

# Mental Health In Remote Work Environments

Presentation

Cover	Intro	Overview	Satisfaction with Remote Work	Satisfaction & AVG Stress	Work Location & Productivity	Stress & Productivity Change	Sleep, Exercise & Stres	Exercise & Mental Health Condition	.
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## Mental Health and Remote Work Environments

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## ”Navigating Workplace Stress: Insights on How Location, Industry, and Role Impact Employee Well-being”

In today’s evolving work environment, the shift towards flexible work locations, diverse industries, and specialized roles have reshaped the way employees experience and manage stress. This story delves into the impact of these factors on employee well-being, revealing how work location (remote, hybrid, onsite), industry type, and job role contribute to varying levels of stress.

Post-pandemic, companies are starting to reverse back to onsite work positions, while many job seekers are still looking for remote roles due to work-life balance, and reduced transportation costs.

From the high-stress demands faced by Finance and Healthcare professionals to the unique pressures encountered by remote workers, our findings highlight areas where organizations can make targeted improvements. By understanding these stress patterns, companies can create supportive environments that enhance productivity, satisfaction, and mental health across their workforce.

Join us as we explore the data-driven insights that shed light on workplace stress and offer solutions for a healthier, happier workforce.

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**The data source:**

For this analysis, we worked with a dataset gathering data from companies worldwide, with a total of 5000 surveyed employees.

**Hypotheses:**

We believe remote workers should present better health conditions to those working onsite or hybrid roles.

**Assumptions:**

For role seniority, we assumed junior employees have between 1 and 3 years of experience, mid-level roles are between 4 and 7, and senior above 7 years.

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Work Location	Satisfaction with Remote Work		
	Neutral	Satisfied	Unsatisfied
Remote	35.18% 603	30.28% 519	34.54% 592
Hybrid	32.69% 539	34.20% 564	33.11% 546
Onsite	30.91% 506	36.16% 592	32.93% 539

How satisfied are employees with working remotely across working locations?

As an overall trend:

- Employees working remotely show higher numbers in the Neutral and Unsatisfied categories compared to those who are Satisfied.
- Among Hybrid employees, the Satisfied group slightly surpasses both Neutral and Unsatisfied groups.
- Ironically, onsite employees also have a larger Satisfied group compared to Neutral and Unsatisfied, which is an interesting contrast to Remote workers.

**Note:** The close range of employee counts (506 to 603) across satisfaction levels suggests these differences may not be large, and the company might need to decide if the differences are meaningful enough to prompt further action.

## Mental Health Condition

- ☒ Anxiety
- ☒ Burnout
- ☒ Depression
- ☐ None

## Work Location

- ☒ Hybrid
- ☒ Onsite
- ☒ Remote

## Productivity Change

- ☒ Decrease
- ☒ Increase
- ☒ No Change

## Physical Activity

- ☐ Daily
- ☒ None
- ☒ Weekly

## Gender

- ☒ Female
- ☒ Male
- ☒ Non-binary
- ☒ Prefer not to say

## Total Employees

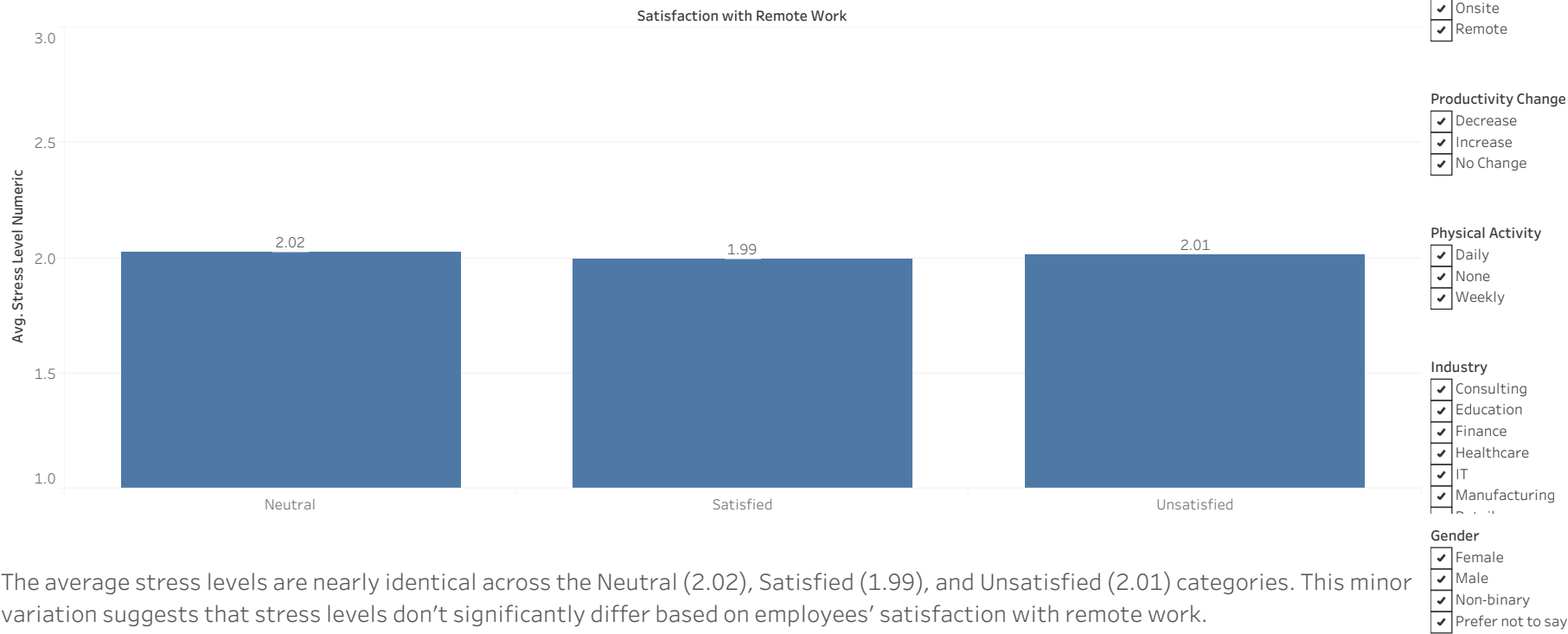
506  603

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## Satisfaction and Avg Stress Level

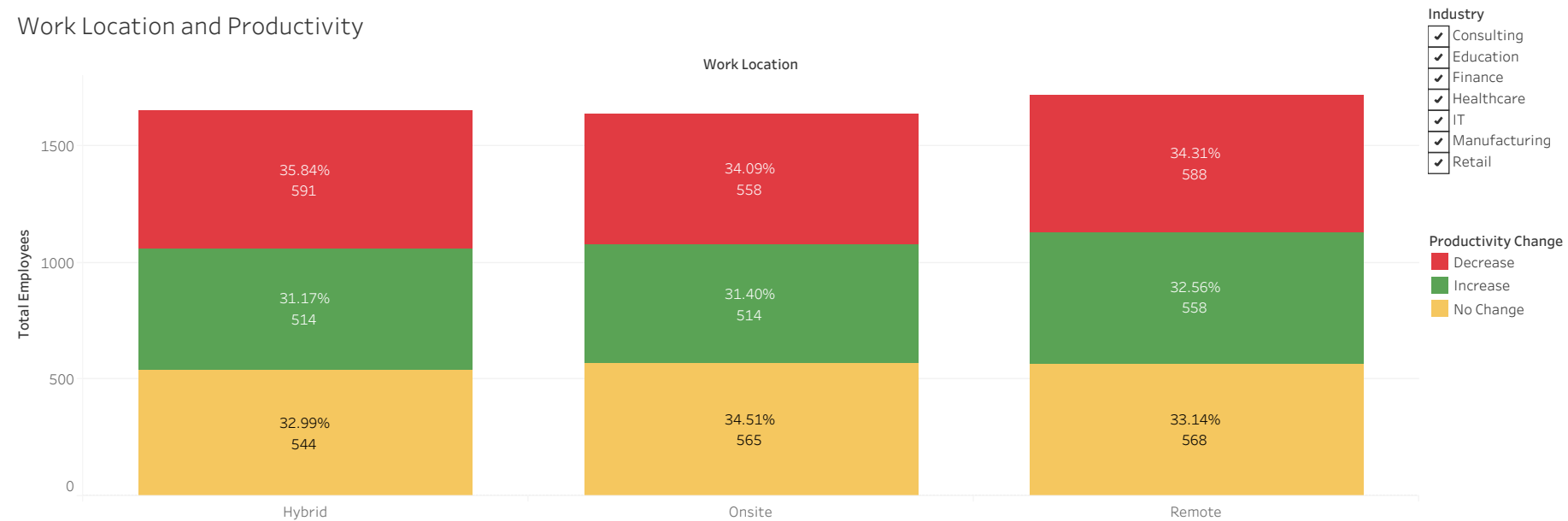


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## Work Location and Productivity



The percentage of employees with productivity decreases is fairly consistent across work locations, with a slightly higher decrease in hybrid and remote settings.

Remote work has a slightly higher percentage of employees with productivity increases (32.56%) compared to hybrid and onsite.

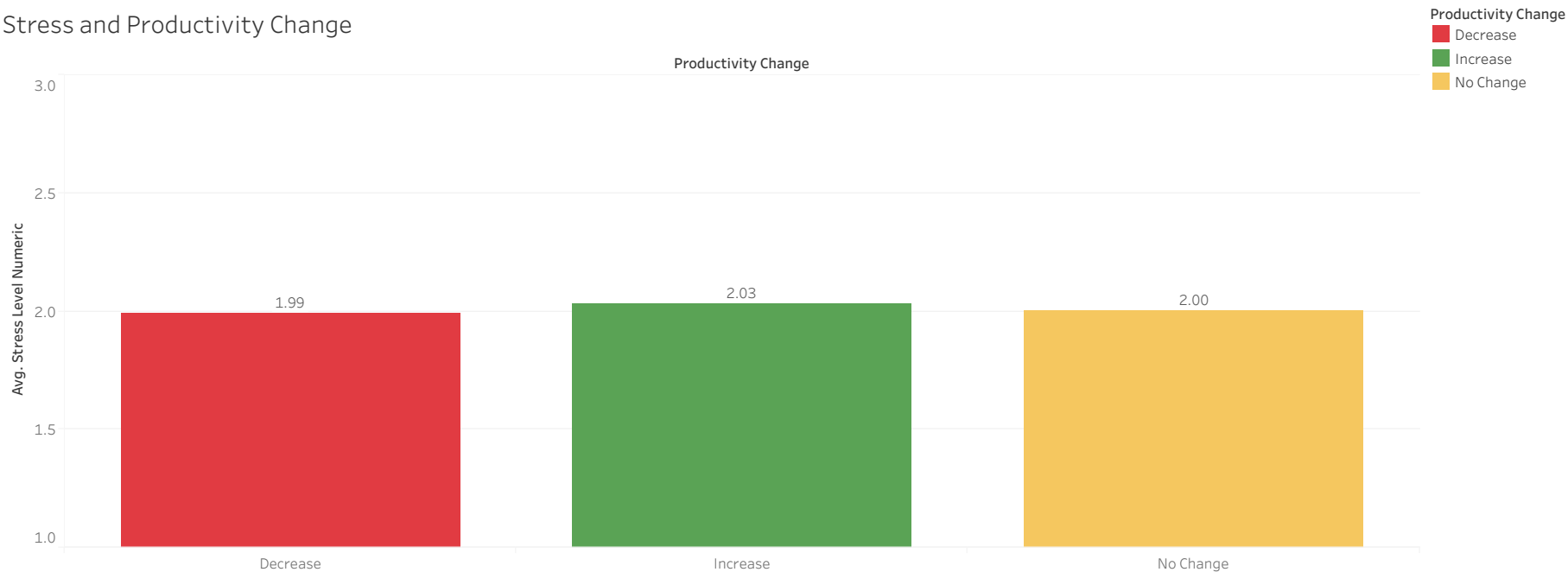
The distribution of productivity changes does not show significant variance among the different work setups, suggesting that productivity changes may not be heavily influenced by work location alone.

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## Stress and Productivity Change



Those who saw an increase in productivity have a slightly higher average stress level, while those who had a decrease in productivity have a slightly lower than average stress level.

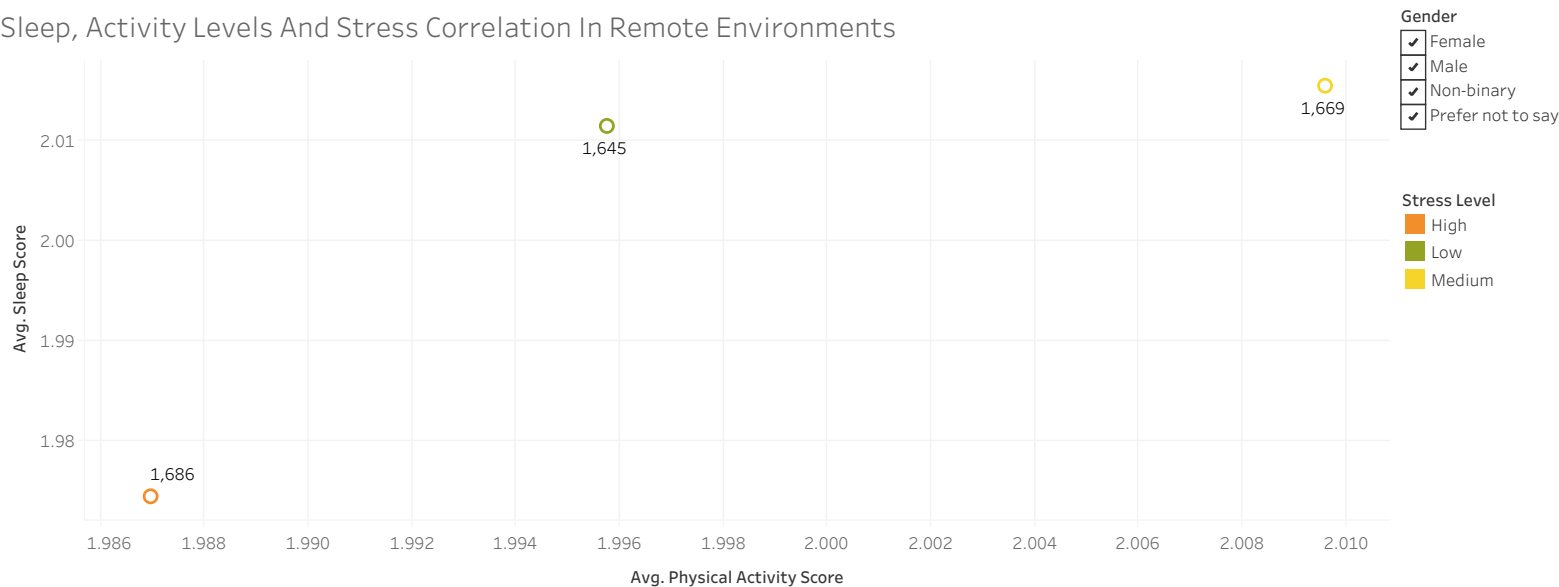
These findings indicate that productivity changes are not strongly associated with variations in stress levels, and the company may need to consider other factors if they aim to reduce stress among employees

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Sleep, Activity Levels And Stress Correlation In Remote Environments



- There appears to be a moderate correlation where **medium stress levels are associated with better sleep quality**, possibly due to balanced lifestyle pressures that encourage adequate sleep and physical activity.

- **High stress negatively impacts sleep quality**, supporting the idea that stress management interventions may improve sleep among employees.

- Encouraging **physical activity** could be beneficial for stress management and, indirectly, for improving sleep quality, especially for high-stress groups.

\* Higher sleep and physical activity score represent better sleep and more consistent workout levels.

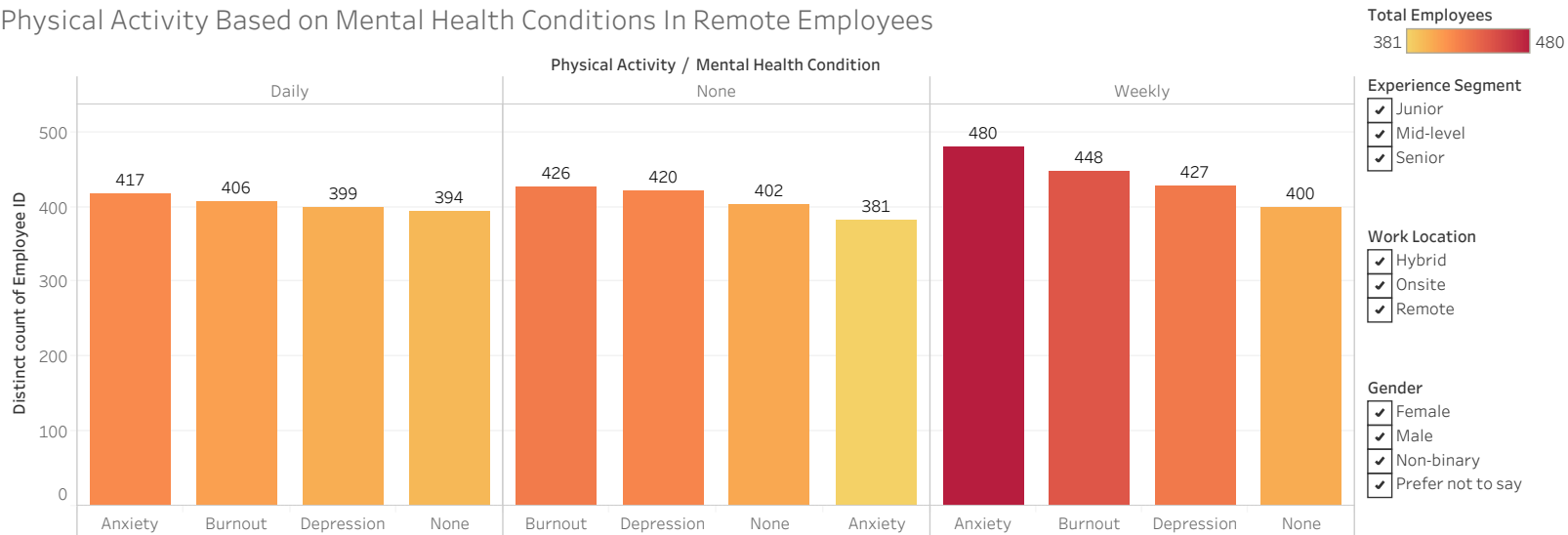


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Physical Activity Based on Mental Health Conditions In Remote Employees



**Overall Trend:**  
Employees with **anxiety** have the highest workout frequency, with **160 working out weekly** and **157 daily** across all genders.

**Gender-Specific Patterns:**

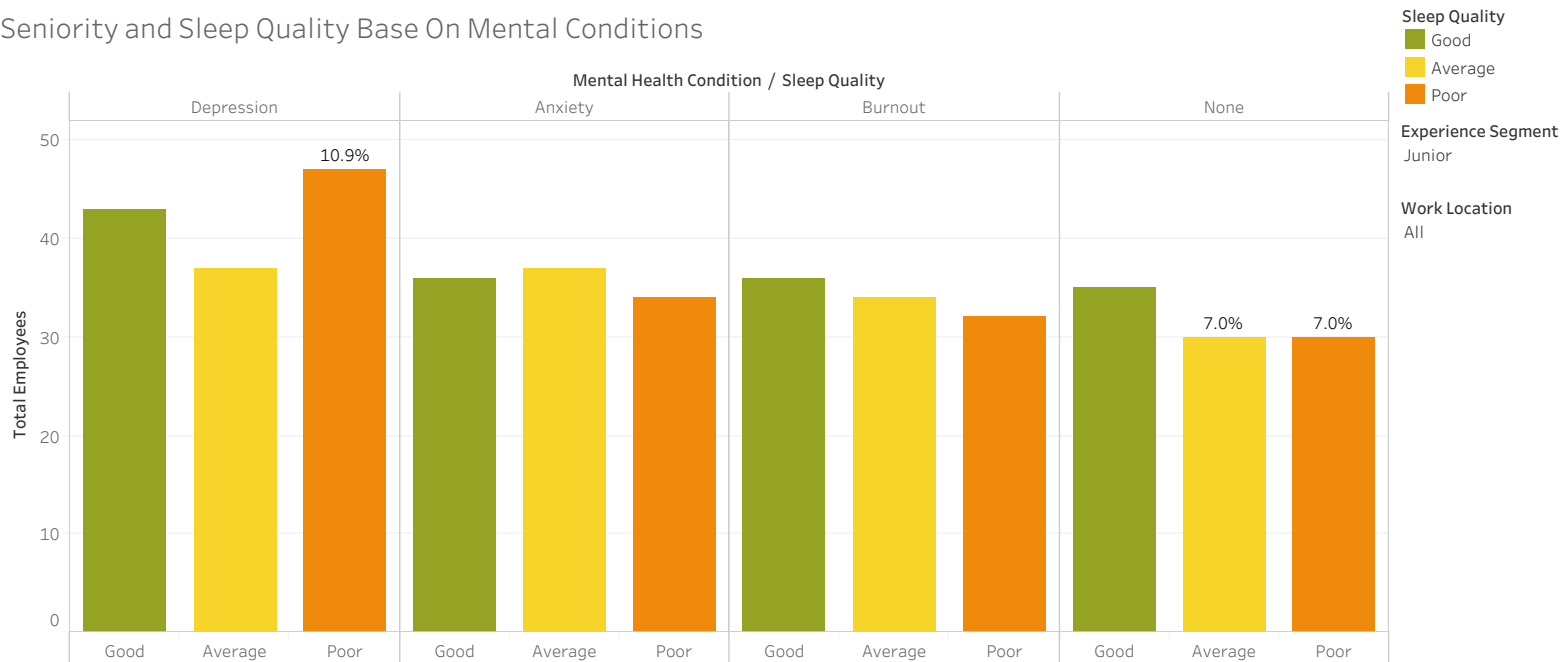
- **Female Employees:** Those experiencing **burnout** are the most active daily, indicating that physical activity might be a coping mechanism for managing burnout.
- **Male Employees:** Males with **burnout** are the least active overall, suggesting that burnout may reduce physical activity levels. However, males with **anxiety** are the most likely to work out weekly, implying that exercise might play a role in managing anxiety.
- **Non-Binary Employees:** Show mixed workout habits, with a tendency for those with **anxiety** to exercise daily and those with **burnout** to work out weekly, suggesting a varied approach to coping through physical activity.

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Seniority and Sleep Quality Base On Mental Conditions



Across most mental health conditions (e.g., depression, anxiety), a larger number of employees report **average or good sleep quality**, with fewer employees in the **poor sleep quality** category.

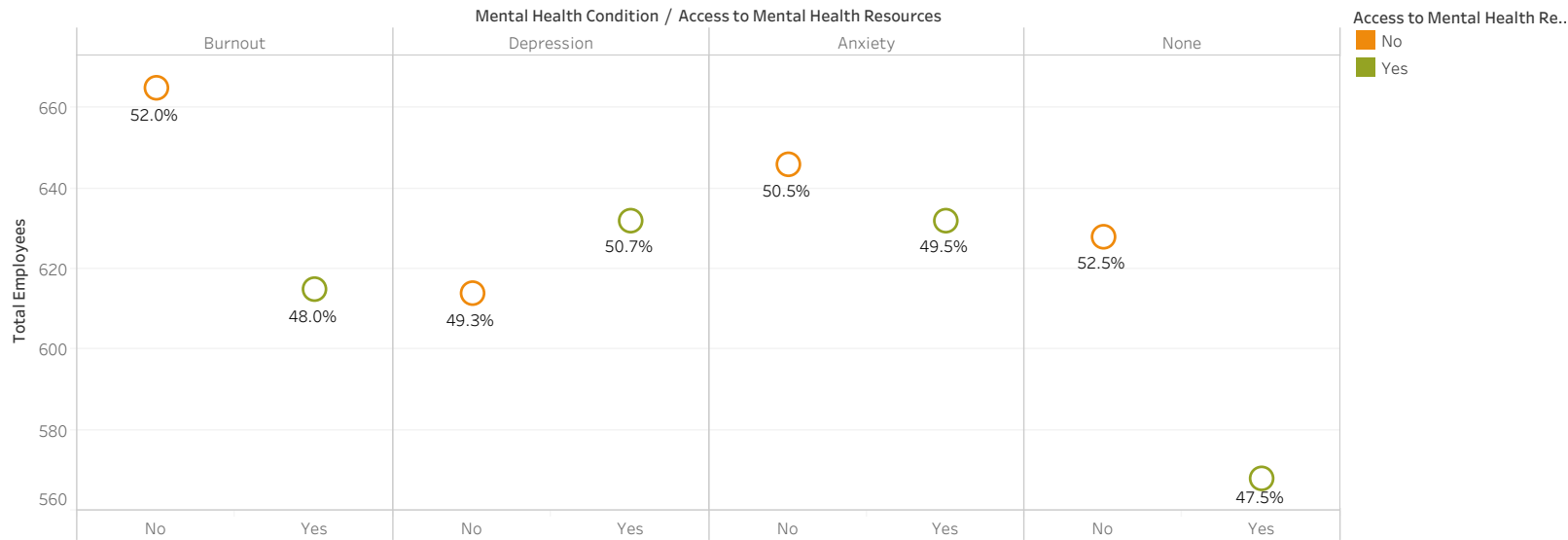
However, burnout shows a higher concentration of poor and average sleep quality, indicating that burnout might be more disruptive to sleep compared to other mental health conditions like anxiety or depression in junior and mid-level roles with ~12%-11% of total employees.

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Percent Of Employees With Access to Resources And Mental Conditions



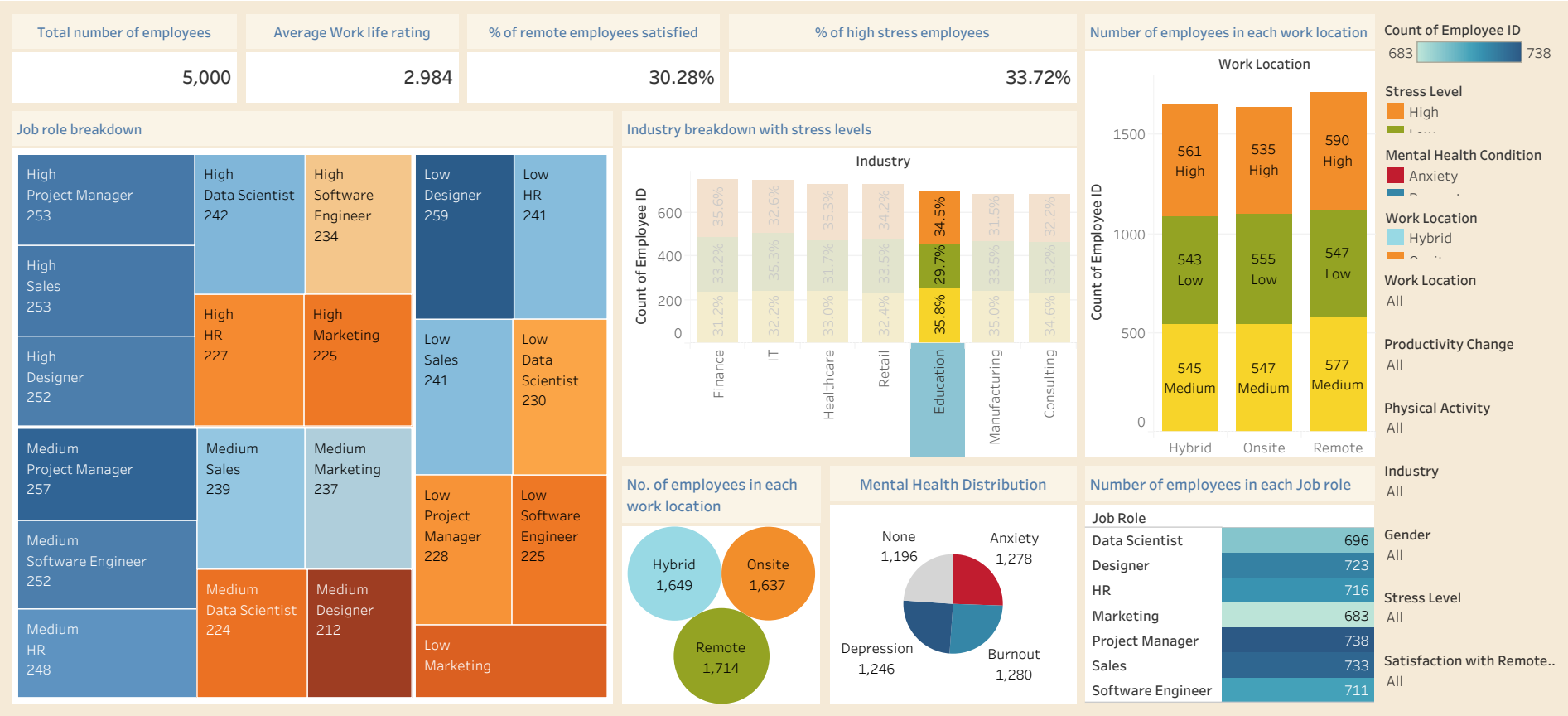
We can see an alarming **lack of access to mental health resources** in more than half of the employees suffering from mental health conditions. **52% and 49.3%** of total employees suffering burnout and anxiety respectively **don't have access to these resources**.

This insight informed us that strategies to increase accessibility to mental health resources are necessary.

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## Findings on Stress, Productivity, Isolation, and Work Location Preferences

While there is a correlation between stress levels and changes in productivity, this relationship is complex and varies across work locations. Employees in remote environments report a slightly higher risk of isolation and stress, while those in hybrid settings experience more balanced isolation and stress levels. Onsite work shows lower isolation rates but does not necessarily correlate with higher satisfaction or productivity across all roles.

For decisions regarding remote, onsite, or hybrid arrangements, relying solely on mental health metrics may be insufficient. Directly surveying employees on their work preferences and mental health needs—particularly those in high-stress roles such as Finance, Healthcare, and IT—can provide essential insights into their unique challenges and preferences.

## Recommendations to Support Mental Health and Reduce Isolation in Remote Work Environments

1. Expand access to mental health services by offering reduced-cost resources, and develop mental health support programs tailored to high-stress industries to address specific challenges.
2. Host regular virtual team-building activities, bonding exercises, and mental health workshops focusing on mindfulness and stress management, establishing peer support groups.
3. Implement flexible scheduling, encourage time-off utilization, and introduce mental health days to promote work-life balance.
4. Support physical health by offering gym memberships or fitness vouchers and organizing virtual wellness challenges or guided exercise sessions. Physical activity can help reduce stress and improve overall mental well-being.