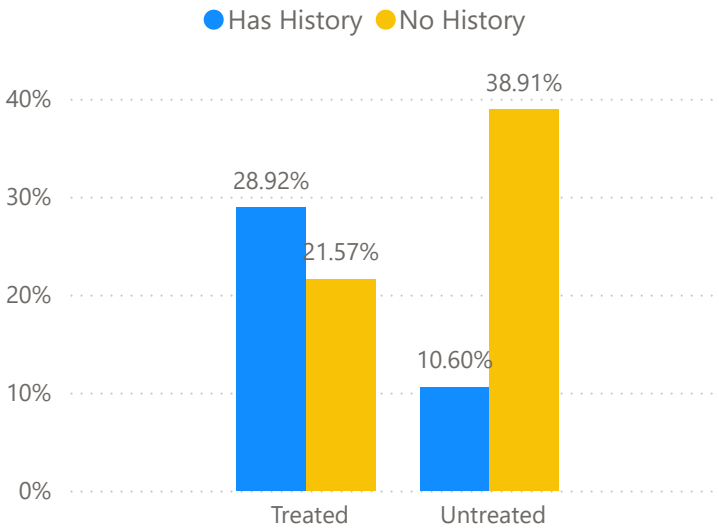
% of Growing Stress



Growing Stress by Treatment

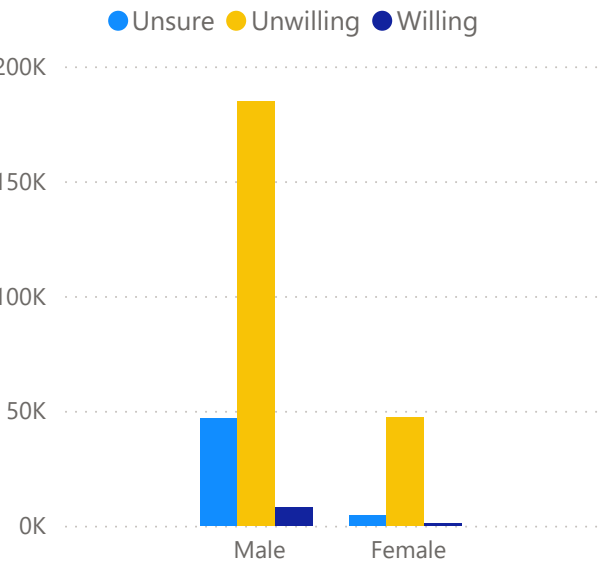
Growing Stress	Treated	Untreated	Total
No Stress	15.95%	15.77%	31.72%
Stressed	17.45%	16.64%	34.09%
Unsure	17.09%	17.11%	34.20%
Total	50.49%	49.51%	100.00%

% of Treatment against Family History

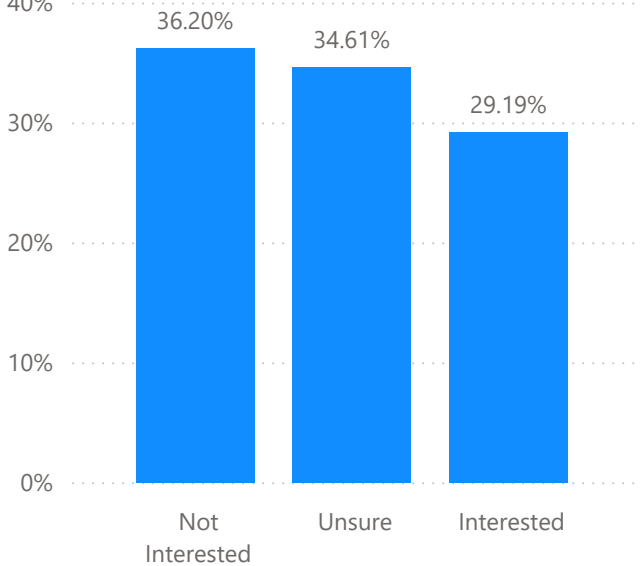


## Behavioral Patterns & Stigma Indicators:

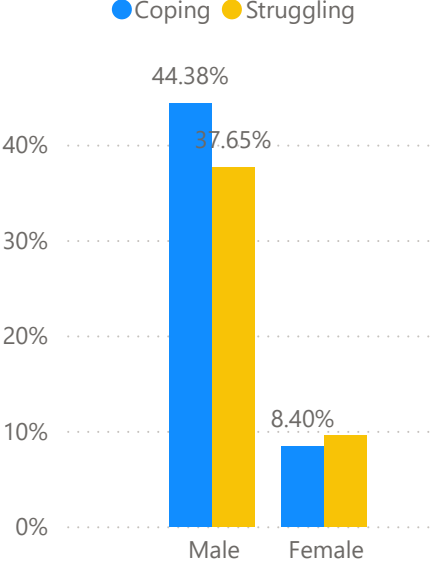
Mental Health Interview against Gender



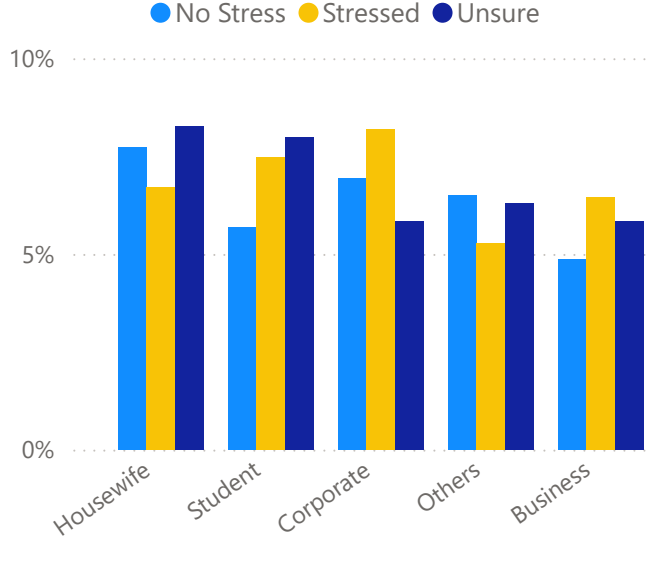
% Growing Stress by Work\_Interest



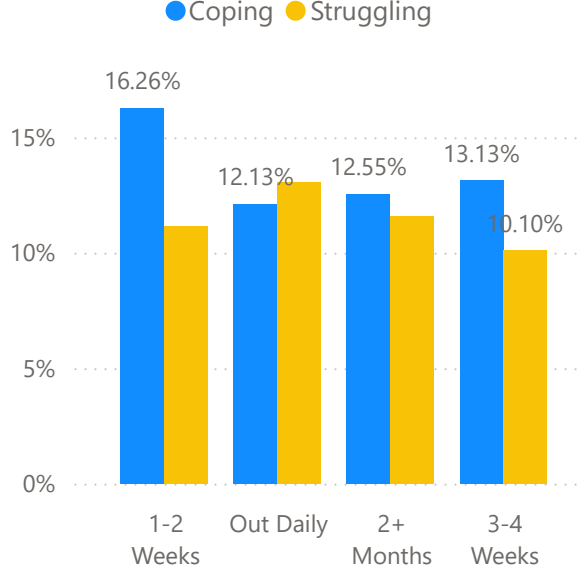
% of Gender and their Coping



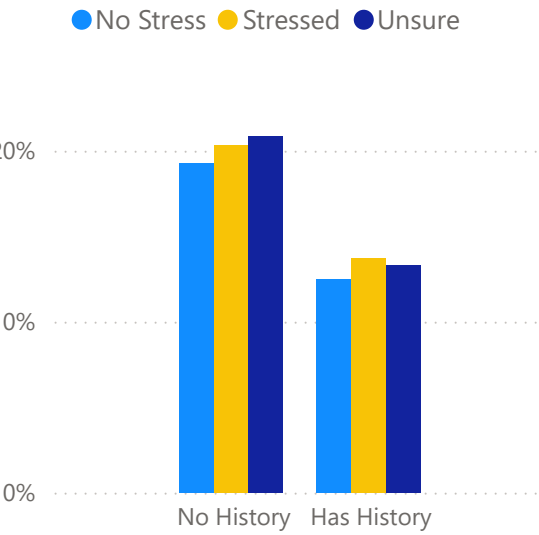
% of Occupation against Growing Stress



% of Stay Indoors against their Coping





% of Family History against Growing Stress



## Underlying factors that influence mental health:

# Key Findings

-  The dataset consists of 292,000 participants with 82.04% being male and 17.96% female.
- 🌍 Mental health awareness in African countries is extremely low oftenly associated with stigma and **treatment access varies widely** across other continents.
-  **99,280 of the total participants are stressed** across occupations — especially corporate & business roles, with corporate occupation having the highest percentage at 39%.
- 😞 Stress linked to **mood swings, reduced work interest, coping struggles, habit changes.**
- ❓ 26.6% of the participants are “**Not sure**” about available mental health support.
- 🧬 Family history strongly increases likelihood of seeking treatment.

## Recommendations & Conclusions

### **Conclusion:**

Our analysis shows that mental health challenges—especially stress, stigma, and low awareness—significantly affect workplace well-being. Among the **292,364** individuals studied, we found that 34% report significant stress, yet only 50% have sought or received treatment. This clear "treatment gap" underscores a critical area for intervention.

African countries have been underrepresented having only Nigeria and South Africa.

Improving access to care and fostering healthier work environments will strengthen productivity and support the advancement of **SDG 3 by 2030**.

### **Recommendations:**

**Promote Mental health awareness in Africa:** Strengthen mental health awareness across Africa through education and open dialogue to break stigma and build a healthier, more productive society.

**Workplace Interventions:** Implement targeted mental health programs and destigmatization campaigns in high-stress industries.

**Improve Access:** Companies and governments should work to make mental health care more accessible and affordable.

**Promote Healthy Coping:** Create and disseminate resources that teach and encourage healthy coping mechanisms to reduce the number of people "struggling."

**Data-Driven Policies:** Use insights like these to shape national and corporate health policies that prioritize mental well-being.